



**GIVING A VOICE.
SHINING A LIGHT.
MAKING A CHANGE.**

ANNUAL REPORT 2020-21

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THE STORY OF SASS

The members were led by the philosophy that all people had the right to exercise control over their sexuality and deserved to be treated with dignity and respect. Through the goal of accepting human equality and rejecting violence, SASS members provided community awareness and education, offered support to victims, and lobbied for legislative changes. Today, SASS has grown its membership across the province and established collaborative partnerships with community organizations, first responders, and various levels of government to shine a light on the issue of Sexual Violence in Saskatchewan.

Through SASS's relationships with its members, SASS has become interconnected to the issue of sexual violence in many Saskatchewan communities, allowing the organization to develop evidence-based initiatives that advocate for changes in how those affected by sexual violence are supported.

SASS's primary focus is amplifying the voices of its member agencies and survivors through public education campaigns, research projects, and anti-violence initiatives.

In recent years, SASS has become recognized as a provincial leader for pioneering initiatives such as the Saskatchewan Sexual Violence Action Plan, Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines Research Report, the First Responder to Sexual Assault and Abuse Training™ program, and a Violence Against Women Advocate Case Review Pilot Project with the Regina Sexual Assault Centre and the Regina Police Service.

MISSION

To foster the coordination and collaboration amongst front-line agencies, community partners, and governments to support those affected by sexual violence.

VISION

Every person in Saskatchewan is free from threat, fear, or experience of sexual violence.

**SHINING
A LIGHT.**

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BOARD OF DIRECTORS

2020-21

Betty Ann Pottruff, Regina Community Member, Chair

Michelle Weber, West Central Crisis & Family Support Centre, Vice-Chair

Dominic Poissant, Regina Community Member, Treasurer

Hayley Kennedy, PARTNERS Family Services, Secretary

Corrine McArthur, Saskatchewan Community Member, Member at Large

Iza Parker, Regina Community Member, Member at Large

Dorothea Warren, Regina Community Member, Member at Large

Christa Daku, Envision Counselling and Support Centre, Member at Large

Karen Sanderson, Piwapan Women's Centre, Member at Large

Amy Poole, Regina Community Member, Member at Large

Amanda McConnell, Regina Community Member, Member at Large





STAFF MEMBERS

2020-21

Kerrie Isaac, Executive Director

Kristina Kaminski, Project Coordinator

Patience Umereweneza, Project Specialist

Kelsey Sembaliuk, Project Coordinator

Kayla Schick, Administrative Assistant

Savanna Belinski, Administrative Assistant

Ashley Kilback, Communications Specialist

Brook Thalgott, Digital Specialist

MEMBERS

2020-21

1. Piwapan Women's Centre, La Ronge
2. Prince Albert Mobile Crisis–Sexual Assault Program, Prince Albert
3. North East Outreach & Support Services, Melfort
4. PARTNERS Family Services, Humboldt
5. Heart-Song Complex Trauma Program, Saskatoon
6. Hope Restored Canada, Saskatoon
7. Southwest Crisis Services, Swift Current
8. West Central Crisis & Family Support Centre, Kindersley
9. Society For the Involvement of Good Neighbours Sexual Assault Counseling Program, Yorkton
10. Envision Counselling & Support Centre, Estevan and area





pasac | Prince Albert
Sexual Assault Centre

HOPE RESTORED
C A N A D A

**SOUTHWEST
CRISIS SERVICES**
"Building healthier families and communities together"


north east outreach
and support services


PARTNERS
FAMILY SERVICES


Envision
COUNSELLING & SUPPORT CENTRE INC.


Society for the Involvement of
**Good
Neighbours**



FUNDERS

2020-21

Core Funding

Saskatchewan Ministry of Justice.

Project Funding

The Violence Against Women Case Review Pilot Project is funded by the Ministry of Corrections & Policing, Ministry of Justice and the Status of Women Office.

Saskatchewan Sexual Violence Action Plan is funded by Women and Gender Equality Canada.

The F Division SAIRC File Review is funded by the Royal Canadian Mounted Police.

The Saskatchewan First Responders Training Program is funded by the Ministry of Justice Canada, South Saskatchewan Community Foundation and the Fergusson Foundation.

Saskatchewan Sexual Violence Education Project (SSVE) is funded by the South Saskatchewan Community Foundation (Smart and Caring Fund, Lorne and Evelyn Johnson Foundation, G. Murray and Edna Forbes Foundation) and the Community Initiatives Fund.





Tri-partnership with STOPS to Violence and PATHS continues to strengthen as we meet to share resources and strategize on awareness campaigns.

In 2012, a formal partnership was formed between SASS, Saskatchewan Towards Offering Partnership Solutions (STOPS) to Violence and the Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) in an effort to collectively address interpersonal violence and abuse in Saskatchewan.

Over the last year we have represented Saskatchewan in a pan-Canadian network of 150 Women Leaders to advance gender equality on a national platform and develop a national strategy addressing gender-based violence. This network is organized through the leadership of the Canadian Women's Foundation as part of the Government of Canada's commitment to address gender-based violence across the country.

Ending Violence Association of Canada (EVA CAN)

SASS is proud to be one of the five founding members of EVA CAN. The Ending Violence Association of Canada (EVA CAN) incorporated in January 2015 and is a national organization that unites all provincial and territorial organizations in educating and responding to gender- based violence at the national level.

As per the Canadian Football League and EVA CAN contract, SASS has facilitated the CFL Violence Against Women training to the Saskatchewan Roughriders and the Roughriders football club.

Please visit the website endingviolencecanada.org

Research and Education for Solutions to Violence and Abuse (RESOLVE) Saskatchewan Steering Committee

RESOLVE Saskatchewan is part of a tri-prairie research network that coordinates and supports research aimed at ending gendered violence in Saskatchewan.

Enough Already

SASS is a stakeholder coalition member on the Enough Already: Addressing Sexual Harassment in Saskatchewan Workplaces Project in 2019. This is a five- year project funded by the Government of Canada and is aimed at developing a multi-tiered strategy to address and prevent harassment in workplaces through multi-stakeholder partnerships. This project is done in coordination with service providers who are supporting survivors in accessing legal, counselling, and employment services.

BOARD CHAIR REPORT

BETTY ANN POTTRUFF

I want to express my gratitude to all the SASS staff and the SASS Board members for a year where we learned to overcome a series of challenges and to further the work of SASS at the same time.

2020-21 was a year where the organization and the Board adapted to the stress and work plan changes as a result of the COVID-19 pandemic. SASS experienced some delays in projects such as the Victim Advocate Case Review because of the restrictions placed upon face-to-face training or meetings. We, as a Board and organization, learned more about what is needed in a disaster recovery plan and have developed a policy in response. We all learned more than we probably ever wanted to about hosting and participating in Zoom or other types of video meetings. All in all, I want to congratulate the staff for a job well done over the last year.

As well, the organization had to cope with the absence of the Executive Director due to illness and ensure that the work of SASS carried on successfully during this time. I am very thankful that Patience Umereweneza took on the role of Acting Executive Director and she, along with other staff, stepped up to take on new responsibilities during this time to ensure that SASS could meet its commitments. As well, the Board was very pleased when Kerrie was finally able to return to work early in 2021 full-time.

The Board also adjusted this year as several previous Board members retired from the Board and new Board members joined. Last year, SASS agreed to change the bylaws to authorize the Board to consist of 5 member agency representatives and up to 7 non-member agency representatives to provide more support for the work that needed to be done by the Board. The Board recruited new Board members in July 2020 and all Board members have contributed significantly to the work of the organization over the last year.

The Board has had a very active year in terms of strengthening the foundation of SASS and developed a Strategic Action Plan that determined the following four strategic priorities for the organization:

- Developing a healthy, sustainable organization
- Advancing and supporting learning opportunities for issues of sexual violence
- Increasing public awareness and advocacy for SASS and its members and
- Strengthening member and stakeholder engagement

The previous Strategic Plan was coming to an end and it was timely to renew the direction of the organization. Thanks to Wayne Helquist for supporting us in this work. As well, an Operational Plan for 2021-23 has been developed to help SASS carry out its strategic priorities.

As well, the Policy Committee which included Louse Schweitzer, Kerrie Isaac and myself reviewed all SASS policies and updated them to reorder and drastically edit policies to more clearly identify Board versus operational policies and reduce duplication or lack of clarity in the policies. These policies have now been reviewed and approved by the Board, in principle, at least as some final editing may still occur to keep the policies up-to-date with Board decisions. As well, the Personnel Committee reviewed a number of issues including the ED Evaluation process, salary ranges, leave

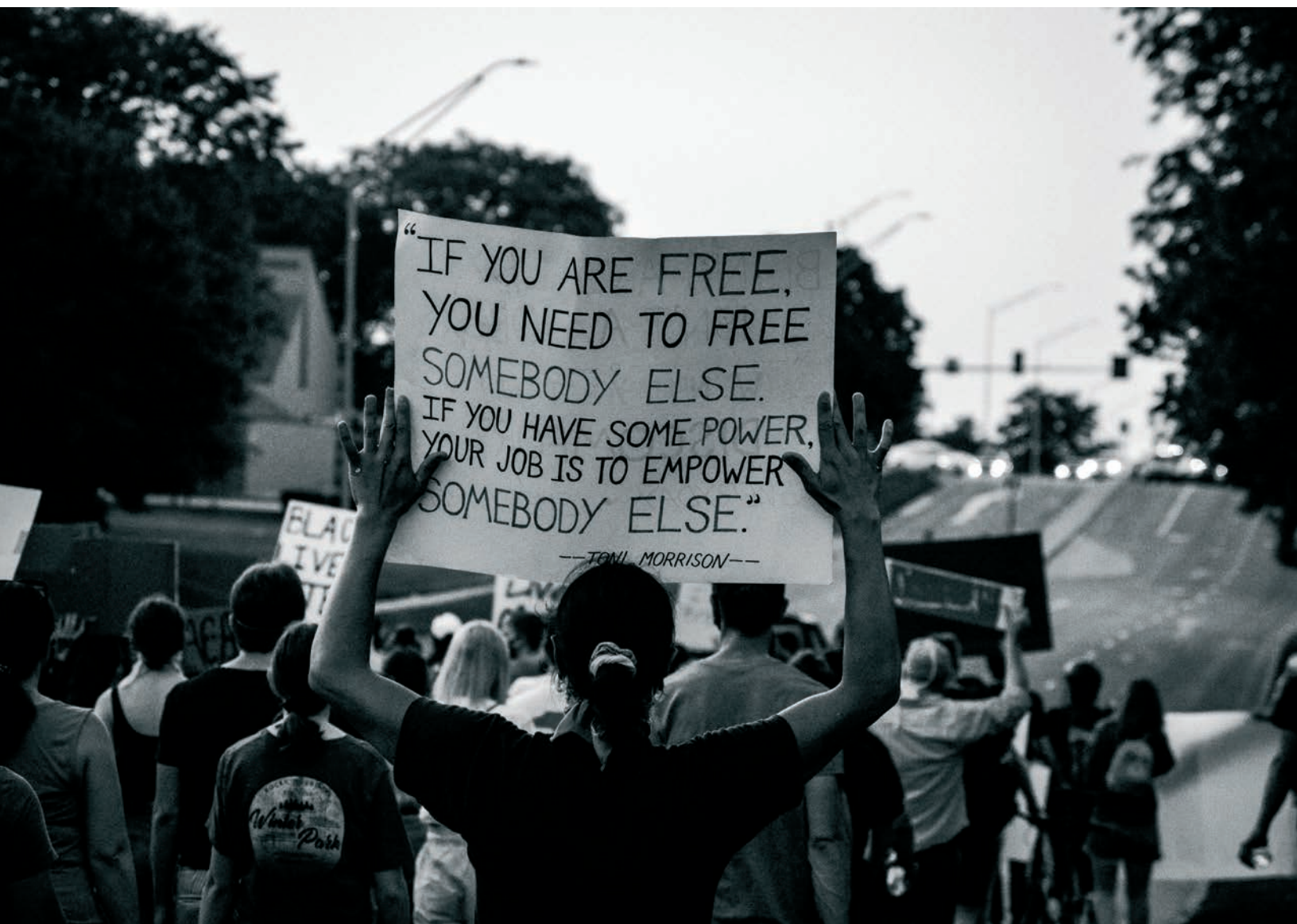
policies, and staff benefits. The committee also made a number of recommendations to provide increased transparency and support that were approved by the Board. The Personnel Committee is chaired by Dorothea Warren and joined by Amy Poole, Christa Daku, Amanda McConnell, Iza Parker, and myself.

During the past year, the Board has met monthly or when needed by video call. We have supported and monitored the on-going mission of SASS and have taken steps to try to strengthen the foundations of the organization going forward. We were very pleased to be able to approve the new Branding strategy for SASS as developed by staff, with Board input.

Going forward into 2021-22, I believe that SASS can be proud of the work that it has done, the projects that are lined up or underway for the future, and the continued strength of the membership and partners as we move forward and hopefully beyond the pandemic.

Respectfully,

Betty Ann Pottruff, Board Chair



TREASURER REPORT

DOMINIC POISSANT

Financial Status

TBC

Initiatives

TBC

Treasurers Role

TBC

Date



THANK YOU

ICU

NURSES



EXECUTIVE DIRECTOR REPORT

KERRIE ISAAC

SASS's 2020-21 fiscal year was an extraordinary year with unprecedented challenges both internally for our organization and externally for our greater provincial community. Last year, we strengthened our skills to change and adapt to "the new normal", as SASS moved through the pandemic anomalies. Much like other non-profits, we faced sustainability challenges, which disrupted normal work routines and social structures. Our SASS team, Board of Directors, and member agencies felt strain and stress from the challenges that arose but we continued to demonstrate trust, respect, collaboration, integrity, and inclusivity despite the impacts of COVID-19. Our efforts continued to attain positive societal impacts because of the collaborative effort between our member agencies, community and government partnerships, and our front-line workers. I would like to acknowledge each of you for your work and contributions towards creating a province free from sexual violence.

On behalf of the SASS Board of Directors and the SASS team, I want to express our gratitude and admiration to our 10 member agencies and everything they have accomplished during this time of rapid change. Due to increased safety protocols and service delivery restrictions, new challenges were presented as we shifted towards virtual programming and counselling. Members have shared some benefits from the virtual support including a significant geographical increase in clients from neighbouring communities and increased access from clients representative of various demographics such as males and senior citizens. The passion and enthusiasm demonstrated by our member agencies to work collectively towards ending sexual violence in Saskatchewan is inspirational.

Thank you, community, and government partners. Your role in initiating important dialogue and commitment to join forces to implement action-based solutions regarding sexual violence shows that you care and that you are devoted to creating societal change towards preventing and addressing this issue.

Finally, I would like to thank our SASS Board of Directors, for the exemplary leadership they provided throughout the year. The SASS team and I appreciate your continued commitment to support and devote time towards fulfilling our strategic plan and vision.

As we begin to make our way toward a new post-pandemic future, it is important that we continue to work together and support our members and the front-line agencies in meeting the demands that are rising as people reach out to seek help and support from the trauma and the gendered impacts of the pandemic.

Based on our research findings and data from Statistics Canada, one in three females and one in six males will experience sexual violence in their lifetimes. The statistics speak to the severity and complexity of the issue of sexual violence in our province, and the urgency for subject matter experts, community leaders, anti-violence organizations, government officials, front-line workers, and advocates to work collaboratively together to create solutions that prevent and address the impacts of sexual violence on individuals, families, and communities in our province.

Survivors in our province may be your family member, friend, co-worker, and or neighbour. It is an issue that affects us personally, therefore, we must all recognize the responsibility that each of us holds to raise awareness, provide opportunities for education, and be leaders for change committed to finding solutions towards addressing and preventing sexual violence.



The change starts with us. We must unite through a shared vision to create a province that is free of sexual violence for all human beings.

This is an overview of some of the highlights from SASS's 2020-2021 year in connection to the five priorities identified in our five-year strategic plan: (A) Development of Effective Governance Structures and Processes, (B) Enhancing Services to Members, (C) Organizational Leadership, (D) Building Organizational Capacity and (E) Enhancing Public Awareness and Branding of SASS.

Strategic Priority A: Development of Effective Governance Structure and Processes

- Developed a comprehensive board governance policy manual that defines and guides the work of the board.
- On-going training and development for the Board of Directors.
- Initiate and guide the Board of Directors self-appraisal.

Strategic Priority B: Enhancing Services to Members

- Enhance public awareness of SASS and our members to increase awareness of sexual violence as well as the services available in Saskatchewan for survivors.
- Saskatchewan Sexual Violence Awareness Week 2020 "No Story Left Untold"
- Continue to serve as a central resource for research compilations and sharing of best practices. Release of "Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines."
- Saskatchewan First Responder to Sexual Assault and Abuse Training; to build capacity for professionals, paraprofessionals, volunteers, and community members throughout Saskatchewan to assess and respond effectively to disclosures of sexual assault and sexual abuse.

Strategic Priority C: Organizational Leadership

- Provided leadership in capacity building of the sector and developing sustainable partnerships.
- Established a Violence Against Women Advocate Case Review Pilot Project in Saskatchewan by creating and training a VACR team consisting of representatives from SASS's member organizations in collaboration with senior police member(s) to conduct a review of selected sexual assault investigations by Regina Police Service.
- Represent Saskatchewan in efforts to address gender-based violence on a national platform: Ending Violence Association of Canada.
- "Enough Already: Addressing Sexual Harassment in Saskatchewan Workplaces."
- Saskatchewan Violence Prevention Week (SVPW) 2020 Planning Committee member.
- SASS is an active participant in ongoing partnership meetings for STOPS to Violence Collective Impact project

Strategic Priority D: Building Organizational Capacity

- Increase SASS's capacity to empower and support Saskatchewan communities and organizations in addressing sexual violence in the province.
- Rebranding Image Package, overhaul all educational materials.
- Communications Strategy for internal and external SASS communications: A Digital Plan/Social Media Strategy developed.

Strategic Priority E: Enhancing Public Awareness and Branding of SASS

- Website Maintenance and Updates
- Increase SASS Newsletter and Subscribers
- Enhance Social Media Presence

PROJECT & INITIATIVE

SUMMARIES

Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines Research Report

Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines captures a comprehensive understanding of sexual violence in Saskatchewan through an examination of sexual violence experiences and the existing strengths and gaps in service provision.

This research report was conducted by SASS in collaboration with the Community-University Institute for Social Research at the University of Saskatchewan, Federation of Sovereign Indigenous Nations Women's Secretariat and the Saskatchewan First Nation Women's Commission. Funding for the report was provided through the Women and Gender Equality Canada's Women's Program as part of the Government of Canada's response to gender-based violence - It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence June 2017.

Highlights for 2020-21

1. The Final Report was released to the public through a virtual media event on April 29, 2020. The full Report and the Executive Summary are available for download on the SASS website.
2. Over the past year, the SASS Communications team created educational infographics and blog posts that speak to the report findings in plain language for public consumption. The report findings have also informed all the major campaigns in the past year, as well as targeted social media posts on our virtual platforms. Printed materials have also been sent to our member agencies.
3. SASS has provided a series of presentations to the community on the findings of the report. Many of these presentations were customized based on the audience to ensure engagement and understanding of how sexual violence pertains to their population group such as the coalition against workplace harassment, immigrant women, 2SLGBTQIA+ peoples, Indigenous peoples etc.
4. The Report has provided SASS with the critical evidence needed to provide expert feedback to the community, Government of Saskatchewan and the Official Opposition Caucus (New Democrat Party) on legislations, bills, and various points of advocacy that pertain to sexual violence in Saskatchewan.
5. We have used the research findings to engage in meaningful dialogue in the community with regards to ongoing social movements and events that highlight the complex dynamics of sexual violence perpetration and accountability.

Working Together, Saskatchewan Sexual Violence Action Plan

The findings of the *Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines* Report informed the development of Working Together, Saskatchewan's first five-year Sexual Violence Action Plan. The Action Plan seeks to advance an inclusive and collaborative approach to ending sexual violence in Saskatchewan.

Working Together, the Saskatchewan Sexual Violence Action Plan outlines four foundational component with twenty-two Actions: to challenge sexual violence and change societal attitudes through prevention and education; to improve supports and intervention services for people who experience sexual violence; to strengthen a responsive legal and justice system; and to build collaborative leadership and accountability for each step of the plan.



Working Together, the Saskatchewan Sexual Violence Action Plan connects to national strategic initiatives that are working to address gender-based violence in Canada through various provincial and national platform including Ending Violence Association of Canada and the Gender Equality Network Canada. Each Action is supported by a set of implementation strategies that include the engagement and collaboration of multiple partners. The Actions will be monitored for progress, their impact on systemic change assessed and the results will inform future actions.

Over the past year, SASS has worked to implement Actions #1, 8 and 19 as outlined below.

Action #1

Develop and deliver wide-ranging education and public awareness initiatives that encourage people in Saskatchewan to challenge the attitudes and norms that perpetuate sexual violence.

Action #8

Expand Sexual Violence First Responder training to include individuals, community leaders, employers, faculty and staff in post-secondary institutions and all human services sectors.

Action #19

Conduct integrated victim advocate case reviews of police services sexual violence files to determine the systemic challenges in investigating gender-based and improve investigation outcomes.

SASS has also incorporated the Action Plan into the overall Strategic Plan for 2021-23 Fiscal Year, and have begun preliminary planning in the implementation of the Saskatchewan Sexual Violence Action Plan.

First Responder to Sexual Assault and Abuse Training

The First Responder to Sexual Assault and Abuse Training™(FRT) is a comprehensive training initiative that aims to build capacity for professionals, volunteers and community members throughout Saskatchewan to assess and respond effectively to disclosures of sexual assault and sexual abuse. The FRT Program was developed by the Alberta Association of Sexual Assault Services and delivered in Saskatchewan through an interprovincial partnership licensing agreement. Since 2017, the FRT has been delivered to over 1200 participants across the 22 communities and has gained significant interest and goodwill across various sectors and population groups.

General Overview

SASS's 2020-2021 fiscal year has proven to be the most challenging year for FRT to date, due to the widespread and unprecedented impacts of the COVID-19 Pandemic. As of March 2020, including present, FRT program delivery has been put on a Saskatchewan-wide hiatus, due to three primary challenges:

Firstly, public health restrictions for group gatherings were implemented province-wide, thus limiting the ability to host training sessions.

Secondly, the majority of our facilitators are front-line service providers and their increased workloads resulting from the pandemic limited their capacity to deliver training in their communities. Also, due to the vulnerable nature the pandemic caused on our community members, our member agencies focus had to be towards addressing their clients immediate needs rather than proactive education-based measures.

Thirdly, since this is a form of trauma facilitation FRT was not originally designed for remote delivery because of the associated risk of on-set anxiety and triggers both during and after the training. Facilitators are typically equipped to deliver the training using trauma-informed approaches including support protocols and tools. Unfortunately, these tools were not readily transferable to virtual platforms. SASS and our member agencies shared a collective hesitation towards delivering this trauma informed style facilitation without well-established and previously practiced safety protocols. In addition, the training material also needed to be restructured for easy consumption in an online setting when attention spans are limited and burnout was high, associated with the extension of virtual communication platforms (such as ZOOM).

Despite these challenges, SASS was able to leverage this hiatus period to expand the FRT program by developing a prevention and education curriculum initiative reflective of the intersectional complexities and needs of Saskatchewan community members. This new initiative aims to prevent and address sexual violence, inclusive of the gendered-impacts of COVID-19 in Saskatchewan through the creation of an evidence-based and trauma-informed Saskatchewan-based sexual violence education curriculum, which includes the development of diverse platforms for information dissemination, resource sharing and skill-building.

Project Highlights for 2020-21

1. SASS has successfully trained 63 facilitators representative of Saskatchewan's communities complexities including rural/remote and urban areas. These facilitators have reached more than 900 community participants who have the capacity to support sexual violence survivors connecting them to resources and support health and justice services.
2. We have built a stronger network of provincial partnerships between governments, including Indigenous governance, law enforcement agencies and community service providers. This increases our ability to positively impact change for sexual violence survivors, and has positively effected systemic structures and practices across various sectors. These partnerships have also increased our capacity in rural and remote areas.
3. We hold a strong partnership with Alberta Association of Sexual Assault Services as our partnership is key for sharing new understandings and awareness in support of the National sexual violence sector. AASAS and SASS collectively engage in ongoing dialogue and knowledge sharing in order to support each province's capacity in providing relevant sexual violence educational information/resources and towards improving intersectional representation.
4. SASS is building stronger partnerships with local Foundations and Unions to support the financial sustainability of provincial sexual violence initiatives. In addition, this promotes shared responsibilities and commitments as we collectively work towards preventing and addressing sexual violence provincially.

The Saskatchewan Sexual Violence Education Project (SSVE)

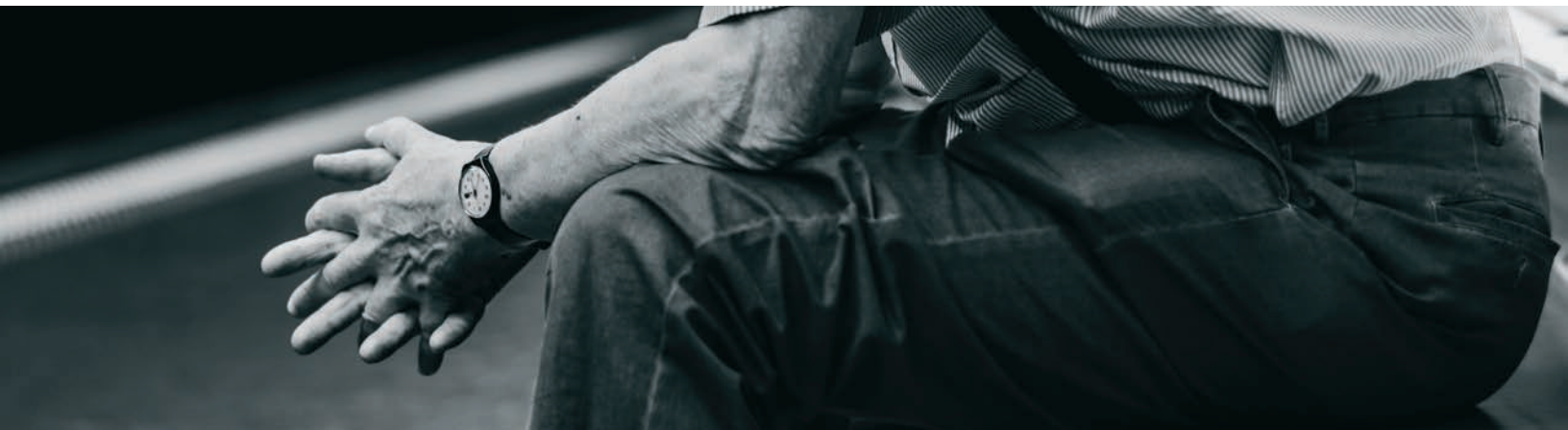
Collectively the FRT evaluations and recent SASS research has determined that Saskatchewan needs a comprehensive education curriculum that addresses the intersectional forms of sexual violence experienced provincially by Indigenous Peoples', newcomers, 2SLGBTQIA+, seniors and those living with disabilities, including complex neocolonial dynamics that contribute to their continued, and disproportionate victimization and to ensure the appropriate training is available.

Earlier attempts were made to develop an Indigenous module for the existing FRT curriculum in partnership with the Federation of Sovereign Indigenous Nations Justice Secretariat. In February 2020, SASS and FSIN collaborated in training 11 Justice Coordinators to deliver the FRT in reserves, and use their observations to create an Indigenous module for the existing training. Due to the pandemic, these Justice Coordinators have been unable to deliver the training and engage in any other content-development activities.

The COVID-19 Pandemic has highlighted the need for training designed for remote delivery and a training guideline that ensures facilitators are adequately equipped to safely manage inevitable trauma triggers and potential participant conflicts during a virtual presentation. Over the past year, our member agencies (front-line agencies) have become increasingly aware of the surge in cases and the emerging trends and patterns of sexual violence perpetration and victimization during the pandemic. This has generated unusual ways for survivors of sexual violence and service providers to effectively deliver and receive support. In Saskatchewan, agencies are faced with providing services remotely to clients across the province and many survivors have fallen through the gaps due to poor infrastructure. Restrictions, isolation orders, and reduced safe shelter capacity have contributed to increased mental health challenges and increased victimization incidents for adults and children. The pandemic has exacerbated systemic barriers and intensified inequality; based on gender, ability, race, income, immigration and citizenship status, education, and employment. The development of a grassroots, intersectional, evidence-based and trauma-informed educational curriculum will address the gaps identified by survivors, service providers and volunteers, including training and resources that reflect the realities of violence perpetration in Saskatchewan.

The Saskatchewan-based sexual violence training will be fully adaptable for online delivery and will include new understandings of the shadow pandemic. This will increase our capacity to support Indigenous Peoples', newcomers, 2SLGBTQIA+, seniors and those living with disabilities, by ensuring that helping professionals and community members are provided with tools and resources designed to evolve with changing trends and patterns, and limitations imposed by the pandemic guidelines.

The Federation of Sovereign Indigenous Nations (FSIN) has reaffirmed their key partnership support for this project, which is funded by: the South Saskatchewan Community Foundation (Smart and Caring Fund, Lorne and Evelyn Johnson Foundation, G. Murray and Edna Forbes Foundation) and the Community Initiatives Fund.



Fund Development Summary 2020-2021

Currently, SASS' revenue consists of government funding. The Government of Saskatchewan's Ministry of Justice provides funding for one 0.75 time Executive Director. The remaining budget consists of finite project specific funding by both federal and provincial agencies.

SASS decided to employ the services of fundraising software Foundation Search in order to diversify the organization's revenue streams and ensure the financial stability of the organization. The subscription ended March 2021.

Foundation Search provided one-to-one assistance with a dedicated Funding Specialist who aided SASS in the fine tuning and editing of a few letters of inquiry, but the support was far less than SASS believed. Invaluable templates of winning letters of inquiry, checklists, scripts, and educational tools have been shared with SASS, and we have saved the information of over 200 private Foundations. SASS has retained Foundation Search's recommendations for ask amounts based on previous giving (our asks have traditionally been significantly lower than organizations of similar size and mandates), and research into foundation's historical giving in Saskatchewan and Canada.

COVID-19 impacted donations to foundations, so additional funds were difficult to source. However, SASS was able to secure funding for First Responder Training and the development of Saskatchewan-based curricula. SASS looks forward to creating relationships and a knowledge base of verified and known donors who will take up the cause of sexual violence and become our community champion(s) for sustained donor relations.

SASS is investigating how our local unions and their membership could create mutually beneficial relationships. SASS could provide support for trauma and violence informed collective bargaining agreements which codify progressive HR policies for experiences of violence outside of work, while also providing shop stewards and union membership with appropriate tools and referral information should disclosures of violence be made to employees or union representatives. Unions also have committees that direct charitable giving, and would potentially allow SASS to reach new audiences in typically "blue collar" and hyper-masculine industries.

Violence Against Women Advocate Case Review (VACR) 2020-2021

The Violence Against Women Advocate Case Review (first operationalized in Philadelphia in 2001 and colloquially known as the "Philly Model") was developed by the Improving Institutional Accountability Project (IIAP) and seeks to increase equitable access to the justice system for survivors of sexual violence through objectively measurable improvement in policing violence against women.

VACR is an external file review process which seeks to address case attrition and provide oversight in sexual assault cases through the knowledge of subject matter experts sourced directly from the community. VACR adds a best practise link to the policing investigative chain:

Report → Investigation → Clearance → REVIEW

VACR promotes collaboration, knowledge sharing, learning and systemic change through the added link in the investigative chain which provides an ongoing a safeguard process to catch police reported sexual assault cases before they slip through the cracks instead of analyzing what went wrong: after a complaint is filed; after survivors go to the media; after a scandal; or after a perpetrator or serial offender assaults again.

The operational partners for VACR in Regina were the Regina Sexual Assault Centre (RSAC) and the Regina Police Service (RPS), the stakeholders of the pilot were the national Improving Institutional Accountability Project (IIAP) and provincial Sexual Assault Services of Saskatchewan (SASS). Funding for the Regina VACR pilot was provided by the provincial Status of Women Office; the Ministry of Corrections and Policing; and the Ministry of Justice and Attorney General.

Saskatchewan's first VACR implementation in Regina has successfully completed four review cycles (October 2019, February 2020, June 2020, October 2020), and the pilot project ended December 31, 2020, with all reporting delivered January 31, 2021. External third-party evaluation has reported the Regina Pilot to be successful.

VACR has been endorsed by the Canadian Association Chiefs of Police in 2020, and has been included as a best practise in their Canadian Framework for Collaborative Police Response on Sexual Violence for all municipal police services to adopt and implement. The Saskatchewan Association Chiefs of Police (in 2020), as well as Regina Police Service (in 2021) have endorsed VACR and the Canadian Framework for Collaborative Police Response on Sexual Violence in light of this review process.

The Review Team examined 134 cases of sexual assault reports closed without charges in four sessions beginning in October 2019 and ending in October 2020. Although the project was time-limited, and briefly paused to adapt to COVID-19 realities, RPS has already used the expert feedback of RSAC to inform a plan to develop and implement their responses to trends identified during reviews.

All partners and stakeholders are collaborating in the creation of a joint public release to share findings, evaluation, and outcomes of the project. This release will be available in the 2021-2022 Fiscal year.

The commitments of RSAC and RPS to continue with the VACR file review process demonstrates the value that measurable improvement in policing a distinct form of gender-based violence can generate in a community. SASS continues to collaborate with the Improving Institutional Accountability Project (IIAP) to support provincial and national efforts to implement VACR. Sustained investment in VACR by governments will ensure long-term measurable outcomes and systemic change.

2017	2018	2019	2020	2021
National/VACR concept and project introduced to the provincial Status of Women Office by SASS with the goal of obtaining funding for an SK pilot.	National project lead presents the VACR model to provincial government and SASS member agencies. RSAC and RPS expressed interest in participating in the project.	Provincial government funding confirmed for the pilot. Contract signed with SASS. National project lead presents VACR model to SK Association of Police Chiefs. VACR coordinator in place June. First review cycle October 2019.	Four review cycles completed with 2020 files reviewed to September 30, 2020. Observations of Review Team presented to RPS following each review. RPS developed plan for improvement. Final evaluation report on pilot.	Final data collection October 2020. Final evaluation completed with all partners feedback incorporated January 30, 2021.

Expansion of VACR in Saskatchewan

SASS submitted a VACR Expansion proposal prior to the provincial election writ, September 2020. The Expansion business case was submitted to the Ministers responsible for: the Status of Women Office; Justice and Attorney General; and Corrections and Policing. SASS received a letter from the Deputy Minister of Justice confirming the receipt of the Expansion proposal, and the intention to engage in discussions following the submission of the Regina Final Evaluation January 31, 2021.

SASS is hopeful that the success of VACR in Regina, and across Canada will elicit further investment from the provincial government in the creation of measurable systemic change. The 2021 Budget released April 6, 2021 will indicate whether VACR and funding to address sexual violence is a priority for the Government.

Capacity Building Project

Funded in 2019, this four-year project is aimed at increasing our internal capacity and support organizational growth to become an effective provincial leader that advocates and promotes social and systemic change for the elimination of sexual violence in Saskatchewan. Organizational capacity will be enhanced through the following activities: board governance, partnership development, collaboration and networking, development of an advocacy strategy, human resource management and communication. It will also build sector capacity through the development of collaborative tools and opportunities to work collectively to advance gender equality in Saskatchewan.

This is a summary of the project's progress based on the strategic goals outlined in the 2020-21 Operations Plan:

Goal 1.2: Promote Sexual Assault Awareness Week during May 2020

SASS led a Sexual Assault Awareness Campaign from May 11-15, 2020 titled, "No Story Left Untold." The campaign focused on sharing the voices, stories and insights from survivors and front-line workers that were gathered from SASS's research with CUISR & FSIN. Due to the COVID-19 pandemic, the campaign took place solely online with efforts focused on social media content, blog posts, and media interviews. The campaign content received 2,300 clicks and 232 shares collectively and 11 media articles were published across the province.

Goal 2.1: Website maintenance and update by March 2019

Websites updates were made in the Fall of 2019 when SASS hired Ashley Kilback as Communications Specialist and Brook Thalgott as Digital Strategist. Throughout 2020, Ashley and Brook worked together to update SASS's website by purchasing a new template, updating the content, and visual components to reflect SASS's rebrand. The new website was launched in November 2020.

Goal 2.2: Increase SASS Newsletter subscribers by March 2020

The efforts to increase SASS's newsletter subscribers is an ongoing project. Brook updated the online marketing platform from Constant Contact to Mailchimp and has enhanced the content of the newsletter to reflect SASS's rebrand. A strategy for increasing newsletter subscribers will be developed within the communications plan. As of March 2021, SASS's newsletter has 188 subscribers.

Goal 2.3: Enhance SASS's social media presence by March 2020

The efforts to increase SASS's social media presence is an ongoing project. Since Fall 2019, Ashley has been using a graphic design program called Canva to enhance the quality of SASS's social media content. She has also been using a task management program called Click-Up to plan and schedule social media content. Since the Fall of 2019, SASS has been much more active on social media, primarily Instagram, and has increased the number of followers from 500 to 1,300. SASS



also now has a profile on LinkedIn to start engaging the professional community in information and resources regarding sexual violence.

Goal 6.1: Branding Image Package, overhaul all educational materials by June 2020

SASS contracted Blossom Communications to assist with the rebranding of SASS in February 2020. Throughout 2020, the SASS team worked collaboratively with Blossom to do a full overhaul on SASS's brand including logo, tagline, organizational colors, and brand voice that detailed how SASS communicated its brand with members and external audiences. The timeline for this project was extended due to the COVID-19 pandemic and the complete rebrand along with brand voice and guideline documents were finalized in the Fall of 2020.

Goal 6.2: Develop an internal and external communications strategy by July 2020

The communications strategy was put on pause until SASS's rebrand project was completed. The SASS rebrand project allowed SASS to establish clarity and direction of the organization from a communications standpoint as SASS positions itself in connection to its members, community partners, stakeholders and the general public. The brand voice document developed as part of the rebrand will be used to guide the development of the communications strategy. As of March 2021, the framework for the strategy was developed but is still in the process of being completed.

Goal 6.4: Contract web-based design company to develop and create the Community Resource Portal by March 2021

SASS is in the process of developing a Community Resource Portal, an online resource network that is accessible throughout Saskatchewan. This will address the provincial need for a credible, accessible and relevant information and resource on sexual violence. Over the past year, SASS worked closely with OmniOnline Inc., to develop a Portal that reflects the vision for this Community Resource Portal. We are currently at the final stages of adding content into the Portal, and have set a soft launch date of August 01, 2021.

The Community Resource Portal is a Content Management System with the following features:

- A stand-alone website that is integrated with the existing SASS website
- A password protected User Management Tool to create personalized accounts
- Resources on the portal will include ready-to-use toolkits, available training directory, best practice models and research reports.
- An interactive map of services will help users access resource by geographical location
- A built-in mechanism for tracking usage information and accessibility will be included through Google analytics and a user feedback survey. This will support the evaluation process for the portal.



Provincial Community Initiatives 2020-21 Updates

In response to the growth and expansion of SASS' work over the past few years, SASS has received recognition as a subject matter expert on the issue of sexual violence and has been invited to participate in various community initiatives.

1. Human Trafficking Research Project

SASS was invited to be a member of the Research Committee for a tri-provincial study titled *Human Trafficking in the Prairie Provinces: System Responses to Domestic Human Trafficking of Youth, Girls and Women within and across Alberta, Saskatchewan, and Manitoba* in 2019. The project is funded by Prairieaction Foundation and is being led by Hope Restored Canada and the Indigenous and Women's and Gender Studies at the University of Saskatchewan.

Over the past year, the Project has worked to develop a diverse Advisory Committee, of which SASS is a member of, to support the research process. There have been ongoing meetings and conversations to develop the research methodology and connect with relevant stakeholders across all three Prairie provinces. The core Research Objectives are as follows:

- To inform, consult and engage with Indigenous organizations and community-based organizations about the goal, objectives, frameworks and methods for researching domestic sex trafficking on the prairies.
- To produce a literature review on domestic sex trafficking within and across the tri-provinces of the prairies;
- To generate primary quantitative and qualitative data about domestic sex trafficking of women and girls within and across the tri-provinces of the prairies.
- To produce an environmental scan of stakeholders around sex trafficking in the tri-provinces of the prairies
- To co-construct with agencies an evidence-based evaluation model that includes baseline and indicators of success to gauge the nature and effectiveness of services and supports for victims of domestic sex trafficking in the prairies.
- To build capacity, relationships, networks among community and Indigenous agencies and services that can inform a prairie coalition against sex trafficking.

SASS continues to provide guidance and expertise in the research process and support for meaningful community engagement.



2. Sexual Harassment in the Workplace Project

SASS was invited to be a stakeholder coalition member on the *Enough Already: Addressing Sexual Harassment in Saskatchewan Workplaces Project* in 2019. This is a five- year project funded by the Government of Canada and is aimed at developing a multi-tiered strategy to address and prevent harassment in workplaces through multi-stakeholder partnerships. This project is done in coordination with service providers who are supporting survivors in accessing legal, counselling, and employment services.

Over the past year the Coalition engaged in the following activities:

1. Increase awareness about sexual harassment in Saskatchewan's workplaces. Enough Already engages in awareness raising in the community primarily through its website and community presentations. Launched in September 2020, <https://enoughalreadysk.ca/>, serves as a platform to access resources and support for both employees, employers and various organizations across the province. SASS provided support in the content and resource development for the website.

Enough Already also provides customizable educational presentations to Saskatchewan workplaces in supporting their efforts to prevent and eliminate sexual harassment in the workplace. In addition various educational materials have been developed for dissemination across the province. Over the past year, SASS supported these efforts by connecting Enough Already to the interpersonal violence network, and sharing their printed resources to our community contacts across the province.

2. Provide support and education to individuals, businesses and community organizations.

Enough Already provides support to individuals affected by sexual harassment through its free and confidential Employment and Job Coaching support that is aimed at supporting Saskatchewan employees to retain current employment or assist in finding a new one. This support is designed to help survivors recover from workplace harassment and retain their well-being and career goals. Launched in March 2020, the service has received 53 requests for referrals. In October – December 2020, the Employment Coaches were provided training for Trauma Informed Career Development Practice through Douglas College. SASS supplemented this training by providing a workshop on Understanding Sexual Violence Dynamics and Trauma.

The Employment Coaches and Enough Already staff provide referrals for healing services to SASS member agencies. Where necessary, SASS collaborates with Enough Already to ensure clients receive appropriate specialized support.



AUDITOR'S REPORT

MARCIA HERBACK & ASSOCIATES
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Professional Corporation

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INDEPENDENT AUDITOR'S REPORT

To the Members of
Sexual Assault Services Of Saskatchewan Inc.

Opinion

I have audited the accompanying financial statements of Sexual Assault Services Of Saskatchewan Inc., which comprise the statements of financial position as at March 31, 2021 and the statements of operations, net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements present fairly, in all material respects, the financial position of Sexual Assault Services Of Saskatchewan Inc. as at March 31, 2021 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Entity in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

AUDITOR'S REPORT

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Regina, Saskatchewan
June 28, 2021



Marcia Herback
CPA, CA

AUDITOR'S REPORT

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
STATEMENT OF OPERATIONS AND NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2021
(with comparative figures for 2020)

	2021	2020
Revenue		
Grants		
FVIP - RCMP Grant	\$ -	\$ 9,388
SWC - Federal Status of Women	17,926	99,405
General Equity - Federal Status of Women	222,459	88,066
Provincial Government Grants - Ministry of Justice	84,519	82,546
Ministry of Justice - Saskatchewan First Responder Training	23,110	74,922
Community Initiatives Grant	5,000	-
Prairie Action Income	-	5,533
Advanced Education Grant	53,906	68,088
Fergusson Foundation	-	4,921
Canadian Women's Foundation Covid-19	10,386	-
South Sask Community Foundation	-	22,986
Summer student income	1,852	2,985
Annual leadership Forum	5,000	118
Donations	5,353	6,518
Interest and other income	380	1,545
Memberships	1,150	1,145
	<u>431,041</u>	<u>468,166</u>
Expense		
Advertising and promotion	3,117	5,241
Insurance	1,731	1,519
Interest and bank charges	1,510	1,545
Miscellaneous	1,076	2,210
Office supplies and equipment	12,775	27,127
Professional fees	96,710	70,729
Rent	13,495	10,797
Salaries and wages	239,239	144,134
Saskatchewan First Responder Training expenses (Schedule 1)	23,110	74,922
SWC Project expenses (Schedule 2)	17,926	99,405
Telephone	5,041	3,242
Training	1,397	1,257
Travel	9,653	26,027
	<u>426,780</u>	<u>468,155</u>
Excess (deficiency) of revenues over expenses	<u>\$ 4,261</u>	<u>\$ 11</u>

See accompanying notes

AUDITOR'S REPORT

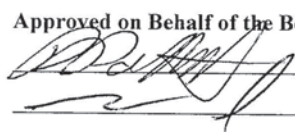

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2021
(with comparative figures for 2020)

	2021	2020
ASSETS		
Current assets		
Cash	\$ 261,611	\$ 135,540
Term deposits	10,000	-
Accounts receivable	18,795	5,187
GST receivable	1,555	3,666
Prepaid expenses	<u>3,898</u>	<u>3,866</u>
	<u>\$ 295,859</u>	<u>\$ 148,259</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 7,839	\$ 6,599
Deferred revenue (Note 4)	<u>261,648</u>	<u>119,549</u>
	<u>269,487</u>	<u>126,148</u>
Net assets		
Internally restricted	3,947	3,947
Resource fund	9,796	9,796
General fund	<u>12,629</u>	<u>8,368</u>
	<u>26,372</u>	<u>22,111</u>
	<u>\$ 295,859</u>	<u>\$ 148,259</u>

See accompanying notes

Approved on Behalf of the Board

 Director *Bill Ann Paterson*
 Director *Dominic Poisson CPA*

AUDITOR'S REPORT

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
STATEMENT OF RETAINED EARNINGS
FOR THE YEAR ENDED MARCH 31, 2021
(with comparative figures for 2020)

	General Fund	Resource Fund	Internally Restricted	2021	2020
Net Assets					
Balance, beginning of year	\$ 8,368	9,796	3,947	\$ 22,111	\$ 22,100
Excess (deficiency) of revenues over expenses	4,261	-	-	4,261	11
Transfer from general to internally restricted funds	-	-	-	-	-
Balance, end of year	<u>\$ 12,629</u>	<u>9,796</u>	<u>3,947</u>	<u>\$ 26,372</u>	<u>\$ 22,111</u>

MARCIA HERBACK & ASSOCIATES
Chartered Professional Accountants

AUDITOR'S REPORT

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2021
(with comparative figures for 2020)

	2021	2020
Operating activities		
Excess (deficiency) of revenues over expenses	\$ 4,261	\$ 11
Net change in non-cash operating working capital balances		
Accounts receivable	(13,608)	1,231
GST payable (receivable)	2,111	(1,503)
Prepaid expenses	(32)	(2,306)
Accounts payable	1,240	(26,727)
Deferred revenue	<u>142,099</u>	<u>61,039</u>
	<u>131,810</u>	<u>31,734</u>
Increase in cash	136,071	31,745
Cash position, beginning of year	<u>135,540</u>	<u>103,795</u>
Cash position, end of year	<u>\$ 271,611</u>	<u>\$ 135,540</u>

See accompanying notes

MARCIA HERBACK & ASSOCIATES
Chartered Professional Accountants

AUDITOR'S REPORT

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2021

1. Nature of Operations

Sexual Assault Services of Saskatchewan Inc. is incorporated under the Non-Profit Corporations Act of Saskatchewan. The Organization's mission is to provide a unified voice on sexual violence issues, strengthen sexual violence services, and influence social change. The organization strives to fulfil its mission by providing a forum for awareness, discussion, and information sharing to support sexual assault staff and volunteers.

2. Summary of significant accounting policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies.

Cash and cash equivalents

The entity's policy is to disclose bank balances under cash and cash equivalents, including bank overdrafts with balances that fluctuate frequently from being positive to overdrawn and term deposits with a maturity of three months or less from the date of acquisition. Term deposits that the entity cannot use for current transactions because they are pledged as security are also excluded from cash and cash equivalents.

Tangible capital assets

Tangible capital assets are not capitalized, but are charged to operations in the year of acquisition.

Revenue Recognition

Sexual Assault Services of Saskatchewan Inc. follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income is recognized as revenue when earned.

Management estimates

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amount of revenues and expenditures during the reporting period. By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statements of changes in such estimates in future periods could be significant.

3. Economic Dependence

The organization currently receives significant revenue in grants from Saskatchewan Finance, Department of Justice. As a result, the organization is dependent upon the continuance of these grants to maintain operations at their current levels.

AUDITOR'S REPORT

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2021

4. Deferred revenue

Monies received that has been externally restricted for a specific project has been deferred and will be recognized as revenue in the year the related project or event occurs.

	2021	2020
SWC Federal Status of Women	\$ -	\$ 65,391
PrairieAction Foundation	1,467	1,467
Sask Finance - Advanced Education	-	45,794
Ministry of Justice - SFRT	2,868	2,868
City of Regina - Annual Leadership Forum	882	882
RCMP Grant	3,147	3,147
CIF2	20,000	-
FRT2	30,196	-
Canadian Women's Foundation COVID Funding	14,614	-
WGE	188,474	-
	<u>\$ 261,648</u>	<u>\$ 119,549</u>

5. Financial instruments

Sexual Assault Services of Saskatchewan Inc. is exposed to various risks through its financial instruments. The following analysis provides a measure of the Sexual Assault Services of Saskatchewan Inc.'s exposure and concentrations at March 31, 2021:

Credit risk

Credit risk arises from the potential that a party may default on their financial obligations, or if there is a concentration of financial obligations which have similar economic characteristics that could be similarly affected by changes in economic conditions, such that the Organization could incur a financial loss. The Organization is exposed to credit risk with respect to cash, term deposit and accounts receivable. The Organization manages its credit risk by placing cash and term deposits with major financial institutions. Credit risk for accounts receivable is managed by the credit quality and diverse debtor base and creating an allowance for bad debts where applicable. There has been no change from credit risk exposure from 2020.

Liquidity risk

Liquidity risk is the risk that the Organization may not be able to meet a demand for cash or fund its obligations as they come due or not being able to liquidate assets in a timely manner at a reasonable price. The Organization is exposed to liquidity risk with respect to its accounts payable and accrued liabilities but manages its liquidity risk by holding assets that can be readily converted into cash. There has been no change from liquidity risk exposure from 2020.

Interest rate risk

Interest rate risk is a type of market risk that refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate due to changes in market interest rates. The Organization is exposed to interest rate risk with respect to its cash and term deposits and its effect on interest income. Fluctuations in interest rates do not have a significant effect on cash or term deposits due to the fact that interest income is not a major percentage of total revenue. There has been no change from interest risk exposure from 2020.

AUDITOR'S REPORT

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2021

6. Significant event

Financial markets have been negatively impacted by the novel Coronavirus or COVID-19, which was declared a pandemic by the World Health Organization on March 12, 2020. This has resulted in significant economic uncertainty and the Organization is monitoring its operations and assessing the impact COVID-19 will have on its activities. Accordingly it is difficult to reliably measure the potential impact of this uncertainty on the Organization.

7. Comparative figures

Certain comparative figures have been reclassified to correspond with the current years presentation.

AUDITOR'S REPORT

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SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
SCHEDULES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2021
(with comparative figures for 2020)

	2021	2020
	Schedule 1	
Saskatchewan First Responder Training Expenses		
Honoraria/Professional fees	\$ -	8,983
Office supplies and equipment	50	4,399
Rent	1,268	2,501
Salaries and wages	20,986	39,740
Telephone	806	721
Travel	-	18,578
	<u>\$ 23,110</u>	<u>\$ 74,922</u>
	Schedule 2	
SWC Project Expenses		
Facilities	\$ 951	\$ 2,501
Honoraria/Professional fees	-	11,321
Materials	5,359	-
Office supplies and equipment	-	1,399
Payroll project co-ordinator	11,616	68,945
Publicity	-	3,144
Research	-	3,353
Telephone	-	1,044
Travel	-	7,698
	<u>\$ 17,926</u>	<u>\$ 99,405</u>



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