

**Board of Directors Meeting  
September 12, 2019  
9:00 a.m.**



**Minutes**

**Present:** Vicki Verge Burgess, Tanis Newsham, Joshua Van Mulligan, Mary Heard, Florette Giasson, Adam Chrobak, Darlene MacDonald, Jan Christianson-Wood, Virginia Hnytka (departed 10:15 a.m.), Wil Hedges, Barb Temmerman, Susan Jurkowski

Teleconference: Raymond Hildebrand (a.m. only)

**Regrets:** Alexander Sawatsky, Kaylen Lamb, Gwendolyn Kydd, Marlyn Bennett

I. **Board Meeting Welcome** – Vicki Verge Burgess

*Acknowledgement : 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*

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

***Be it resolved that the September 12, 2019 Agenda is accepted as presented. (Florette Giasson/Tanis Newsham) CARRIED.***

III. **Minutes**

***Be it resolved that the Minutes of June 20, 2019 are approved as presented. (Darlene MacDonald/Wil Hedges) CARRIED.***

IV. **Standing Items**

**a) President/Executive Committee Report**

Thank you to outgoing board members, Virginia Hnytka (Public Representative), Kaylen Lam (Student Representative), Raymond Hildebrand (Member Representative – Southern Region), Joshua Van Mulligan (Member Representative – Western Region)

ED/Registrar performance evaluation in progress by Executive Committee.

Board meeting evaluation forms to be introduced today and for board meetings going forward.

CASW is considering path to accreditation for social work programs that are not members of Universities Canada.

**b) Committee Reports**

• **Registration Committee** – Joshua Van Mulligen

A number of Substantial Equivalency applications have expired from last year. Most were incomplete grandparented applications.

Membership holds steady at 2116 for Practicing Members and 186 Non-Practicing Members.

• **Continuing Competence Committee** - Vicki Verge Burgess

Last meeting focused on the AGM, securing committee volunteers for the day. Once the AGM is over the committee will review plans for next year.

- **Complaints Committee – Tanis Newsham**

There are 24 active complaints and the College has completed 3 censures. Standing cases; 2 from 2017, 10 from 2018. 12 from 2019.

The College will be issuing an RFP for investigators to assist with the workload related to complaints. The College is seeing an increase in statutory reports of terminations from employers. 35% of the complaints submitted in 2019 to date could not be followed up on because the College did not have jurisdiction - mostly unregistered workers from Department of Families.

- **Inquiry Committee – Mary Heard**

There are 2 cases currently at the Inquiry Committee phase. A case was resolved in July with the former member pleading guilty. Legal fees were significant and the panel ordered cost recovery of approximately \$13,000.00. Numerous restrictions were imposed should the former member apply for registration in the future.

Suggestion that public findings be shared with the provincial government, in addition to posted on website.

- **Bylaw Committee – Barb Temmerman**

Committee has worked through all the components of the bylaw and considered revisions. The Committee will complete a final review at the next meeting. Proposed changes will be brought to the Board in 2020 for consideration of changes by the membership at the 2020 AGM.

- **Nominating Committee – Darlene MacDonald**

Call for nominations was issued in August. A number of great candidates were nominated. Student representative, Michelle Berard, will be acclaimed. Election is now active and will close on September 16, 2019.

**c) CASW Report – Raymond Hildebrand & Jan Christianson-Wood**

Darlene MacDonald has been confirmed as the new MB CASW Representative. CASW requires reviewers for IFSW Calgary 2020 conference proposals – takes about 2 hours to review 10 proposals. Scholarships will be opening up for Calgary 2020 conference.

There will be a new position in the CASW office to manage international credential assessments. CASWE interested in doing some bridging work for international candidates.

CASW is working on an updated Code of Ethics for the profession. This is expected to be launched at the 2020 Conference in Calgary. Provinces may be asked for input in the coming months.

Jan attended the International meeting in Switzerland in July. Topics of interest: censure against Israel and US border situation.

**d) Operational Update - Barb Temmerman**

Registration of CFS/Department of Families workers remains an ongoing concern. Barb Temmerman and Vicki Verge Burgess met with Deputy Minister, Jon Leggat, and A/Assistant ADM, Heidi Wurmman in July 2019 to discuss registration of government workers and public protection. The lines of communication are open. Department of Families has indicated that they are reviewing position classifications – College has made several offers to provide consultation and assist.

Bill C-92 will result in national changes to child welfare delivery. Concerns raised regarding deprofessionalization in child welfare. College maintains position that social workers are best qualified to provide child welfare services.

The College has had quarterly meetings with ED's of CFS agencies. One agency reported an increase in retention rates since requiring RSW as a condition of hiring.

The College continues to receive complaints regarding unregistered social work practitioners. These cases are being tracked and will form part of the annual report. Suggestion that complainants that have no recourse through MCSW be provided an opportunity to sign a petition.

The College issued an open letter to all political party leaders identified in 2019 provincial election requesting that they state their position related regulation of social workers. Responses from NDP and the Liberal parties are posted on the website.

The College is hosting a national webinar with CASW on Circles for Reconciliation on September 30 @ noon.

The CASW Distinguished Service Award nomination deadline has been extended to October 30, 2019.

#### V. **Business Arising**

##### a) **Composition of Board of Directors**

MB government has limited or reduced the number of appointees to various Boards; however, the *Social Work Profession Act* has not been amended so no changes are required to MCSW Board composition.

##### b) **Exam Discussion Plan**

The College is in the early stages of using the exam with SE applicants. The College will resume discussion regarding broader use of the exam in one year. Suggestion to involve stakeholders in discussion in the future if full implementation is to be considered.

##### c) **Financials – 2019 - 2020 – 1<sup>st</sup> quarter Financial Report**

***Be it resolved that the 2019-2020 1st quarter financial report is approved as presented/amended. (Adam Chrobak/Jan Christianson-Wood) CARRIED.***

#### VI. **New Business**

##### a) **Audit Review – Jeff Eckstein and Melinda Love, MNP**

Review of financial statements and report by MNP Auditors. Results were presented with no concerns regarding the financial statements.

No irregularities to investigate. Note that out of province vendors are required to charge Manitoba PST.

***Be it resolved that the Board will enter in-camera session with auditor to confirm results of audit. (Adam Chrobak/Florette Giasson) CARRIED.***

Following adjournment of in-camera session, the pros and cons of hiring an external bookkeeper were discussed.

Suggestion to create formal policy around in camera sessions.

***Be it resolved that the audit report for the period of April 1, 2018 to March 31, 2019 is approved as presented. (Florette Giasson/Tanis Newsman) CARRIED.***

**b) Appointment of Auditor**

***Be it resolved that MNP shall be recommended as auditor for the April 1, 2019 - March 31, 2020 fiscal year at the October 10, 2019 Annual General Meeting. (Florette Giasson/Adam Chrobak) CARRIED.***

**c) AGM Planning**

AGM registration is currently open.

**d) Volunteer Conference Fees**

The event has grown larger than our staff resources and committee members have offered to volunteer as needed. A policy related to volunteer conference fees must be established. A jurisdictional scan found that most other jurisdictions do not cover conferences/event fees for volunteers. Volunteers do get CCP credit.

**Be it resolved that the Volunteer Conference Fees Policy is approved as presented. (Adam Chrobak/Wil Hedges) Opposed 1. CARRIED**

**e) Substantial Equivalency Evaluations Overview**

Barb provided overview of the Substantial Equivalency application and review process. MCSW has clarified and improved information provided on website in response to applicant feedback.

**f) Professional Regulation Inquiries**

Review of Goudge and Cayton Reports addressing issues related to board governance and regulatory functions (i.e. streamlining complaints processes). Key messages are that accountability and public protection mandate is primary.

Suggestion to include board education on regulation as standing item on agenda. Bring forward recent trends and issues in regulation.

**VII. Social Work Issues – Board Members**

- Psychotropic Drugs (review Virgo Report in advance)  
Bring forward to future meeting.

- Round Table Issues

Discussions topics included international human rights issues, unauthorized use of title social worker, vacancies in child welfare sector, failure of members to immediately report disciplinary issues to the College.

**VIII. November Meeting Location**

November meeting will be held off-site and include annual education component for Board. Location TBD.

**IX. Meeting Evaluation & Wrap-up**

Written evaluation forms submitted by Board members. Summary of feedback will be reviewed at next meeting.

**X. Adjournment – 2:38am**

Informal adjournment: Joshua Van Mulligan