



CPA
SASKATCHEWAN

SKCONNECT

IN THIS ISSUE:

September 2025 CFE Results

Congratulations to Saskatchewan's 95 successful writers!

CPA Canada Fees and Membership Changes

Join us for the 2026 CPA Prairie Connection Conference in Regina

Learn more about our exciting lineup of keynote speakers for 2026!

Plus, articles on Navigating Burnout with New Energy, The Trends Transforming Finance Roles, How to Outsmart AI-Powered Phishing, and more!



THE INSTITUTE OF CHARTERED PROFESSIONAL ACCOUNTANTS OF SASKATCHEWAN

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CPA SASKATCHEWAN MISSION

CPA Saskatchewan enhances the influence, relevance, and value of the Canadian CPA profession by enabling economic and community development through:

- Protecting the public
- Supporting its members and candidates
- Engaging and educating stakeholders

CPA SASKATCHEWAN VISION

The Canadian CPA is the pre-eminent, globally respected business and accounting designation.

CPA SASKATCHEWAN VALUES

- Ethical Behaviour
- Innovation
- Leadership
- Excellence
- Accountability

LAND ACKNOWLEDGEMENT

We live and work on lands covered by Treaties 2, 4, 5, 6, 8, and 10. These are the territories of the Anihšīnāpēk/Saulteaux, Dakota, Dene, Lakota, Nakoda, nēhiyaw/Plains Cree, néhinaw/Swampy Cree, nehithaw/Woodland Cree, and Stoney Nations. They are also the homeland of the Métis/Michif Nation. We pay our respects to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

We respect and honour the Treaties that were made on all territories, we acknowledge the harms and mistakes of the past, and we are committed to moving forward in partnership with Indigenous Nations in the spirit of reconciliation and collaboration.



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CALL FOR AUTHORS

Interested in submitting an article for a future newsletter? Please contact Pam Hoffart, Communications and Events Lead for CPA Saskatchewan at phoffart@cpask.ca.



NOTES FROM YOUR LEADERSHIP

MESSAGE FROM BOARD CHAIR AND CEO OF CPA SASKATCHEWAN



Shelley Thiel, FCPA
CEO, CPA Saskatchewan

As the 2025-26 fiscal year draws to a close, we look ahead to the continued evolution of the Canadian CPA profession as we approach the upcoming changes to the governance framework with CPA Canada and to CPA pre-certification education. We also look forward to many exciting opportunities to both recognize and connect with our members at events.

In January, members received email communications regarding the upcoming administrative and governance framework changes taking effect on April 1, 2026 between CPA Canada and the provincial, territorial, and Bermudian CPA bodies (PTBs). The details of this communication are outlined later in this newsletter.

Regulation of the profession is the responsibility of CPA Saskatchewan. Your CPA designation, rights, and privileges are derived from your registration as a CPA Saskatchewan member. This includes interprovincial mobility, access to the CPA Canada Handbook, and applicable standards. To continue using the CPA designation, you must maintain your provincial membership with CPA Saskatchewan.



Laurette Lefol, CPA, CMA
*Chair of the Board,
CPA Saskatchewan*

As a result of the changes, provincial fees for 2026-27 will be adjusted to include the costs of standards and pre-certification education and CPA Saskatchewan will no longer collect a CPA Canada fee on their behalf. Further information on CPA Saskatchewan's 2026-27 fees will be communicated in March 2026.

Your current CPA Canada membership will continue until April 1, 2026. After that date, membership with CPA Canada will become voluntary. If you wish to continue as a CPA Canada member, you will need to register directly with CPA Canada. It is important to note that CPA Canada does not grant rights to the CPA designation.

The governance and funding changes will not affect the regulation of the profession or your provincial obligations as a CPA. CPA Saskatchewan members will continue to have access to the CPA Canada Handbook and applicable standards.

We are excited about the launch of the new CPA Professional Program in 2027. We continue to share information with current candidates, employers, and future candidates. A link to additional information can be found on our website.

The kick-off to CPA Saskatchewan's 2026 events begins on March 14 as we celebrate Saskatchewan's 121 successful 2025 CFE writers at Convocation; including September 2025 honour roll recipient, Dalton Kiedrowski, and May 2025 National Gold Medalist, Thomas Hines, CPA. We look forward to seeing you at convocation to commemorate this milestone in our graduates' journeys to becoming CPAs.

It is also an honour to recognize our members through CPA Saskatchewan's Member Recognition Awards Program. This program continues to grow, with seven members recognized at our 2025 gala! Nominations for CPA Saskatchewan's 2026 Member Recognition Awards are open until May 5, 2026. If you know an outstanding member who is worthy of recognition for their contributions to the profession and/or community, please consider nominating them for a Fellow Chartered Professional Accountant, Early Achievement Award, or Lifetime Achievement Award today.

CPA Saskatchewan will partner with CPA Manitoba for the fourth year to bring the hybrid 2026 CPA Prairie Connection Conference to the Delta Hotel in Regina on June 17-18. While we understand the convenience of virtual attendance, there is nothing quite like experiencing the speakers and connecting with other attendees in person! We hope you will take advantage of the chance to join us in Regina. The continued growth of this annual conference has allowed us to bring our members an exciting line up of keynote speakers, who you will learn more about later in this newsletter.

We look forward to the changes and opportunities on the horizon, and thank our members for their ongoing engagement, dedication, and leadership as we move forward together.

CPA SASKATCHEWAN BOARD UPDATE



Morris Smysnuik

Cadmus Delorme was named the new Public Appointee on the CPA Saskatchewan Board, effective December 3, 2025, replacing Morris Smysnuik upon the conclusion of his term.

Morris will continue to serve on CPA Saskatchewan's Registration Committee as the Public Representative. The CPA Saskatchewan Board and staff extend their sincere thanks to Morris for his service and commitment to the CPA profession throughout his Board tenure.

Cadmus is the former Chief of Cowessess First Nation. He completed a Bachelor of Business Administration and a Certificate in Hospitality, Tourism and Gaming Entertainment Management from the First Nations University of Canada (FNUUniv), a Master of Public Administration from the Johnson Shoyama Graduate School of Public Policy, and an ICD.D. designation from the Institute of Corporate Directors.

Under Cadmus's leadership, Cowessess First Nation prioritized economic self-sustainability and progressed renewable energy, agriculture, and land use efficiency initiatives to create current and future business opportunities.

Cadmus is the Chair of the Residential Schools Document Advisory Committee and the University of Regina Board of Directors, serves on the Saskatchewan Gaming Corporation Board of Directors, and is a 2023 Banff Forum delegate. He recently began his term as the tenth Chancellor of the University of Regina on July 1, 2025.

CPA Saskatchewan is pleased to welcome Cadmus to the Board!



Cadmus Delorme,
BAdmin, MPA, ICD.D

CALL FOR BOARD NOMINATIONS

Nominations for election to the CPA Saskatchewan Board for 2026-27 are now requested. Nominations must be received by the Chief Executive Officer of the Institute by 4:30 p.m., C.S.T. Tuesday, June 2, 2026.

Nominations must be in writing, signed by two members and agreed to by the nominee. Please visit the CPA Saskatchewan website for a [nomination form](#).

The provisions setting out the procedures for nomination and election of the Board appear in [Bylaws 103.1 to 103.14](#) which are also available for download from the CPA Saskatchewan website.

[Under Bylaws 105.1 to 105.8](#), six members are to be elected to the Board this year. The following terms will expire as of the 2026 Annual General Meeting:

Jolene Anton, CPA, CA
Bev Betteridge, CPA, CMA
Ryan Kitchen, CPA, CA
Tom McClocklin, CPA, CA
Davey McLellan, CPA, CA
Sharon Strueby, CPA, CMA

The following Board members are not eligible for re-election:

Bev Betteridge, CPA, CMA
Ryan Kitchen, CPA, CA
Tom McClocklin, CPA, CA
Davey McLellan, CPA, CA



CPA CANADA FEES AND MEMBERSHIP CHANGES

On January 15, 2026, CPA Canada issued information respecting its new membership model. This was expected given the previously announced administrative and governance framework changes involving CPA Canada and the provincial, territorial, and Bermudian CPA bodies (PTBs), which will take effect on April 1, 2026.

As a reminder, your current CPA Canada membership will continue until April 1, 2026. After that date, membership with CPA Canada will become voluntary. If you wish to continue as a CPA Canada member, you will need to register directly with CPA Canada, as outlined in their email communication.

It is important to note that CPA Canada does not grant rights to the CPA designation and is not a regulatory body for CPAs.

CPA SASKATCHEWAN ANNUAL MEMBER FEES

CPA Saskatchewan will continue to collect annual fees during Spring Renewal directly from CPA Saskatchewan members, with the next fees cycle beginning April 1, 2026.

Under the previous governance framework, PTBs collected a mandatory \$400 fee on behalf of CPA Canada to fund certain national activities, including standards and pre-certification education. Under the new governance framework, PTBs will no longer collect membership fees on behalf of CPA Canada.

Instead, CPA Saskatchewan fees will be adjusted to include the costs of standards and pre-certification education, which

will be paid directly by CPA Saskatchewan to CPA Canada. This will ensure continued access to standards and guidance materials for CPA Saskatchewan members, and funding of the existing pre-certification program. This funding model change will be reflected in CPA Saskatchewan's 2026/27 fees, which will be communicated in March 2026.

CPA SASKATCHEWAN'S REGULATORY ROLE

CPA Saskatchewan will continue to fulfill its primary mandate of protecting the public by enforcing high professional and ethical standards.

To continue using the CPA designation, you must maintain your provincial membership with CPA Saskatchewan. Membership in CPA Canada does not permit use of the CPA designation. Individuals must maintain active CPA membership with their provincial body as a requirement of voluntarily continuing as a CPA Canada member under the new governance framework.

The governance framework and funding changes will not affect the regulation of the profession or your provincially regulated obligations as a CPA. As noted above, CPA Saskatchewan members will continue to have access to the CPA Canada Handbook and applicable standards, as outlined in the FAQs (linked below).

CPA MOBILITY

Your CPA designation, rights, and privileges are derived from your continued registration as a CPA Saskatchewan member, and includes eligibility to seek registration as a member with the other PTBs for interprovincial mobility. This is regardless of whether you choose to hold CPA Canada voluntary membership.

All of the PTBs, including CPA Ontario and CPA Québec, will continue to collaborate and remain aligned on pre-certification education and standards setting – responsibilities that have always been part of their regulatory mandate. Protecting the public remains central to these efforts.

Note: PTB refers to the provincial, territorial, and Bermudian CPA bodies.

CPA CANADA MEMBER BENEFITS:

Take advantage of savings, professional development, and more.

As a member of CPA Canada, you receive exclusive access to numerous benefits both personally and professionally. Visit cpacanada.ca to learn more about the savings and offers available to CPAs.



[Click here for additional FAQs.](#)



PD CONNECT

YOUR CENTRALIZED DESTINATION FOR PD OFFERINGS

All virtual and on demand courses are available in PD Connect, accessible through your Member Portal under the Events/Passports tab.

HOW IT WORKS:

- You will receive an email with a link to [PD Connect](#) for all courses. You can also access PD Connect through your Member Portal. Go to the 'Events/Passports' tab and select 'PD Connect'. Once logged into PD Connect, you will find your course through the Learning Centre.
- For virtual courses, a reminder email will be sent a couple of days prior to your course start date. Course materials and access information will be available in PD Connect a couple of days in advance of the course date. To attend the course, click the "Attend" button and Zoom will automatically launch.
- For on demand courses, you will be able to access your course within an hour of registering for the course. To start the course, click the "Launch" button. Materials are available within most courses after launching. Please note some courses will have materials attached and these are available by clicking on the "paperclip" icon beside the course title.
- All PD course emails will come from events@cpask.ca. If you didn't receive an email, please check the 'communication' tab in your Member Portal, as a copy is saved there for your convenience.
- Certificates are available for all live virtual and on demand courses. Once you have completed your course, your certificate will be available under the 'Completed' tab in your Learning Center. Please note that live virtual course certificates of attendance will be available once attendance has been verified (this may take a couple of days).



SPRING RENEWAL

Starts in April

The deadline to complete Spring Renewal is April 30, 2026. All CPAs are required to complete an annual renewal of member registration with CPA Saskatchewan. The renewal cycle begins in April of each year. The renewal cycle encompasses the declaration of Continuing Professional Development (“CPD”) activities from the previous year, updating contact information, confirming compliance with the Rules, and submitting payment of fees.

The renewal can be completed online through the [member portal](#) and is due April 30 to ensure your CPA designation remains in good standing with CPA Saskatchewan. If your renewal is not completed by this date, your standing with CPA Saskatchewan will be In Default, and you will be notified of your non-compliance with the applicable Bylaws.

Your member portal login is your preferred email address in our records. If you have forgotten your password, click the “Forgot password” link on the login page to reset your password.

If you need to change your preferred email address, please email registrar@cpask.ca and include your CPA Saskatchewan member ID for verification purposes.

Once you’ve completed all steps in April, invoices and receipts are available online through the [member portal](#). CPA Saskatchewan staff cannot accept payments by credit card over the phone or provide copies of invoices or receipts.

For more information on Spring Renewal, please [visit our website](#).

CPA PRO

ADVANCE YOUR CAREER WITH
TECHNICAL, PROFESSIONAL
LEARNING THAT WORKS
AROUND YOU.



HONEST DECLARATIONS

As a CPA, you have an inherent responsibility to make honest declarations when providing information to CPA Saskatchewan.

During the upcoming Spring Renewal you are required to read, understand and declare to a series of questions on your character, practice and demographics. At the conclusion you sign off that you have provided information that is accurate, complete and in compliance with the Rules.

A confirmation email is sent to you that summarizes your responses for review. It is important to seek clarification if you are uncertain about the questions or how you responded by emailing registrar@cpask.ca.

Attesting to a false or misleading declaration is a breach of Rule 205 in the [Rules of Professional Conduct](#).



CONGRATULATIONS TO SASKATCHEWAN'S SUCCESSFUL SEPTEMBER 2025 CFE WRITERS

Congratulations to the 95 Saskatchewan candidates who successfully completed the September 2025 Common Final Examination!

Please visit the CPA Saskatchewan website to view the [listing of successful candidates](#) from the September 2025 Common Final Examination (CFE).

To earn their CPA designation, all candidates must pass the CFE and complete the practical experience requirements. The national CFE ensures all Canadian CPAs meet the same nationally and internationally recognized high standards expected of the designation.

The demonstration of exceptional skill earned one Saskatchewan candidate, Dalton Kiedrowski, recognition on the September 2025 National Honour Roll.



I'm proud to be recognized on the National Honour Roll for the September 2025 CFE. I'm deeply grateful to HSA for their support throughout this journey. I'd also like to thank the MPAcc program at the Edwards School of Business for the invaluable guidance and preparation they provided throughout these past two summers. Finally, I want to thank my friends and family for their unwavering encouragement over the past few years. Congratulations to all the other successful candidates, particularly my fellow MPAcc graduates!

Dalton Kiedrowski
HSA Chartered Professional Accountants



CONGRATULATORY MESSAGE FROM CPA SASKATCHEWAN

"Congratulations to the 95 Saskatchewan candidates who were successful on the September 2025 CFE! Achieving this significant milestone is an accomplishment that you should take great pride in. The dedication and tenacity you have demonstrated in passing this challenging exam will continue to serve you as you advance in your careers.

I am incredibly pleased to congratulate Dalton Kiedrowski, who was recognized on the National Honour Roll for his exceptional performance on the September 2025 CFE.

On behalf of the CPA Saskatchewan team, we wish each of you continued success as you advance to the next stage of your careers."

Shelley Thiel, FCPA
CEO, CPA Saskatchewan

CONGRATULATORY MESSAGE FROM THE CPA WESTERN SCHOOL OF BUSINESS

"I am honoured to celebrate the outstanding achievements of the 95 dedicated candidates from Saskatchewan who have expertly navigated the complexities of the 2025 September CFE. Their remarkable results underscore not only their robust technical expertise but also the cultivation of essential professional competencies for their future endeavours.

On behalf of our team at the School, I extend my heartfelt congratulations and best wishes to these individuals as they advance in their professional journeys. Your perseverance and accomplishments are a testament to your unwavering dedication. We eagerly anticipate your future contributions and successes in the field."

Yuen Ip, MBA, CPA, CMA, PMP, ICD.D
CEO, CPA Western School of Business

INDEPENDENCE

A regulator's perspective

Learn more about what CPA Saskatchewan, in its role as a professional regulator, observes in member and firms' application of the requirements from our Code relating to independence.



NEW COURSE

2026

CPA PRAIRIE
CONNECTION
CONFERENCE

DELTA HOTEL REGINA OR VIRTUAL
JUNE 17 & 18



Join us at the Delta Hotel in Regina or virtually on June 17-18, 2026 as CPA Saskatchewan and CPA Manitoba partner to host the 2026 CPA Prairie Connection Conference. Don't miss out on the opportunity to attend in-person in Saskatchewan.

Earn up to 24 CPD hours while learning from six expert keynote speakers and 18 concurrent sessions. All attendees will be entered into the grand prize draw (valued at \$1,000) and will have the opportunity to participate in some friendly competition with our gamification feature for the chance to claim even more great prizes.

[Register](#) by April 30th to receive early bird pricing on both in-person and virtual registrations. In-person attendees receive breakfast and lunch, as well as a networking reception at the conclusion of conference day one. **All registration options include access to watch all sessions on demand until July 28th!**

We are excited to introduce you to this year's exciting lineup of [keynote speakers](#).



KEYNOTE: DR. LAURA'S BURNOUT RX: SURVIVING THE INFERNO WITHOUT LOSING YOUR SPARK

Dr. Laura Hambley is an Organizational Psychologist, Keynote Speaker, Business Leader, Author, and Podcast Host. She is a sought-after thought leader on workplace psychology and career development internationally, with nearly 25 years of experience. Dr. Laura is a thought leader on the future of work and understands the intersection of business and people.

We want to spark motivation, creativity, and connection in our people. But what happens when there's already a quiet smolder of constant stress and overload burning beneath the surface?

When we add fuel without noticing that smolder - a missed lunch, blurred boundaries, fading purpose - that spark can ignite a wildfire. Suddenly, what should have been a source of energy becomes a forest fire that threatens the whole team. Burnout isn't a personal failure - it's a workplace wildfire. And even in people-first organizations, it spreads

fast when the roots are dry and the climate's off. The key is fire prevention - not just emergency response. Culture needs regular tending: clearing dry brush, checking for heat, and making sure what you're building won't go up in smoke.



KEYNOTE: NAVIGATING CANADA'S BREAKING POINT

Darrell Bricker, CEO of IPSOS Public Affairs, expert on national/international trends, and co-author of the new book [Breaking Point: The New Big Shifts Putting Canada at Risk](#), provides the clarity and direction you need in a Canada that looks very different from the one in your plans. Navigating Canada's Breaking Point is not a generic keynote. It is a clear, evidence-based briefing for leaders and decision makers who must understand where the country is really headed and how to adjust before events force their hand.

Canada is at a turning point. Demographic realities, economic pressures, shifting immigration patterns, and widening generational divides are reshaping growth, risk, and opportunity. The future will be defined by a growing mismatch between the old supply of products, services,

infrastructure, and talent, and the new patterns of demand emerging across the country. Drawing on the deep research and sharp insights from *Breaking Point*, Darrell shows audiences what is ahead and how to prepare for it.



KEYNOTE: COURAGEOUS LEADERSHIP

All of us feel fear at times. It's a part of being human. But too often, fear holds us back – it paralyzes us, keeping us stuck where we are. True progress only happens when we find the courage to act in the face of fear.

Mark Tewksbury embodies this spirit of courageous leadership. Determined to see his Olympic dream realized, he took an unconventional path – working with the world's top synchronized swimming coach in the final year of his career, a decision that helped him drop over a second from his time and win Olympic gold by just 6/100ths of a second.

But Mark's courage didn't stop in the pool, in 1998, when few in sport were willing to speak openly about sexuality, he took a stand and shared his truth as a gay man – sparking a conversation that continues to this day; and becoming a global leader in the movement for inclusion ever since. Later, when the corruption of the IOC was exposed before the Salt Lake City Olympics, it was Mark who stepped down from all his Olympic posts and co-founded OATH, an organization that united Olympians, academics, politicians, and media to stand up for Olympic values.

In 2012, Mark returned to the Olympic movement as Chef de Mission for Team Canada at the London Olympics, where he inspired a new generation of athletes with his unwavering conviction. In 2017, he joined the Canadian Olympic Committee as a Board Member and served as Vice President from 2021 to 2025 – proving that true leaders never stop growing, never stop challenging, and never stop inspiring.



KEYNOTE: 100 WAYS TO FUTURE-PROOF YOUR BRAIN IN THE AGE OF AI

Renowned neuroscientist and tech strategist, Sarah Baldeo, transforms how organizations address human potential in the AI age. As a serial entrepreneur, who built six companies

while developing cutting-edge neurotechnology solutions for Fortune 500 clients, Sarah Baldeo combines rigorous brain science with real-world testing.

Her content for audiences is drawn from Baldeo's own journey as a cancer survivor, lone parent, and global innovation strategist. A TED speaker and CEO of global consultancy ID Quotient, Baldeo has advised organizations like Deloitte, Uber, Google, and Coca-Cola, and built AI systems used in over 40 countries. Her research has been featured on CTV, NBC and The Globe and Mail.

'The brain you're using now wasn't built for today's AI world. It runs old software built for survival, not for the speed and disruption we face every day.'

In this transformative presentation, Sarah reveals science-backed strategies to help your team think faster, adapt quicker, and thrive amid exponential technological change. Drawing from her upcoming book and two decades of building AI solutions, Sarah Baldeo shares practical neuroscience techniques that audiences can implement immediately.



KEYNOTE: STRATEGIC INNOVATION CAPABILITIES: THE SKILLS CPAS NEED TO LEAD IN AN ERA OF CONSTANT CHANGE

In a landscape shaped by rapid technological, regulatory, and organizational change, the most critical capabilities CPAs need are not technical fluency in AI or coding, but the ability to think systemically, lead change, and translate complexity into strategic action. This session reframes innovation as a core leadership competency rather than a set of tools. Dr. Chitra Anand introduces practical frameworks that help CPAs navigate uncertainty, influence decision-making, and drive meaningful transformation, positioning them as trusted advisors and enterprise leaders in an increasingly complex world.

Drawing on real-world case studies from global organizations, public institutions, and professional services, Dr. Chitra Anand explores how CPAs can strengthen their strategic innovation capabilities to move from technical experts to enterprise leaders. The session equips CPAs with practical frameworks to navigate ambiguity, influence decision-making, and drive meaningful transformation without needing to become technologists themselves.



JANE HELBRECHT

KEYNOTE: YOUR TEAM DOESN'T SUCK, YOU DO

Jane Helbrecht is on a mission to shift leaders from reactive to proactive so they can adapt to the future of work and evolving expectations. Jane's workplace insights and strategies provide practical frameworks and solutions that allow leaders to not just survive at work but to truly thrive.

As a keynote speaker, she delivers impactful and future oriented leadership frameworks that allow leaders to evolve and thrive in their work. Drawing on work with thousands of leaders and hundreds of workplaces over the last 15 years, she brings energy, realism and confidence to help audiences shift from being reactive to proactive leaders who can adapt to meet the future of work.

The world of work is changing faster than it ever has before. And we keep adding more and more to our plates and to the leader role in particular. It's easy to understand why so many leaders are exhausted and why 51% of leaders would rather not manage people anymore.

While most people think that the answer to finding and managing their leadership time better is to implement more time management tools and power through, the reality is that we need to help leaders better define the leader role and identify what success looks like. We need to give leaders frameworks to assess their own effectiveness and become adaptable so they can experiment and make measurable improvements.

BUY 10, GET 1 FREE!

Purchase 10 registrations and receive one free. Once you have registered 10 attendees (excluding the new graduate offer), contact info@cpask.ca so we can register your 11th attendee for free.

Sponsorships and exhibitor booths are available! [Click here](#) to learn more.

PRESENTING SPONSOR



CHAMPION SPONSOR



VIRTUAL PLATFORM SPONSOR



NETWORKING RECEPTION SPONSOR

A dark blue banner for 'career connect'. At the top is a photograph of a woman with long dark hair, wearing a light-colored top, smiling and talking to another person whose back is to the camera. Below the photo is the 'career connect' logo, with 'career' in blue and 'connect' in green. Underneath the logo is the text 'CPA CAREER CONNECT' in green, followed by 'Connecting employers with qualified Chartered Professional Accountants across Saskatchewan.' and 'Searching for a new career or an opportunity to join a Board? Visit CPA Saskatchewan's job board, [CPA Career Connect.](#)' in white.

CELEBRATE EXCELLENCE

WITH CPA SASKATCHEWAN'S
MEMBER RECOGNITION AWARDS

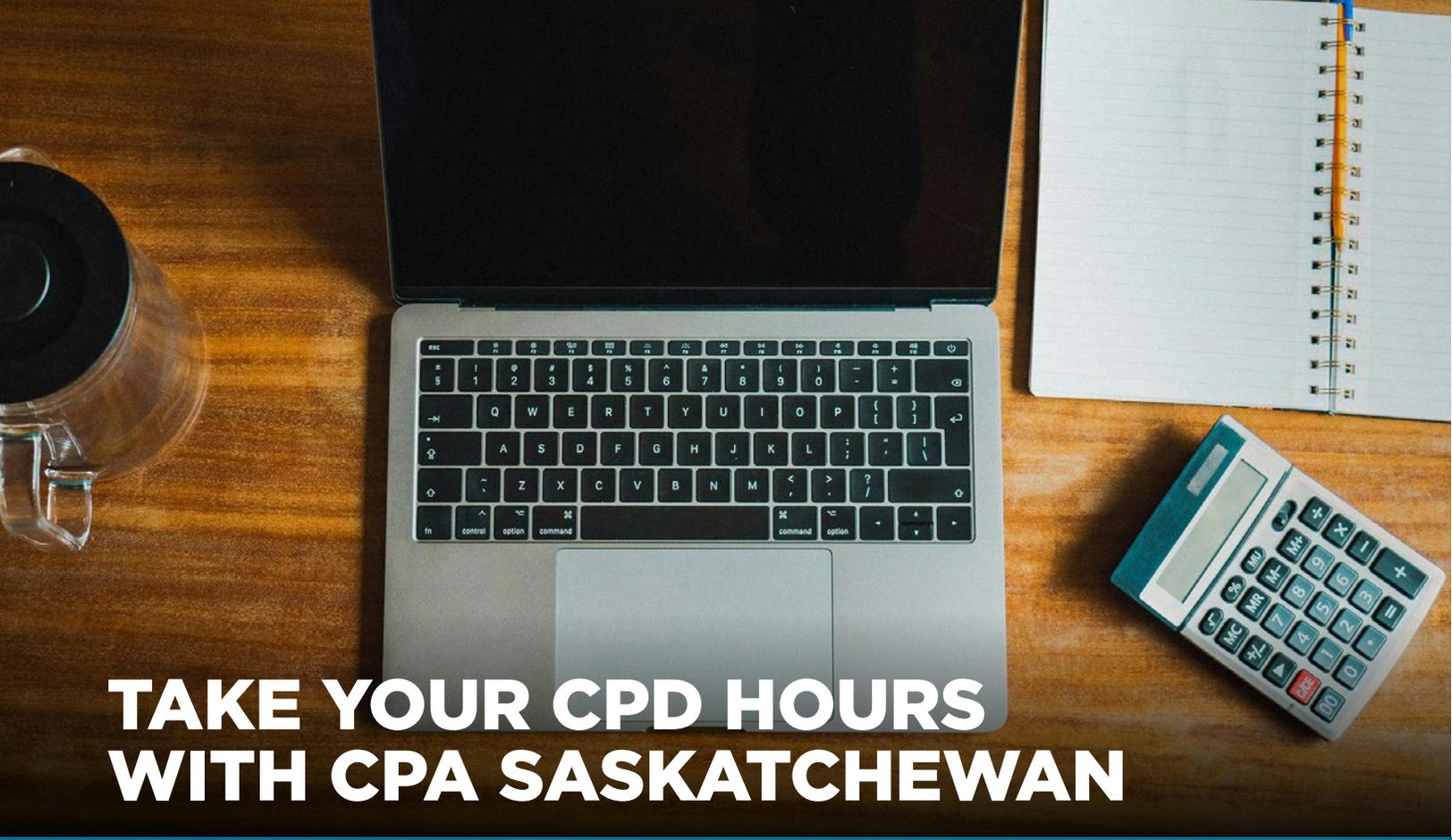


**Do you know an outstanding CPA
deserving of recognition?**

Nominate them for a Fellow Chartered Professional Accountant (FCPA), Early Achievement, or Lifetime Achievement Award today!

Visit www.cpsk.ca to download the nomination package and complete your submission.

NOMINATION DEADLINE: May 5, 2026



TAKE YOUR CPD HOURS WITH CPA SASKATCHEWAN

CPA Saskatchewan offers a comprehensive PD Program with a wide range of courses to best suit your needs, including CPA PRO courses, which provide technical knowledge and are developed by the profession for the profession.

The [CPA Saskatchewan Event Listing](#) page has been updated to provide a better search experience. You are now able to search course titles by keyword or use the drop down menus to find courses on a specific competency, format, passport credit, course fee or CPD hours. The search table can also be used to refine your results view by clicking on the headings to search in ascending or descending order.

You can also find live virtual courses on the [CPA SK Calendar](#) or on demand courses on the [Courses Listed by Provider](#) pages.

Previously recorded free courses are also available for viewing.

We are continuing to update our on demand inventory throughout the year to bring you more choices and pricing options.

PD CONNECT

All on demand and live virtual courses are available through PD Connect. PD Connect provides:

- Easy access to materials
- Certificates available for both on demand and live virtual courses
- Launch zoom automatically for live virtual courses

PASSPORTS

Passports expire March 31, 2026! All CPA SK courses may be purchased using your Passport credits at even greater savings from the cash price. Remember that Passports are non-refundable and unused portions of the PD Passports are NOT refunded, credited, or carried forward beyond March 31 of the Passport year.

If you are unsure of how many credits you have left, log in to your account and look under the Events/Passports tab, then click 'passport eligibility' to view your remaining balance for the 2025-26 year.

TRYING TO USE UP YOUR PASSPORT BUT IN THE MIDDLE OF BUSY SEASON?

You can register for a course at any time and have 180 days to complete the course. Register now using your 2025-26 passport and take the course later.





The Role of a CPA in a Non-Profit Organization

CPAs have a broad knowledge base, a strong ethical foundation, and often contribute to their community through non-profit organizations.

Developed by CPA Saskatchewan, this on demand course will help you understand your responsibilities related to involvement in a non-profit organization while using the Code of Conduct as guidance.

REGISTER NOW



EXHAUSTION TO EMPOWERMENT: NAVIGATING BURNOUT WITH NEW ENERGY



Dr. Laura Hambley

Burnout is a topic I have been speaking on in recent years. Through my 25 years in the field of psychology, I've seen a growing number of people reach this point of mental and physical exhaustion. It saddens me that more people are experiencing this state of feeling totally depleted, cynical about their work and lives, and lacking energy to restore themselves. Though it can be a difficult decision, a medical leave may be the only option when we are no longer able to function.

IDENTIFYING BURNOUT

According to the International Classification of Diseases (ICD-11) burnout is “a syndrome resulting from chronic workplace stress that has not been successfully managed.” Yet oftentimes we may manage burnout symptoms, only for organizational conditions to get in the way. It’s also important to know that burnout is not a medical diagnosis, but is a very real problem that causes both mental and physical challenges that can affect our relationship with ourselves, our loved ones, and our work.

People who are burnt out often describe feeling exhausted and depleted. They become more negative and cynical about their work, and start to lose confidence in doing a good job. Sadly, they start to believe that things will never get better.

Organizations play a major role in burnout prevention, which comes down to creating healthy cultures and developing leaders who help people flourish. As I discussed in a recent blog on [Burnout Prevention and the Critical Role Today’s Organizations Play](#), many organizations rely on quick fixes versus addressing the actual culprits that cause burnout. They use bandaid solutions to “fix stressed out people”, rather than looking more closely at the unhealthy environment they have these people working within, and adopting appropriate changes.

PRIORITIZING BURNOUT PREVENTION

A colleague of mine once said that people are like rechargeable batteries, not computers that can be left plugged in and constantly “on.” When it comes to us as individuals, we need to shut off and recharge our finite energy.

When thinking of how we recharge our battery, we should consider starting with one small thing in these categories: physical (e.g., going for a walk outside), mental (e.g., listening to a Dr. Laura podcast on wellbeing, such as [The Mind-Body Cure: The Impacts of Chronic Stress and How to](#)

[Reclaim our Wellness](#)), social (e.g., walking with a friend: double points for physical and social!), and spiritual (e.g., meditation, journaling). Of course, seeking a psychologist/therapist is valuable to understand and address the root causes of burnout and provide the professional support we need at this difficult juncture.

THE SPECTRUM OF WELL BEING

I like the concept of our mental health being on a continuum, with four main stages of depletion: we start off *Healthy*, move into *Reacting* (i.e., short-fused, trouble sleeping, irritability), then if our stressors are not addressed, we enter the *Injured* stage (i.e., anxiety, social avoidance, persistent sadness) until, finally, we are deeply unwell in *Illness* (unrelenting anxiety, depression, physical illness).

Recognizing our own personal signs of being in the Reacting stage is the first step. If you find yourself relating to some of these symptoms, you can immediately start putting things into place to get healthy again, before becoming injured. This will require:

1. Taking stock of your mood on a daily and weekly basis, so you can gain insight into any changes or fluctuations in your overall level of satisfaction in your life and work.
2. Checking out my free [Work-Life Wellness Indicator](#) that allows you to assess your current level in a few minutes (and provides tips).
3. Carving out time to journal. I also recommend a daily, or at very minimum, weekly journal to capture the week that passed (learnings, gratitude moments) and the week to come (intentions).
4. Paying attention to what energizes you and what depletes you. Putting into place more physical, mental, social and spiritual activities that restore your energy.

5. Finding an accountability partner, a spouse or close friend who can be there to encourage you when you don't feel like doing anything to help yourself.
6. Critically looking at your job/workplace environment. Start making a transition plan if you find yourself in a toxic culture or under the supervision of a difficult boss.

Talking to a career counsellor can really help if you find yourself confused or uncertain about your next options. My team at [Canada Career Counselling](#) helps a lot of Canadians through these challenging times. If you are located elsewhere, look up Career Counsellors or Psychologists specializing in career and work in your area.

Remember, you're not alone! You've got this. You have talents the world needs, and you can get through this difficult period and come out stronger.

In addition to her Masters in Counselling Psychology (1999), Laura holds a Ph.D. in Industrial/Organizational Psychology (2005) from the University of Calgary. She is a Registered Psychologist with the College of Alberta Psychologists, as well as a member of the Psychologists' Association of Alberta and the Society of Human Resource Management (SHRM). She also contributes to teaching, supervision, and research as an Adjunct Professor of Psychology at the University of Calgary.

For more resources, look into Dr. Laura's organizations:

- [Canada Career Counselling](#)
- [Synthesis Psychology](#)

Be sure to join us at the [2026 CPA Prairie Connection Conference](#) for Laura's session, *Surviving the Current Inferno Without Burning Out*.

DrLaura™

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THE TRENDS TRANSFORMING FINANCE ROLES IN 2026

By Liza Agrba

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A look at the evolving expectations of financial professionals, who may soon be tasked with supporting strategy, scenario planning and technology-driven change, says a Deloitte 2026 trend report.

The role of senior finance leaders is expanding. They are increasingly being called upon to help shape corporate direction, inform decisions and support transformation in a tech-enabled way. Deloitte's Finance Trends 2026 research, which surveyed 1,326 global finance leaders around the world, captures this shift.

The survey reveals that finance teams are now tasked with faster forecasting, stronger strategic involvement and cost leadership supported by technology. It also points to uneven but advancing AI maturity—while 63 per cent of respondents say they have fully deployed and are actively using AI in their finance function, only 21 per cent consider it to have yielded clear, measurable value. There's also a rising expectation that talent be fluent in both financial judgement and digital tools. CFO job postings now ask for 19 per cent more skills than five years ago.

For CPAs, this new terrain raises an important question about how the profession will stake its place in the new world of finance. Kate Jago, Deloitte's audit and assurance leader for private equity in Canada, believes that the most important trend for CPAs to consider is the acceleration of finance roles to be more strategic in nature.

Traditionally, CPAs adopt a stewardship role as guardians of accuracy, compliance and controls. While those responsibilities are still essential, Jago says there's a push for CPAs and finance leaders to help shape the agenda, not just report on it.

As organizations confront volatile markets, evolving regulatory pressures and rapid technological change, finance leaders are being drawn into conversations about opportunity, risk and investment well before the numbers are finalized. The survey states that 57 per cent of finance leaders now say they play a key role in influencing enterprise strategy.

The analytical grounding and governance mindset of CPAs are central to how companies chart their next moves. "CPAs bring the right balance of technical rigour and ethical, governance-oriented thinking," Jago says. "That's exactly what's needed as finance leaders take on more strategic partnership roles."

Far from being displaced by technical hires, CPAs are essential collaborators. The trend of bringing in data scientists and process engineers for insights has heightened the need for people who can translate between financial reality and digital capability.

Planning cycles are also being compressed dramatically. 30 per cent of leaders cite a need to bolster advanced-scenario planning capabilities. One example in the report comes from Walmart's controller and CAO David Chojnowski, who noted that their team has shifted from running scenarios monthly to modelling them almost daily with the help of AI.

Success in this environment requires finance professionals who can work fluently with cloud-based systems, absorb insight quickly and adjust course as conditions shift. And mindset matters as much as mechanics. "Continuous learning is critical," Jago says. "CPAs need to stay curious about what's changing around them, whether that's the macroeconomic environment, regulatory shifts or internal dynamics. They need to understand how all these factors feed into business outcomes."

This is where CPAs' disciplined approach to governance shines. In a context that rewards speed, the profession's grounding in controls and risk helps make sure agility doesn't mutate into instability.

Meanwhile, finance-led cost management is reasserting itself, with more powerful tech capabilities behind it. The Deloitte report states 47 per cent of leaders responsible for cost and expense management say they consistently meet or exceed their savings targets, and are increasingly relying on technology to do it, with 51 per cent deploying cloud solutions and nearly as many are likely to use AI to pinpoint cost-reduction opportunities. Effective adoption often emerges from top-down training, bottom-up innovation or cross-functional teams that pair finance acumen with technical depth.

This creates room for CPAs to lead by shaping priorities and helping teams integrate tools meaningfully. Here, soft skills matter as much as technical ones. "If we ask individuals who have done their jobs the same way for 20 years to change overnight, that's going to be a major barrier," Jago says. "You need curiosity and motivation if the tools are going to empower people to work differently."

Ultimately, finance is becoming more integrated, dynamic and technology-enabled. There is a growing need for professionals who understand business fundamentals and performance, and turn insight into action. CPAs are exceptionally positioned to fill that role.



HOW CPAs CAN HARNESS RELATIONSHIPS TO PROTECT MENTAL HEALTH

CPAs are trained to be precise, ethical, and reliable—qualities clients and teams depend on. But the same traits can create internal pressures: perfectionism, high responsibility, and a tendency to prioritize others' needs over one's own. Add rapid shifts in technology, economic volatility, and rising expectations, and it's easy to see why many CPAs quietly carry significant cognitive load.

Mental health challenges are particularly prevalent among accounting professionals due to the demands of their roles.¹ Studies show that professionals in high-accountability roles experience elevated rates of anxiety and burnout. CPA Assist's recent Mental Fitness Index underscores the urgency: 83% of CPAs experience a major stressor daily, while physical health concerns, chronic conditions, and complex health needs are rising. Mental health shouldn't compete with professional excellence; it should support and enable it. Sustainable performance comes from integrating well-being practices into the way we work, lead, and serve. And some of the most effective practices are human-centered.

RESILIENCE OFTEN STARTS WITH CONNECTION

Resilience isn't just an individual trait; it's a network effect. Whether you're in public practice, industry, government, or academia, peer relationships can buffer stress, provide perspective, and normalize challenges. Having someone to share challenges with can reduce feelings of isolation and overwhelm. Social support reduces cortisol levels and improves problem-solving under pressure. Simply put, connection is a protective factor against burnout.

¹ [Occupational-burnout-among-accountants-a-systematic-literature-review.pdf](#)

Peer support and mentorship

Research shows that mentorship is powerful in increasing career satisfaction and development. Structured mentorship and informal peer circles create trusted spaces to ask questions, share tough moments, and celebrate wins. Sharing what you've learned across years of practice (or learning from those newer to the profession) combats cynicism and fuels optimism. In fact, professionals with strong mentorship ties report higher job satisfaction and resilience during peak stress periods.

When CPAs talk with peers, they realize their stressors are common, not personal failings. This normalization reduces self-criticism and promotes resilience because challenges feel manageable rather than unique or insurmountable.

Collaborative workflows

Burnout can spread through teams like social contagion, but collaboration helps reverse that trend. Harvard Business Review reports that purposeful collaboration can reclaim up to 24% of workload time, reducing stress and increasing efficiency². Finding innovative and creative ways to redistribute workloads during peak periods lowers error rates and mitigates burnout. In addition, short check-ins to clarify work and identify risks early make room for relief and learning. Collaboration isn't just about efficiency, it's about creating a culture where asking for help is normalized.

Boundaries built together

Boundaries protect mental health by reducing decision fatigue and preventing overwork. Teams that co-create norms—such as response-time expectations, meeting limits, and “focus time” blocks—report higher productivity and

² [Beyond Collaboration Overload: How to Work Smarter, Get Ahead, and Restore Your Well-Being | Harvard Business](#)

lower stress. These norms foster accountability and respect, ensuring that well-being isn't left to chance. For CPAs, who often juggle client demands and regulatory deadlines, clear boundaries are essential for sustainable performance.

Community care strengthens individual care

Engaging in broader networks like volunteering, mentoring, and participating in professional committees builds resilience beyond the workplace. Studies confirm that volunteering improves life satisfaction, reduces depression symptoms, and strengthens social connections.³ For CPAs, community involvement offers a sense of purpose that counters isolation and reinforces professional identity. When you give back, you also gain—a stronger support system and renewed perspective.

PRACTICAL STRATEGIES TO TRY

1. Pair up with a colleague for a “resilience buddy” and check-in every two weeks. Use a simple script: *What's feeling heavy? What's working? What's one action I'll take this week?* Keep it short. Consistency beats intensity.
2. Create a fun team tradition to acknowledge and celebrate the achievements to boost their work visibility and recognition.
3. Set communication guardrails. Agree on response-time norms with clients and colleagues (e.g., non-urgent emails within 24–48 hours). Add “focus time” to your calendar and share your availability proactively.

³ *Volunteering may be good for body and mind - Harvard Health*

4. Organize an annual team volunteering day. Showcase and celebrate the community work.
5. Normalize help-seeking. Reaching out, whether to a colleague, supervisor, or a confidential support line, is a flex, not a personal shortcoming.

THE BOTTOM LINE

Mental health is not a luxury; it's a foundation for professional excellence. By investing in relationships like peer support, collaboration, mentorship, or community engagement, CPAs can build resilience that sustains both well-being and performance.

ABOUT CPA ASSIST

CPA Assist offers confidential counselling services, including crisis support, free for CPAs, CPA candidates, and their immediate families in Saskatchewan and Alberta. Plus, it provides health and wellness services like fitness and dietary consultations, along with several resources on important topics like addiction, family relationships, grief, suicide prevention, workplace challenges, and stress management. For more information, visit cpa-assist.ca.



READY TO LEND A HAND?

CPA Saskatchewan is establishing a list that will be available on our website, identifying firms interested in providing pro bono or reduced-fee work for small, not-for-profit organizations.

If you are providing pro bono or reduced-fee services, please email info@cpask.ca to be listed.

Please note that your firm must be in good standing with CPA Saskatchewan to be listed. CPA Saskatchewan reserves the right to add and remove firms.





CYBERSECURITY FOR CPAs:

HOW TO OUTSMART AI-POWERED PHISHING

By Leah Giesbrecht

Originally published in *CPABC's Newsroom*

CPABC's senior security analyst Jimmy Ho outlines how CPAs are being targeted by increasingly persuasive and polished AI-generated scams, and how to guard against them.

As artificial intelligence becomes increasingly powerful, the content it produces - including spear-phishing emails, websites, and voice messages - is becoming more polished and convincing. One risky result of this progress is that cybercriminals are using AI to make their scams harder to detect. One recent study found that an AI-supported spear-phishing email campaign tricked more than **50% of its targets into clicking through to a bogus website**. Of the control group that received an old-fashioned phishing email, only 12% were tricked. To discuss how bad actors are using AI and how CPAs can guard against their scams, we chatted with Jimmy Ho, CPABC's senior security analyst.

Could you give us a quick refresher on AI-supported spearfishing?

Old-fashioned spearfishing is a targeted attempt to trick a user into clicking on a bogus link. Usually, an attacker gathers information about a target through social media and websites that contain their information, then curates an email specifically for that target. AI-supported spear-phishing uses artificial intelligence tools like ChatGPT or machine learning algorithms to craft convincing emails, texts, and voice calls to trick people into revealing sensitive

information. Unlike more traditional types of phishing, these messages are more personalized, grammatically correct, and can mimic trusted contacts or organizations, making them harder to spot.

Can you share a recent example of an AI spear-phishing attack?

Cybercriminals have been using AI-driven website builders like Lovable to rapidly spin up ultra-realistic **phishing websites** - cloning login pages, deploying platforms to bypass multi-factor authentication, and even hosting these bogus sites on the domain itself. There was also a **massive campaign** in February 2025 that sent out thousands of phishing emails affecting thousands of organizations. Thankfully, that platform took down the worst clusters and has since rolled out AI-powered detection to block malicious site creations.

How might CPAs encounter AI spear-phishing?

As a CPA, you could get what looks like a genuine email request from one of your long-term clients asking for updated banking information or an email styled exactly like the CRA down to the logos, fonts, and tone of voice. Even invoices from vendors can be faked with shocking accuracy because attackers scrape details from the internet and feed them into AI tools that clean up the grammar and formatting. The results can look very legitimate, making them hard to catch at a glance.

Who is targeting CPAs and why?

Organized cybercriminal groups like to target CPAs because they hold the keys to financial data like tax information

and sensitive client records. If the bad actors succeed, that data can be gathered quickly and sold off to the dark web. However, it's not just about the money - there are nation-state actors who are very interested in financial professionals because their data can reveal business strategies, high-value clients, or even be used for identity theft. CPAs are high-value targets and attackers know it.

What are some risks to CPAs and their clients?

The risk runs across the board. There's an immediate financial loss if a wire transfer or payment is redirected to a fraudulent account. There's also a reputational hit - if a client finds out that their sensitive tax or payroll information has leaked through your system, that trust is really hard to win back. There's also the regulatory risk. A breach of personal or financial data can trigger fines and compliance reviews. There can also be legal obligations that can drag out long after the initial incident.

Who is most at risk?

Smaller and mid-sized firms tend to be the most vulnerable simply because they might not have a dedicated IT or security team to watch their backs. However, any CPA who's handling high-value client data without following basic safeguards like multi-factor authentication, regular training, or secure email filtering is putting themselves and their clients in the danger zone. Remote workers are also a big

target because they rely almost entirely on email and cloud systems to communicate - and these systems are at risk of being attacked.

What are some precautions CPAs can take?

My number one tip is, "Don't trust, always verify." If you receive a request that feels even slightly unusual or suspicious - for example, to change payment details or send sensitive files - you should contact the requester directly and confirm with your client or vendor. On the technical side, enable multi-factor authentication, especially on email accounts and accounting systems. If possible, invest in email filtering tools to vet suspicious attachments or links before they hit your inbox. Security awareness training is also extremely important - teaching staff to pause and question if anything looks a little bit too perfect or suspicious, or is coming in at an odd time. Finally, have a plan. If a spear-phishing email does get through, know what you need to do to respond to it quickly.

Are there resources you'd recommend to learn more?

CPA Canada has excellent [cybersecurity resources](#) tailored for accountants and the Government of Canada has a [Get Cyber Safe portal](#) that provides information on how to protect yourself.

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Getting married? Buying a home? Starting a family? Make sure your Life Insurance fits your plans for 2026.

CPAIPW's handy Needs Assessment tool takes into consideration debts and foreseeable expenses, along with assets, savings, and any existing life insurance policies.

Not sure how much [Term Life Insurance](#) you need?

Ultimately, your coverage depends upon your stage of life. It takes into consideration debts and foreseeable expenses, along with assets, savings, and any existing life insurance policies.

We're here to walk you through.

CONSIDER YOUR FINANCIAL OBLIGATIONS, DEBTS AND LONG-TERM FINANCIAL GOALS

First, make note of any major expenses along with any debts or loans you may have.

You'll find you'll need more [life insurance](#) when you're younger—specifically when juggling student loans, a mortgage, credit cards, wedding costs, and other milestones that come with a significant price tag.

When it comes to long-term financial goals, it's good to write down future expenditures as well. This could include an education fund for your kids, child-care costs, or end of life expenses.

Ultimately, your coverage depends upon your stage of life. It takes into consideration any debts and foreseeable expenses, along with assets, savings, and any existing Life Insurance policies.

CONSIDER THE CURRENT LIFESTYLE OF YOUR LOVED ONES

The amount of coverage you need will change over the course of your life. Our Term Life Insurance isn't meant to be an investment; rather, it's designed to protect during times of financial dependency.

Your next step is to look at how much it costs to support your current lifestyle. Consider whether you've got loved ones or dependents to support, and a specific standard of living you'd like them to continue. Being single, married, raising children, or caring for aging parents all contribute to this.

CONSIDER YOUR EXISTING ASSETS

You should identify any assets or financial resources you have right now. This might include savings, investments, RRSPs, emergency funds, and real estate.

Insurance from employers can be tricky. Employer coverage usually has limits and stops when you leave your job. Relying solely on employer insurance can leave big gaps in your protection. But if you're comfortable with any additional coverage you already have, you can include it as an existing asset.

USE OUR HANDY NEEDS ASSESSMENT TOOL

Now comes the easy part. Take the numbers you've collected above and plug them into our handy [Needs Assessment tool](#), which can be found on our website. Voila! You've got an idea of how much Life Insurance you should purchase.

Remember, your insurance plan should be reviewed annually to ensure it's accurate. Life changes, and so do your expenses. Our Term Life Insurance plans are built for flexibility, allowing clients to increase and decrease coverage at any time. Changing financial status and even external forces, such as inflation, could be reasons to adjust your coverage amounts.

A reminder that increasing coverage likely means additional medical underwriting, so it's a best practice to secure a higher coverage amount early and decrease as needed from there.

Need help? Have questions? Give our Licensed Advisors a shout at 1-800-661-6430, or [book an appointment](#) online.

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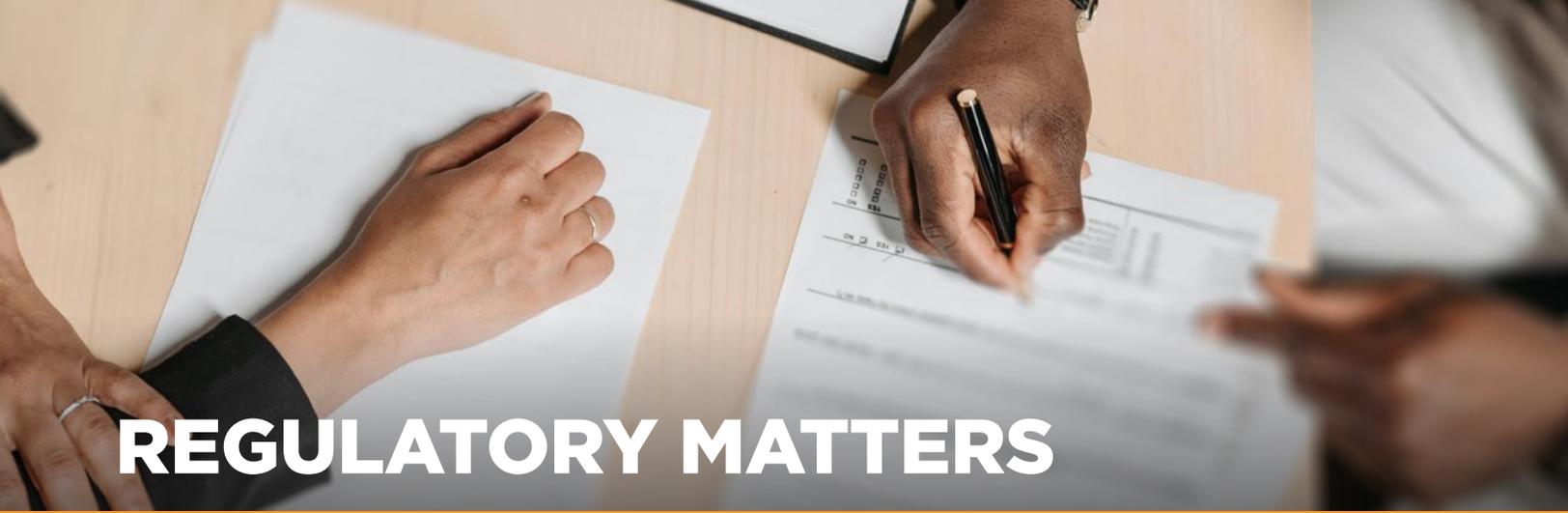
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CONGRATULATIONS TO OUR NEW MEMBERS

NEW MEMBERS THROUGH GRADUATION

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 Jessica Carrier, CPA
 Kordell Carson, CPA
 Elizabeth Cau, CPA
 Chelsea Craven, CPA
 Daniele Dado, CPA
 Steven Duchscher, CPA
 Kyle Elliott, CPA
 Femi Fatunwase, CPA
 Jacquelyn Graw, CPA
 Brian Guliker, CPA
 Zackery Howes, CPA

Mohammad Islam, CPA
 Karmyn Kay, CPA
 Janesa Klein, CPA
 Rylan Kleiter, CPA
 Brett Lang, CPA
 Hongdong Liu, CPA
 Maro Ojaide, CPA
 Katelyn Petersen, CPA
 William Quon, CPA
 Henri Rooy, CPA
 Jessica Rosen, CPA
 Tashaun Thompson, CPA

Linson Tom, CPA
 Quynh Dan Anh Tong, CPA
 Tim Tran, CPA
 Dallan Tuchscherer, CPA
 Jaspreet Uppal, CPA
 Affan Usmani, CPA
 Pujaba Vaghela, CPA
 Caleb Wiebe, CPA
 Yuhan Zhang, CPA

NEW MEMBERS TO SASKATCHEWAN

Jeannette Adams, CPA, CA
 Jeffrey Alliston, CPA, CA
 Monique Andrie, CPA, CA
 Jeremy Bomhof, CPA, CA
 Shalyn Davis, CPA, CA

David Florio, CPA, CA
 Reagan Gruener, CPA, CGA
 Sukhjinder Johal, CPA, CGA
 Denise Parker, CPA, CGA
 Michael Nowak, CPA

Heather Powell, CPA
 Scott Reinartz, CPA, CA
 Darren Rennie, CPA
 Garry Round, CPA, CA

IN MEMORIAM

We were saddened to learn of the passing of the following members:

- **Palmer Hansen**, FCPA, FCA from Saskatoon, SK on October 7, 2025
- **Lawrence Kitz**, CPA, CMA from Emerald Park, SK on September 13, 2020
- **Robert Rozon**, CPA, CA from Saskatoon, SK on January 7, 2026
- **Dietrich Schwan**, CPA, CA from Vernon, BC on November 26, 2025

Our thoughts are with their families and friends.



A person wearing a dark blue polo shirt is holding a tall stack of books. The books have various colored spines, including white, yellow, and blue. The background is a blurred indoor setting.

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