

**Manitoba College of Social Workers  
Board of Directors Meeting  
September 13, 2018**

**Meeting Minutes**

**Present:** Vicki Verge Burgess (President), Mary Heard (Vice-President), Darlene MacDonald (Member-at-Large), Tanis Newsham (Secretary), Florette Giasson (Treasurer), Marlyn Bennett, Adam Chrobak, Jan Christianson-Wood, Wil Hedges, Alex Sawatsky, Barb Temmerman (Executive Director-Registrar), Richard Lavoie (Manager, Registration and Professional Practice), Amelie Findlay (Administrative Coordinator)

**Regrets:** Raymond Hildebrand, Joshua Van Mulligen, Kaylen Lamb, Virginia Hnytko, Richard De La Ronde

Called to order at 9:22 AM

**I. Welcome – Vicki Verge Burgess**

*Acknowledgement: We are on Treaty One territory and the land on which we gather is the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation.*

Welcome to Richard Lavoie, new staff member at MCSW.

**II. Additions or changes to the Agenda**

III. Appointment of Auditor moved to the afternoon, addition of Investment Recommendation (Finance Committee) to the afternoon.

***Be it resolved that the September 13, 2018 Agenda is accepted as amended. Florette Giasson/Mary Heard. CARRIED.***

**IV. Minutes**

Motion to approve June minutes tabled for next meeting in order for corrections to be made to the draft minutes.

**V. Standing Items**

**a) President's Report**

Vicki acknowledged the Board's volunteer time and commitment. Discussion of content of President's report for the AGM. Board suggested referencing the number of complaints and appeals, the growing organization, the increase in public awareness and the strategic plan. Board members wishing to register for the AGM Event should submit their workshop selections to Amelie.

**b) Committee Reports**

• **Registration Committee**

The College received an increase in applications for grandparented route of entry from January to March 2018. There is one application still outstanding that must go through additional evaluation. Several appeals have been filed. The College is beginning to receive Substantial Equivalency applications. Grandparented applicants who did not make the deadline were invited to continue with an SE application at no additional charge.

• **Complaints Committee**

12 complaints this year, 18 active from 2017/2018. Many are complex and require legal consultation. Continue to see complaints against private practitioners. High conflict custody access cases are common complaints. Liisa Cheshire has taken on the role of supporting the Complaints Committee. A board member asked a question about support available for social

workers going through the complaint process. The College must remain objective when evaluating complaints. While the College's approach is supportive in the way of responding to questions and attempting to support a member's practice through remedial action, the College cannot be viewed to advocate for either party.

Discussion regarding CFS workers having an overload of cases, which appears to be a national issue. The College issued a statement on the recent CASW Child Welfare report and once again reached out to government to request a meeting. A meeting with the Child Advocate may be another option.

The College continues to have difficulty accessing records from CFS agencies directly reporting to government as an employer. All other CFS agencies have fully cooperated with investigations to date.

The College is presenting a workshop on private practice at the AGM Event. Suggestion to request BMS provide explanation of what insurance covers. Is insurance still valid if an RSW does not have supervision as required?

- **Continuing Competence Committee**

Richard Lavoie will be supporting the CCP Committee in the future. The committee is developing the CCP audit process. Will be starting small and learning what members may need in terms of supports. The committee would like to start with a CCP audit of 1% of members to see what is found and learn from the process. Random members will be chosen for the CCP audit, however targeted CCP audits are a possibility. The first CCP audit will help to inform the committee in how to move forward with future CCP audits.

- **Bylaw Committee**

The committee is continuing to review the By-Law. Following full review, recommendations will be brought to the Board for consideration.

c) **CASW Report**

Raymond Hildebrand is chairing the National Policy Governance Committee. The child welfare national report was developed and case load size remains the outstanding issue. CASW has sent out a request for proposals for the review of the Code of Ethics, Scope of Practice and Guidelines for Ethical Practice. The review will be starting this fall and more surveys will be coming out. The IFSW meets in Calgary in 2020.

d) **Operational Update**

Staffing update includes addition of Richard Lavoie, Manager of Registration and Professional Practice, and Susan Jurkowski has re-joined the MCSW staff team as Member Services Coordinator. The database is currently offline and the College is working with Thentia to implement the new database. Interim processes have been developed to manage the information. The College is presenting the Continuing Competence Program at community events and a telehealth session will be offered. WebX may be another option. The College presenting with CASW about our reconciliation efforts in Brandon for the Creating a New Legacy, Aboriginal Health and Wellness Conference. CBC has contacted MCSW to comment on any concerns the College may have on the changes in health care.

e) **Social Work Issues**

Discussion related to the following topics:

- CFS case loads have reduced but paperwork is heavy and workers have low starting salaries.
- The regulatory college in Quebec has made a statement about prescribing psychotropic drugs to teens.

- Conscientious Objectors (physicians/nurses) not wanting to apply care to assisted dying patients
- Legalization of cannabis

## VI. **Business Arising**

### a) **Audit Review – Ryan Rawluk**

Ryan Rawluk and Sandra Gupta from Rawluk and Robert Chartered Professional Accountants presented audit report. Ryan confirmed that there are no issues with the financial statements and gave a clean audit opinion for the year ending March 31, 2018.

***Be it resolved that the audit report for the period of April 1, 2017 to March 31, 2018 is approved as presented. Florette Giasson/Jan Christianson-Wood. CARRIED.***

### b) **Appointment of Auditor – Florette Giasson**

MCSW requested proposals and reviewed the 4 submitted. After a thorough review, the Finance Committee recommend MNP, LLP.

***Be it resolved that MNP, LLP shall be recommended as auditor for the April 1, 2018 - March 31, 2019 fiscal year at the October 17, 2018 Annual General Meeting. Florette Giasson/Tanis Newsham. CARRIED.***

### c) **Financials - 2018-2019 – 1st quarter Financial Report**

***Be it resolved that the 2018-2019 1st quarter financial report is approved as presented. Florette Giasson/Marlyn Bennett. CARRIED.***

### d) **Office Space Update – Barb Temmerman**

Office space and functionality is becoming limited with expansion of staff and programming. Consultation has occurred with the College accountant and information has been gathered from a real estate agent regarding the cost of purchasing a building vs. leasing. Accountant recommended building assets through the purchase of an office rather than leasing space. Estimated cost of purchase is \$1,000,000 while leases range from \$15 - \$24 per square foot. If the Board selects a purchase, funds will need to be reserved for a down payment and to cover the set-up costs of moving the office. There may be potential to share space with another regulatory body. Current lease expires in June 2026, however the agreement allows the College to sublet if necessary.

The Finance Committee recommended the purchase of a building and the Board supported this direction. Recommendation to build reserve funds over the next two to three years in order to purchase a building.

### e) **Approved Social Work Program Policy**

The Canadian Association of Social Work Educators (CASWE) has been contacted about participation in reviewing programs that apply for approval. The initial response was positive and CASWE will confirm involvement after internal consultation.

Discussion of the registration of professors ensued including if professors should be members of a regulatory body, and if an approved program should be required to have regulated professors. Risks and liability issues need to be weighed.

Board members suggest the following changes to the draft policy: replace the word “statement” with “self-study” under Additional Requirements.

After Board is satisfied with draft policy, it will be forwarded to legal counsel for review. Board member suggested feedback be requested from Intersectoral Committee – to be determined.

Discussion to continue at next board meeting – Board to send questions or comments to Barb in advance.

f) **Investment recommendation – Finance Committee**

\$532,000 of net assets is currently accumulated over the combined years of operation of MIRSW and MCSW. The Finance Committee recommends that the money be invested as follows: \$200,000 in an operational reserve fund and the remainder in an unrestricted fund to be used for a legal fund reserve and put towards the purchase of a building.

***Be it resolved that the net assets of \$532,000 and any future surpluses be invested with \$200,000 allocated to the restricted operating reserve fund and the remainder to be in an unrestricted reserve fund for the purpose of legal costs and a building purchase. Florette Giasson/Adam Chrobak. CARRIED.***

Four investment proposals were submitted and analysed by a Certified Financial Analyst contracted by the College. The Finance Committee has accepted the recommendation of the financial analyst to work with BVC Asset Management Inc. affiliated with Assiniboine Credit Union, which is the College’s financial institution.

g) **Registration Eligibility Review – Ph.D./DSW**

The Board reviewed the previously distributed Legal Opinion – Pitblado Law: Legislative Requirements and Non-Accredited Ph.D./DSW Degrees. The legal opinion is that applicants with a non-accredited PhD in Social Work are not eligible to be registered as they do not meet the requirements in legislation.

In the past, PhDs have been listed on the register and approved by MIRSW. The legal opinion suggests that if the College chooses to list degrees (which is not a requirement in the legislation), only those degrees which are from accredited or approved programs or have been assessed as equivalent through a formal credentials assessment for international degrees should be listed.

The Board of Directors accepted the legal advice as presented. Motion not required.

h) **Election/AGM Update**

Nominees to the Board have been acclaimed as follows: Jan Christianson-Wood, Florette Giasson, Alexander Sawatsky, Kaylen Lamb, Adam Chrobak, Wil Hedges and Gwendolyn Kydd.

The AGM and Education Event information is available on the website. The venue is larger and the parking is better than the previous year. The AGM portion will be live-streamed for the first time.

VII. **New Business**

a) **Committee applications**

***Be it resolved that Jacqueline Shortridge and Regan Spencer are appointed as MCSW Committee Members. Wil Hedges/Darlene MacDonald. CARRIED.***

b) **Acknowledgement and thank you to outgoing Board member, Richard De La Ronde**

Richard was the first president of MCSW and provided strong leadership. His wisdom was appreciated during the first years of the College.

VIII. **Other Business**

a) **Fall meeting location**

Off-site location will be determined for November meeting with an intention to include an indigenous learning component for the Board.

IX. **Adjournment – 1:50 PM.**