

Board of Directors Meeting
March 19, 2021
9 a.m.



Minutes

Present: Mary Heard (President), Vicki Verge Burgess (Past-President), Florette Giasson (Vice-President), Adam Chrobak (Treasurer), Gwen Kydd (Secretary), Tara-Lee Procter (Maciuszonek) (Member-at-Large), Darlene MacDonald (MB CASW Director), Isaac Ansah, Beatrice Campbell, Wil Hedges, Darin Hovius, Leo Jacinto, Voula Karlaftis, Alexander Sawatsky

Staff: Barbara Temmerman, Amelie Findlay

Guest: Sherry Lyn Lam (Guest-MSW Practicum Student)

Regrets: Jan Christianson-Wood

Meeting called to order at 9:00 AM

I. Board Meeting Opening – Mary Heard

Acknowledgement: The land on which we gather is Treaty 1 territory - the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation. The College acknowledges and respects the diverse histories and cultures of Indigenous Peoples across Manitoba in the spirit of reconciliation.

II. Welcome

Discussion of using video during meetings. Recommended to keep camera on if possible.

III. Additions or changes to the agenda

Add appointment of practice auditor – new business.

Be it resolved that the March 19, 2021 Agenda is accepted as amended. CARRIED.

IV. Minutes

Be it resolved that the Minutes of the December 3, 2020 Board meeting are approved as presented. CARRIED.

V. Meeting Evaluation Summary

To be completed by board members after each meeting. 7 responses were reviewed from the December 2020 meeting.

Discussion of meeting rules and discussion opportunities for board members. Board members are encouraged to offer opinions on any topic. Members are encouraged to participate in board education when offered.

VI. Standing Items

a) Executive Committee Report – Mary Heard

Items relevant to this committee are scheduled to be discussed on today's agenda.

b) Board Working Group Reports

Anti-Racism Working Group

Composition includes designated members of the Board of Directors including the President. Current members include Isaac Ansah, Beatrice Campbell, Mary Heard, Gwen Kydd, Voula Karlaftis. Terms of Reference were reviewed. Working group is short term with the goal to provide recommendations to inform the strategic plan. The Board will use the strategic plan to determine if a future committee needs to be formed to reach the goals identified in the strategic plan. Suggestion to use term “action plan” to describe racism response. Open invitation for board members to join working group.

Be it resolved that the Anti-Racism Working Group Terms of Reference are approved as amended with change of title to action plan. (Adam Chrobak/Alex Sawatsky). CARRIED.

c) Committee Reports

Registration Committee

2258 members have renewed, 89% renewal rate as of today. Many pending due to record checks reviews required.

Continuing Competence Committee

Committee is establishing a CCP auditing plan. The College reached out to other regulatory bodies to inquire about tools they use for audit purposes. Committee preparing self-audit tool focusing on 1% of the members for a specific audit. Self-audit tool is a questionnaire related to a member’s learning plan. Would begin after renewals and based on 3-year cycle. As the College grows and learns from this initial audit, the expectation is that the audit process would grow.

Complaints Committee

29 complaints: 1 pending appeal, 7 agreements or censures under negotiation. 1 complaint was dismissed but waiting for appeal period to pass. 13 investigations underway, 7 are awaiting investigation. Thank you to the committee members involved, including the Chairs who help the committee function very efficiently.

Inquiry Committee

4 matters are before the Inquiry committee. 3 related cases are set for a hearing in May 2021. One matter recently had a stay of proceedings.

Finance Committee

3rd quarter finances were recently reviewed by the committee. 2 committee members are completing their last terms. New Board members are encouraged to put their names forward to support succession planning. Meetings are generally held over lunch via Zoom.

Bylaw Committee

Proposed revisions to Social Work Profession Regulation were approved by the membership via online voting. Results of this vote were sent to the Department of Families for processing and approval. This committee will take a break as the College awaits the results from the Department of Families.

Standards & Ethics Committee

Newly established committee that has not yet met.

d) CASW Report – Darlene MacDonald

Darlene reported on projects and highlights related to promotion of the profession, strategic advocacy, strengthening the profession and strategic projects. Highlights include: National Social Work is Essential Campaign, webinar events, alliances and initiatives focusing on addressing racism and colonialism, anti-poverty, mental health and substance use, legislative advocacy. CASWE continues its work on the revisions to the national Code of Ethics, which has been delayed due to the effects of the pandemic.

CASW will welcome the Ontario Association of Social Workers to the federation effective April 2021.

- e) **Operational Update - Barb Temmerman**
“Social Work is Essential” magnet, sticker and card went out to all MCSW members by mail. Positive feedback received. MCSW events during Social Work Week includes the following: Ethical Decision-Making framework webinar, discussion panel on social work during the pandemic, webinar on poverty and discussion panel on anti-racism. Social Worker Spotlight highlights a MCSW member in the e-bulletin.

President and Executive Director met with the Minister of Families on February 23, 2021. The Minister offered another meeting and expressed that she wanted to find a solution to unregistered government workers.

Report from MACY did not include the government’s noncompliance with Ted Hughes recommendation to ensure all those who practice social work are registered. Barb was interviewed on CBC radio last week.

College will soon need to consider additional staff resources as membership numbers and complaints continue to grow.

The College’s MSW Practicum student, Sherry Lyn Lam is working on a number of projects including private practice standards and a scan of counselling regulation across Canada.

Be it resolved that the Board will enter an in-camera session. CARRIED.

Be it resolved that the Board will exit the in-camera session. CARRIED.

VII. Business Arising

- a) **2020-2021 3rd quarter Financial Report**
On track to have a surplus. Significant savings due to virtual rather than in-person AGM and Education Event. Finance Committee suggests holding the savings to have an in-person event for members after the pandemic.

Review of circulated report. No questions were asked.

Be it resolved that the 2020-2021 3rd quarter financial report is approved as presented. CARRIED.

- b) **2021-2022 Budget**
Finance Committee recommended approval of proposed budget.

Be it resolved that the 2021-2022 Budget is approved as presented. CARRIED.

Investment fund currently at just over 1 million dollars. Target reserves include 1 million for legal, 25% of operating expenses.

c) Board Succession Planning

Several board members terms are coming to an end. The College will circulate ad to request expressions of interest for members to become involved with the Board. Ad was reviewed and supported by the Board.

Discussion about the process of engaging stakeholders. Suggestion that Anti-Racism Working Group include this discussion at their meetings.

Be it resolved that the Anti-Racism Working Group will consider how to engage membership and other stakeholders. CARRIED

Appeal Panels

All 3 registration appeal panel members board terms expire this year. Board members were encouraged to participate. Information session for Board members may be helpful. Alex and Wil volunteered to lead this session.

Finance Committee

Previously discussed under committee reports.

d) Board Self-Evaluation

Review of Board Self-Evaluation. Reminder to declare conflicts of interest for board meetings.

Discussion of indicators to measure performance of board. Legislation dictates the responsibilities of the Board. Discussed need for reasonable measurements tied to strategic plan. Important to consider patterns or themes, particularly as they relate to marginalized population. Anti-Racism Working Group to consider a recommendation to capture data.

e) Strategic Planning

Request for Proposals will be issued for strategic planning consultant. Suggestion of adding wording about board succession planning.

VIII. New Business

a) New committee applications

Be it resolved that MEGAN FERGUSON is appointed as MCSW committee members on a committee as determined by the Registrar. CARRIED.

b) Practice Auditor

Be it resolved that Miriam Browne is appointed as practice auditor with the MCSW. CARRIED.

IX. Adjournment - 12:46 PM