



SANP

SASKATCHEWAN
ASSOCIATION OF
NATUROPATHIC
PRACTITIONERS

ANNUAL REPORT 2018

*Naturopathic Medicine is a regulated health profession in
Saskatchewan (The Naturopathy Act, 1978).*

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The greatest discovery of any generation is that human beings can alter their lives by altering the attitudes of their minds.

- **Albert Schweitzer**



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Minister of Health



SASKATCHEWAN

Legislative Building
Regina, Saskatchewan



*A Message from the Honourable Jim Reiter
Minister of Health*

For decades, naturopathic medicine has been an aspect of health care services in Saskatchewan. Saskatchewan naturopathic doctors provide services that are tailored to specific patient needs, that emphasize self-care and methods of prevention.

Through our collective work on The Naturopathic Medicine Act and the resulting bylaw development, our government has enjoyed a productive and respectful relationship with the Saskatchewan Association of Naturopathic Practitioners.

We appreciate the collaborative approach between our government and health professionals, naturopathic doctors included, to best meet the needs of our health system and the patients that it serves.

Thank you to all naturopathic doctors for the role they play in the prosperity and health of Saskatchewan residents.

A handwritten signature in blue ink, appearing to read 'Jim Reiter'.

*Jim Reiter
Minister of Health*

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STRATEGIC HIGHLIGHTS

On January 13 and 14, 2018, the SANP Council met in Regina at the Cathedral Wellness meeting room to hold its annual face-to-face meeting. This was a terrific opportunity to revisit and review the rolling, five-year *Strategic Plan: The Way Forward*. The Council continues its very important work to review and update the 5-year Strategic Plan and the Annual Operations and Implementation Plan on an annual basis.

OPERATING HIGHLIGHTS

- The SANP negotiated a six-year contract for its new office to open January 1, 2019 in Regina at 206 – 3775 Pasqua Street in Regina through a sublease with the Saskatchewan Council of Paramedics (SCoP). We are delighted to be able to share the facilities with the SCoP and other regulatory health authorities and the Saskatchewan Professional Teachers Regulatory Board.
- Laura Stark (President) and Vanessa DiCicco (Registrar) worked tirelessly to develop a new online registration system for the January 2019 intake. A new era in digital connectivity has dawned on Saskatchewan Naturopathic Doctors.
- The Naturopathic Medicine Week 2018 campaign was another great success, and we had proclamations declaring Naturopathic Medicine Week issued by the Minister of Health, as well as by City Councils in almost every city in Saskatchewan.
- The Annual General Meeting (AGM) was held in Saskatoon on April 22, 2018 at the Living Skies Retreat near the town of Lumsden. Each year there is increased participation from the members with great energy in the room. Reviews of the AGM have been excellent, although the Council is always seeking continuous improvement. The Council members were confirmed in their respective roles, except for these changes: Laura Stark continued in the position of President; Stephanie Liebrecht continued in the position of Vice-President. Evan McCarvill stepped down from the Treasurer position after completing a one-year term. Cristina Harabor accepted election to the role of Treasurer. Kathleen Fyffe stepped down from the position of Secretary and was succeeded by Wendy Davis. All Council members active in 2018 committed a great deal of personal time and energy in successfully completing their respective missions as members of Council. Their commitment to the high standards and regulatory business of naturopathic medicine in Saskatchewan is greatly appreciated!
- With the support of our Executive Director, the Legislative Committee continued their detailed work on the regulatory bylaws and Standards of Practice to accompany our new legislation, *The Naturopathic Medicine Act*. These bylaws are critical to the proclamation and implementation of this legislation, which will not come into force until the regulatory bylaws have been approved by the Minister of Health. Extensive consultations continued with the Ministry of Health officials, and with key health profession stakeholders. Toby Bridgman and Amy Velichka continued their strong co-ordination efforts as the Legislative Committee co-chairs. The co-chairs have been gathering and distilling the shared experiences from those who have worked on implementing new naturopathic medicine regulatory bylaws for prescriptions, medical laboratory access, and invasive procedures...the three cornerstones of our new legislation
- The Living Skies Conference Committee was re-appointed to continue their excellent work on developing a second biennial conference for June 7-9, 2019 in Saskatoon.

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PRESIDENT’S REPORT: “MOVING FORWARD!”

Message from the President

President’s Report 2018

2018 has proved to be a year of steady effort and continued progress toward the SANP’s transition into the CNDS (College of Naturopathic Doctors of Saskatchewan).

The first half of the year involved a lot of work transitioning the accounts from old to new Treasurers and updating our accounting software to Quickbooks Online to give us greater functionality and flexibility with our accounts in the future. Of course, technology seemed to give us its challenges.

This became a bit of a theme with our continued work in first, finding a new vendor for our online membership management system, and then constructing our new member database and website. Although the work is not yet complete, we prevailed through the challenges and by the end of the year, our members were able to renew and pay their membership dues online for the first time!

In addition to taking advantage of the digital world, we negotiated a sublease to open our inaugural, permanent office in Regina on January 1, 2019 at 206-3775 Pasqua Street. It feels great to have a physical space we can call our own with shared conference rooms and Board rooms, as well as rubbing shoulders with other regulatory health agencies with whom we can share ideas.

The Legislative and Quality Assurance Committees were the other crew diligently at work throughout 2018 with their continued development and refinement of the Standards of Practice and Quality Assurance Program to support our new Regulatory Bylaws. We’re hopeful these documents will be complete in 2019 to be circulated for consultation from our other health regulator stakeholders and then eventually approved by the Ministry of Health, bringing the new Naturopathic Medicine Act into force (maybe 2020?).

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On the newly flourishing membership association half of our organization, the Conference Committee was back at it in full swing planning the second Healing Skies Conference for 2019 which will take place in Saskatoon. The first was so special, we can't wait to see what the second has in store for us all!

By the fall, the membership association function and structure we had established in 2017, organized with our Executive Director, Ken Alecxe, and held their first strategic planning session to further define their purpose and direction. Rather than simply the Membership Committee of the SANP, they are now SAND (the Saskatchewan Association of Naturopathic Doctors) and will operate separately from the regulatory function of the SANP. We can look forward to the energy SAND will bring to focus on the development of naturopathic doctors and naturopathic medicine in Saskatchewan!

Being a member of the SANP Council since 2014, when I lift my head from the work to gain some perspective, I am in awe of all that has been accomplished. I am so grateful for my fellow Council members and Ken Alecxe, our Executive Director, as well as the committee chairs who are so willing to step up and share their time and effort in advancing our profession through this critical regulatory work. Your efforts are barely rewarded with a sprinkling of CE credits, but I hope you are as fulfilled as I am by knowing the value of your contributions.

Yours in health,

Dr. Laura Stark, ND
President



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Saskatchewan born [Larissa Louise Wheeler](#) and [Mikayla Raddysh](#) proudly representing the SANP at the first ever [Canadian College of Naturopathic Medicine](#) Career Fair 2018.

Thanks for helping us grow our beloved profession in our wonderful province!



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REGISTRAR'S REPORT

SANP Registrar's Report for 2018

Over the course of the 2018 year, there was a sizeable influx of members to the SANP. Ten new members joined our association in 2018. Some of the new members practice in Saskatchewan, while others practice in New Brunswick and Nova Scotia and choose to hold a membership with the SANP. The SANP welcomes the following new members to our association:

- Dr. Judah Bunin, ND (Fredericton, New Brunswick)
- Dr. Parissa Bunin, ND (Fredericton, New Brunswick)
- Dr. Anna D'Intino, ND (Halifax, Nova Scotia)
- Dr. Kerri Dow, ND (Fredericton, New Brunswick)
- Dr. Cristina Harabor, ND ((Regina, SK)
- Dr. Laura Hughes, ND (Nova Scotia)
- Dr. Rachel Lam, ND (Regina, SK)
- Dr. Breanne Kallonen, ND (Kindersley, SK)
- Dr. Jennifer Rumancik, ND (Regina, SK)
- Dr. Michelle Sthamann, ND (Regina, SK)

The SANP Council wishes all the new members much prosperity and fulfillment in each of their naturopathic practices!

A few former SANP members left to other provinces in 2018 - one member left the SANP to join CONO, one member left the SANP to join the CNDA, leaving the total SANP membership at the end of 2018 at a total of 49 members – 42 members practicing in Saskatchewan, and 7 practicing out of province.

At the 2019 AGM, the Council positions that will be up for nomination are: President and Vice President. The Council has found its rhythm in 2018 and made inroads in updating much needed aspects

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of the SANP through the fantastic efforts of both the SANP President Laura Stark and SANP Treasurer Cristina Harabor.

In 2018 the SANP registration and renewal became automated. This transition is intended to provide SANP members an ability to track their own Continuing Education (CE) Category requirements for their two-year reporting years, with the ability to load their CE documents directly to their online profile. The automated system creates a more interactive regulatory website and houses the CE for future Registrars.

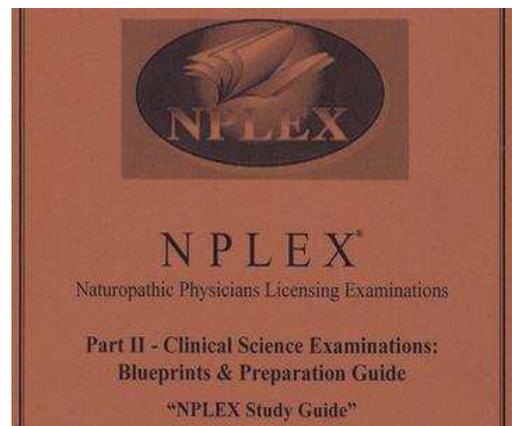
In 2019, the plan is for the President and the Registrar, to continue our efforts improving the regulatory website in anticipation of the eventual transition of the SANP to the CNDS.

Thank you for your contributions to the practice of regulated naturopathic medicine in Saskatchewan in 2018, and may the remainder of 2019 be an excellent year for each of you!

Peace,

Vanessa DiCicco

SANP Registrar



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OPERATIONAL COMMITTEES

Communications Committee

Purpose: To focus on developing SANP communications capacity and messaging for distribution to the public, members, and stakeholders.

Update: The Communications Committee can report on the following activities in 2018. The responsibility for some of these activities will be transferred to the new Saskatchewan Association of Naturopathic Doctors, created as a member-based segment of the SANP:

- Continued to provide updates to social media accounts. Facebook page has 318 likes.
- Quarterly newsletters sent out to SANP Members with updates from board, SANP committee updates and changes within the SANP
- Maintain SANP website with updates and changes.
- Communicated with Saskatchewan government and mayors to have Naturopathic Medicine Week declared in the Province of Saskatchewan and most major cities.
- Communicated information and updates from the SANP board to members

Chair: Megan Parker (Humboldt)

Members: Candice Esposito (Emerald Park), Joanne Dawe (Saskatoon), Willow Langille (Saskatoon)



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Conference Committee

Purpose: To organize and execute a biennial professional conference for naturopathic medicine in order to provide local Continuing Education opportunities to members and to raise money to support the Membership Committee (SAND) and the SANP.

Update: The date for the 2019 conference is tentatively set for June 7-9 (Friday – Sunday), 2019. The location will be the Delta Downtown Hotel in Saskatoon. Committee work on the Healing Skies Conference began in earnest in early 2018 and will continue on through 2019.

<http://www.sanp.ca/healing-skies-conference.html>

Guiding Values:

- Honoring our elders
- Reconnecting with nature and our roots
- Innovations in naturopathic medicine
- Practical tools and resources

Conference Events:

- Continuing education workshops
- Dinner and awards gala
- Taco bar on Crazy Cactus rooftop patio
- Forest bathing, herb walks at the river

Committee Co- Chairs: Julie Zepp-Rutledge and Michelle Marcoux

Committee Members: Darlene Reid-Ahenakew, Kahlen Pihowich, Willow Langille, Joanne Dawe, Lynn Chiasson, Richelle Galay, Naomi Whelan, Laura Stark, Wendy Davis, Katherine Cheah, Kathleen Fyffe, Michelle Sthamann, Jonathan Bablad, Jacqui Fleury



Healing Skies Conference Vendors



Healing Skies Conference Naturopathic Doctors

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SANP Membership Committee (to become the Saskatchewan Association of Naturopathic Doctors in 2019)

Purpose: To focus on developing resources and promotional materials to encourage growth of the profession within Saskatchewan. The SAND is a member-based association developed by the SANP to provide member training, public education, and benefits, whereas the SANP is a regulatory body for Naturopathic Doctors in the province with a focus on protecting the public through the registration of licensed Naturopathic Doctors. The SAND will continue to focus on supporting members to achieve healthy, thriving practices and to have relevant, timely continuing education opportunities.

Update: The SAND/Membership Committee would like to report on the following activities:

The main activities for 2018 were:

1. Organization of sponsorship/CE opportunities for the SANP AGM May 1, 2018.
2. Organization of Naturopathic Medicine Week May 8 – 14, 2017 - 2 public screenings of the movie “That Sugar Film” on Thursday May 13. - 1 screening at the Broadway Theatre in Saskatoon and 1 screening at the University of Regina Education Auditorium in Regina.
3. Starting development of new member supports for the membership section of the SANP website that began reconstruction in 2017.
4. Support the development and execution of the highly successful Saskatchewan naturopathic medicine conference – “Healing Skies Conference 2019” expected to take place in Saskatoon at the Delta Downtown Saskatoon Hotel on June 7-09, 2019.

Chair: Darlene Ahenakew

Members: Alana Barmby (Saskatoon), Willow Langille (Saskatoon), Michelle Marcoux (Saskatoon), Julie Zepp-Rutledge (Regina), Ken Alecxe (Executive Director)



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Quality Management

Quality Assurance Committee (Examination/Continuing Education (CE)/Audit Committee devolved into the Quality Assurance Committee in 2017)

Purposes:

- To develop and recommend Quality Assurance policies and programs to the Council. This will include the development of Peer Assessment Review tools and processes.
- To create, update, and invigilate exams as needed; regulate CE credits being submitted by members; and execute random audits on CEs, as well as practices of members.

Update: The Quality Assurance Committee continued to develop the new Quality Assurance Program documents and the extra effort and support provided by Ken Alecxo and Amy Velichka are appreciated. It is anticipated that Peer Assessment Review tools and processes will be ready for implementation going forward in 2019/2020 once the new Regulatory Bylaws are approved and *The Naturopathic Medicine Act* is proclaimed. The inaugural Website Audits were carried across the membership websites during the 2018 fiscal year and adjustments to member websites were made accordingly.

Chair: Leshia Ferguson

Members: Allison Fillatre, Katherine Cheah and Tim Mrazek

Examination Invigilators

Regina Members: Laura Stark (Manip), Tim Mrazek (Acu) and Wendy Presant-Jahn (Phys Exam)

Saskatoon Members: Stephanie Liebrecht (Manip), Darlene Ahenakew (Acu) and Allison Fillatre (Phys Exam)

Legislative Committee (Best Practices Committee devolved into the Legislative Committee in 2016)

Purposes:

- To assess the governing legislation and bylaws for naturopathic medicine in Saskatchewan and to recommend improvements that meet the emerging needs of public health that would benefit from the naturopathic medical expertise and training of naturopathic doctors.
- To monitor and improve the safety of all therapies provided by registrants to patients in the Province of Saskatchewan; to ensure that policy and bylaws are appropriate with the chief aim to maintain the highest level of safety for patients; to create and modify policy so that it is easy to interpret and to follow; and to make quality assurance visits to registrant ND clinics to ensure that policy is being effectively maintained.

2018 was another very busy year for our Legislative Committee with finalization of a Quality Assurance Policy and a detailed set of Standards of Practice. All Standards of Practice for our new College of

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Naturopathic Doctors of Saskatchewan were reviewed, rewritten and augmented, particularly medical laboratory requisitions and prescriptive rights. Extensive communication and consultation was continued with other regulatory bodies in Saskatchewan and other provinces. In 2019 we expect to initiate the informal and formal consultations with the Ministry of Health and other stakeholders on the proposed bylaws that will accompany our new *Naturopathic Medicine Act*.

Co-Chairs: Toby Bridgman and Amy Velichka (Saskatoon)

Members: Wendy Davis (Carlyle), Kahlen Pihowich (Saskatoon), Allison Fillatre (Saskatoon), Laura Stark (Regina), and supported by Ken Alecxe, Executive Director

Professional Conduct Committee

Purpose: As the governing body for assessing and certifying the credentials of naturopathic practitioners in Saskatchewan, the SANP has a strong due diligence process for ensuring that best practices and standards of conduct for naturopathic practice are observed. The Professional Conduct Committee (PCC) provides due diligence recommendations to the SANP Council on the disclosure and notification of public complaints.

Update: The PCC concluded one public complaint in 2018. This complaint did not required referral to the Discipline Committee. We ask that all members regularly review our bylaws and policies to ensure they are acting within these guidelines, particularly in regards to patient relations and advertising.

Chair: Naomi Whelan (Saskatoon)

Members: Jon Bablad (Regina), Lynn Chiasson (Moose Jaw), Willow Langille (Saskatoon)

Financial Audit Committee

Purpose: To establish financial accountability between the Accountant and the Treasurer.

Update: Established in 2016 by the Council. The first accountability procedures for this committee will occur in 2019 in reflecting on the 2018 Fiscal Year.

Chair: Darlene Ahenakew (Saskatoon)

Members: Alana Barmby (Saskatoon) and Naomi Whelan (Saskatoon)

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Discipline Committee

Purpose: Under the *Naturopathy Act*, the Discipline Committee works closely with the Professional Conduct Committee and conducts disciplinary procedures and hearings where required to address complaints and protocol breaches in naturopathic practice, and to make recommendations to the Council for redress.

Update: There were no disciplinary procedures or hearings required in 2018.

Chair: Doug Amell (Moose Jaw)

Members: Ed Mahon (Saskatoon), Peter Gleisberg (Warman), and Allison Fillatre (Saskatoon)



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SANP Council and Staff

Council Members:

President	Dr. Laura Stark (2015)
Vice President	Dr. Stephanie Liebrecht (2017)
Registrar	Dr. Vanessa DiCicco (2016)
Secretary	Dr. Wendy Davis (2018)
Treasurer	Dr. Cristina Harabor (2018)
Past President	Dr. Julie Zepp Rutledge (2015).
Executive Director	Ken Alecxe



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What lies behind us and before us are tiny matters compared with what lies within us.

- Ralph Waldo Emerson

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Report from the Executive Director

- *The critical work of supporting the development of new administrative and regulatory bylaws continues. Lengthy, detailed consultation with the Ministry of Health and key health profession stakeholders has become a key component to this process. The new legislation received third reading and was passed in the Legislative Assembly in 2015 to implement a College system for the regulation of Naturopathic Doctors in Saskatchewan separate from the SANP. The legislation requires new sets of administrative and regulatory bylaws. The regulatory bylaws must be approved by the Minister of Health and must accurately reflect the scope of practice for NDs in three critical areas: prescriptive rights; medical laboratory access; and invasive procedures. In 2015, the Legislation Committee was established out of the Best Practices Committee to assist Council with the development of the new regulatory bylaws. This work is being supported by Ken Alecxe, Kahlen Pihowich, Laura Stark, and Toby Bridgman and Amy Velichka are the Co-Chairs.*
- *In 2018, Naturopathic Medicine Week was another great success, and has provided new educational opportunities to the public. The SANP is very appreciative that the Province of Saskatchewan and City Councils across the province all proclaimed Naturopathic Medicine Week 2018.*

The SANP has continued to expand its activities and is putting in place all the key tools needed to be an exemplary regulatory body as a professional health organization. The strategic direction of the SANP *Way Forward* is very promising, indeed, for enhancing the profession of naturopathic medicine and primary health care. Another five-year exploration of the strategic direction of the SANP will occur in early 2018.

Sincerely yours,

Ken Alecxe
Executive Director



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Financial Summary

The financial picture of the Saskatchewan Association of Naturopathic Practitioners continues to be stable. Some of the accumulated retained earnings have been utilized toward developing the organizational and legislative capacity of the SANP. The Council continues to devote time and resources toward ensuring a very high level of confidence in the financial stewardship of the SANP resources.

During 2018 the SANP collected contributions from membership dues, events (NMW, Healing Skies Conference 2019), as well as fees on behalf of the CAND public relations campaign.

Expenses went towards administration (website development, CNDS logo and seal), accounting, insurance and events. Unfortunately, this year the organization also incurred a bad debt of \$3,250 related to a bank fraud perpetrated through external email. It was a unique event and steps have been taken to ensure this type of incident does not reoccur.

We have continued the efforts of maintaining the previous high standards of financial quality assurance by employing the assistance of professional accountants in bringing up to date the Quickbooks Online (QBO) functioning with Ms. Meridith Weippert of Cloud Accounting Ltd in Regina, and obtaining Review Engagement Reports for the years 2017 and 2018 with Mr. Bryce Groenwold CPA, CA of Salamon Ratzlaff Groenwold, Saskatoon. Copies of the 2017 and 2018 Review Engagement Reports are expected to be available in May 2019.

In 2018 the association had a gross profit of over \$109,000 with a net profit of over \$36,000; this reflects the steady growth in the number of members and the financial stability of the SANP.

The Healing Skies Conference will occur every two years, the financial inflow of potential resources will be managed over a two-year financial horizon, instead of an annual assumption of continued revenue flows. The 2018 fiscal year did not experience an inflow of funds relating to the Healing Skies Conference, although some commitments were made to future expenditures. The Healing Skies Conference with its associated revenue and expenses is expected to recommence in 2019.

A key objective of the last four years of *The Way Forward: SANP Strategic Plan 2018-2022* is the development of draft regulatory bylaws for the *Naturopathic Medicine Act, Bill 172*, along with draft Standards of Practice. In 2019 and 2020 financial resources will also be assigned to the realization of the Saskatchewan Association of Naturopathic Practitioners as the College of Naturopathic Doctors of Saskatchewan, as provided by the new legislation.

Sincerely yours,

Dr. Cristina Harabor
Treasurer



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Saskatchewan Association of Naturopathic Practitioners

PROFIT AND LOSS

January - December 2018

	TOTAL
INCOME	
CNDS	0.00
Licenses & Dues	127.20
Annual Registration	55,774.55
CAND Ad Contribution	7,050.00
Total Licenses & Dues	62,951.75
Total CNDS	62,951.75
Reimbursed Expenses	1,495.74
Sales	100.00
SAND	0.00
Conference Income	37,593.00
Fundraising/Sponsorships	1,600.00
Naturopathic Medicine Week	4,812.00
Total SAND	44,005.00
Unapplied Cash Payment Income	0.00
Uncategorized Income	11.76
Total Income	\$108,564.25
GROSS PROFIT	\$108,564.25
EXPENSES	
CNDS EXPENSES	0.00
Accounting	0.00
Accounting	2,997.00
Bank Charges	13.19
Bookkeeping	527.50
Executive Director	34,140.00
Legal Fees	2,987.07
Total Accounting	40,664.76
Ad Campaign	6,591.00
Admin	0.00
Logo and seal	1,443.00
Office Expense	96.26
Postage & Delivery	171.00
QuickBooks Payments Fees	708.72
Telephone	578.46
Website	3,262.61
Total Admin	6,260.05
Bad Debt	3,250.00
Insurance	3,208.41
Meetings	0.00
AGM Expenses	1,697.90
Board Training and Meeting	2,101.41
Total Meetings	3,799.31
Salary/contract	0.00
Contract Labour	1,000.00
Exam Invigilation	760.00
Total Salary/contract	1,760.00

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Saskatchewan Association of Naturopathic Practitioners

BALANCE SHEET

As of December 31, 2018

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
Clearing account	-390.69
TD Business Investor #336	10,011.40
TD Membership - 581	61,045.45
TD SANP - 492	56,006.32
Undeposited Funds	0.00
Total Cash and Cash Equivalent	\$126,672.48
Accounts Receivable (A/R)	
Accounts Receivable	0.00
Total Accounts Receivable (A/R)	\$0.00
Prepaid Expenses	0.00
Total Current Assets	\$126,672.48
Total Assets	\$126,672.48
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
Accounts Payable	0.00
Total Accounts Payable (A/P)	\$0.00
Credit Card	
Credit Card - Treasurer	577.93
Total Credit Card	\$577.93
accrued liabilities	5,990.50
GST Payable	1.05
Total Current Liabilities	\$6,569.48
Total Liabilities	\$6,569.48
Equity	
Opening Bal Equity	0.00
Retained Earnings	83,902.42
Profit for the year	36,200.58
Total Equity	\$120,103.00
Total Liabilities and Equity	\$126,672.48

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The SANP at the [Saskatchewan Science Centre](#) May 2018 to watch the movie *The Connection* and hold discussions with Naturopathic Doctors.



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Contact Information

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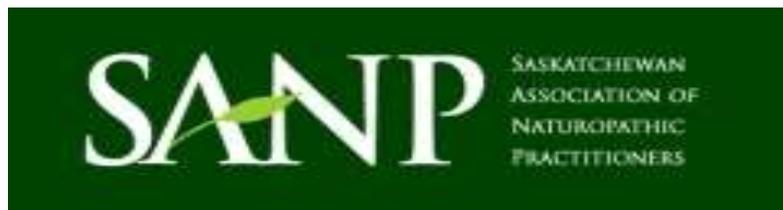
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APRIL 2019