

Manitoba
College of
Social
Workers

2022-2023
Annual
General
Meeting



Photo Credit: MCSW Member Jennifer Halderman



**Barbara (Barb) Temmerman, MSW, RSW
MCSW Executive Director/Registrar**



Land Acknowledgement



Clayton Sandy
Knowledge Keeper



**Mary Heard, MSW, RSW
2022-2023 MCSW President**

Virtual Housekeeping

Use icons on screen to open and close windows

- keep the PRESENTATION (slides window) open
- use the Q&A box to pose a question

Voting procedure is as follows:

- Your vote will be submitted via a Poll which will automatically display on your screen when your vote is required
- the proposed resolution and the member moving and seconding the motion will be announced
- the Poll will appear in the SLIDE window. You will have 2 minutes to enter your vote
- Once submit button is pressed, your vote is cast and cannot be changed

Call to Order

NOTICE OF ANNUAL GENERAL MEETING OF MEMBERS
to be held on October 26, 2023

NOTICE IS HEREBY GIVEN that an Annual General Meeting (the "Meeting") of the members (the "Members") of the Manitoba College of Social Workers (the "College") will be held **online** on Thursday, October 26, 2023 at 12:00 p.m. (Central Time), for the following purposes:

1. to receive and consider:
 - a. the annual report of the President of the College to the Members; and
2. the financial statements of the College for the period ended March 31, 2023 and the auditor's report thereon;
3. to appoint auditors of the College and to fix their remuneration;
4. to consider, and if thought fit, to confirm, with or without amendment, any amendments to the By-law (the "By-law") of the College;
5. to formally announce the election/acclamation of individuals to the Board; and,
6. to transact such other business as may properly come before the Meeting or any adjournment thereof.

There are no changes to the By-law of the College to be considered at this Annual General Meeting. Any requests for additional matters to come before the Annual General Meeting must be submitted in writing to the registrar prior to September 26, 2023.

Members and students of record at the close of business on September 1, 2023 are entitled to receive the Notice of the Meeting. Practicing, non-practicing and student Members are entitled to vote at the Meeting, or at any adjournment or adjournments thereof, provided that student Members shall not vote on matters relating to amendments, enactments or repeals of the By-Law.



Notice of Meeting

MANITOBA COLLEGE OF SOCIAL WORKERS

ANNUAL GENERAL MEETING

OCTOBER 26, 2023 12:00 PM

Virtual Meeting

AGENDA

1. Welcome and Opening Remarks
 2. Call to Order
 3. Verification of Quorum
 4. Notice of Meeting
 5. Approval of the Agenda
 6. President's Report
 7. Minutes of the 2022 Annual General Meeting
 8. Business Arising from the Minutes
 9. Committee Reports
 10. Presentation of Financial Statements
 11. Appointment of Auditor
 12. Announcement of Board of Directors
 13. Thank you to 2022/2023 Board and Committee Members
 14. New Business
- Adjournment

Refer to page 2 of the Annual Report

Approval of Agenda



Manitoba College of Social Workers

Strategic Plan
2023-2028

Introduction

Land Acknowledgement

The office of the Manitoba College of Social Workers (MCSW) is on Treaty 1 territory - the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation. MCSW members are grateful to live, learn and practice social work in treaty and unceded territories across the province and respects Indigenous Peoples as the original and rightful stewards of Turtle Island. The College acknowledges our colonial history and respects the diverse experiences, histories and cultures of Indigenous Peoples across Manitoba in the spirit of reconciliation.

MCSW is committed to moving forward with a Strategic Plan with an Indigenous and anti-racist lens that incorporates the principles of inclusivity, diversity and equity. MCSW recognizes the importance of a meaningful land acknowledgement and continues development in this area through the work of the MCSW Land Acknowledgement Working Group and support of Knowledge Keeper, Allen Sutherland (White Spotted Horse), Anishinaabek member of Skownan First Nation (Treaty 2 Territory).

Introduction

Forward

The MCSW Board of Directors appreciates the support and guidance of the diverse and Indigenous voices that helped shape the Strategic Plan with special acknowledgement to:

- Elder and Knowledge Keeper, Clayton Sandy, a member of Sioux Valley Dakota Nation (unceded territory)
- Grandmother Sharon Stadnick, a member of Nisichawayasihk Cree Nation (Treaty 5 Territory)

This Strategic Plan defines MCSW's vision for the future and identifies organizational goals and objectives. The MCSW Strategic Plan is guided by the values of the College and the Seven Sacred Teachings as foundational and interrelated principles. The seven sacred teachings share a message of traditional values, hope and respect that guide human conduct towards others and support healthy communities. The College's values of accountability, social justice, competence, interrelatedness, communication and ethical practice intertwine with long-standing teachings of honesty, courage, wisdom, humility, respect, love and truth. The College is committed to moving forward in a good way¹ as we continue to support the profession in the interest of the public.

¹In a good way is a concept used by many Indigenous Peoples to recognize work that is conducted in authentic and meaningful ways, with intention and sincerity, through reciprocal and respectful relationships. It is a demonstration of working with clear purpose and with high levels of integrity, moral strength and communal spirit.

Mission



MCSW serves the public by supporting ethical and accountable social work practice. MCSW is committed to promoting and advancing regulated practice that values diversity, equity and inclusion and our shared journey in honouring truth and pursuing reconciliation.

Vision



The Manitoba College of Social Workers strives for excellence in its mandate to serve the public interest through the regulation and support of the social work profession and in its pursuit of social justice.

Values



The Manitoba College of Social Workers
is guided by the values of the College
and the Seven Sacred Teachings.



MCSW Values

Accountability

MCSW is mindful of its primary responsibility to the public to promote and observe professional standards by leading with integrity and ensuring processes are clear, impartial and ethical.

Interrelatedness

MCSW values and respects the strengths of Indigenous, Western and non-Western worldviews coming together for the benefit of all.

Social Justice

MCSW advocates to uphold human rights, promote social equity and support the dignity of all people.

Communication

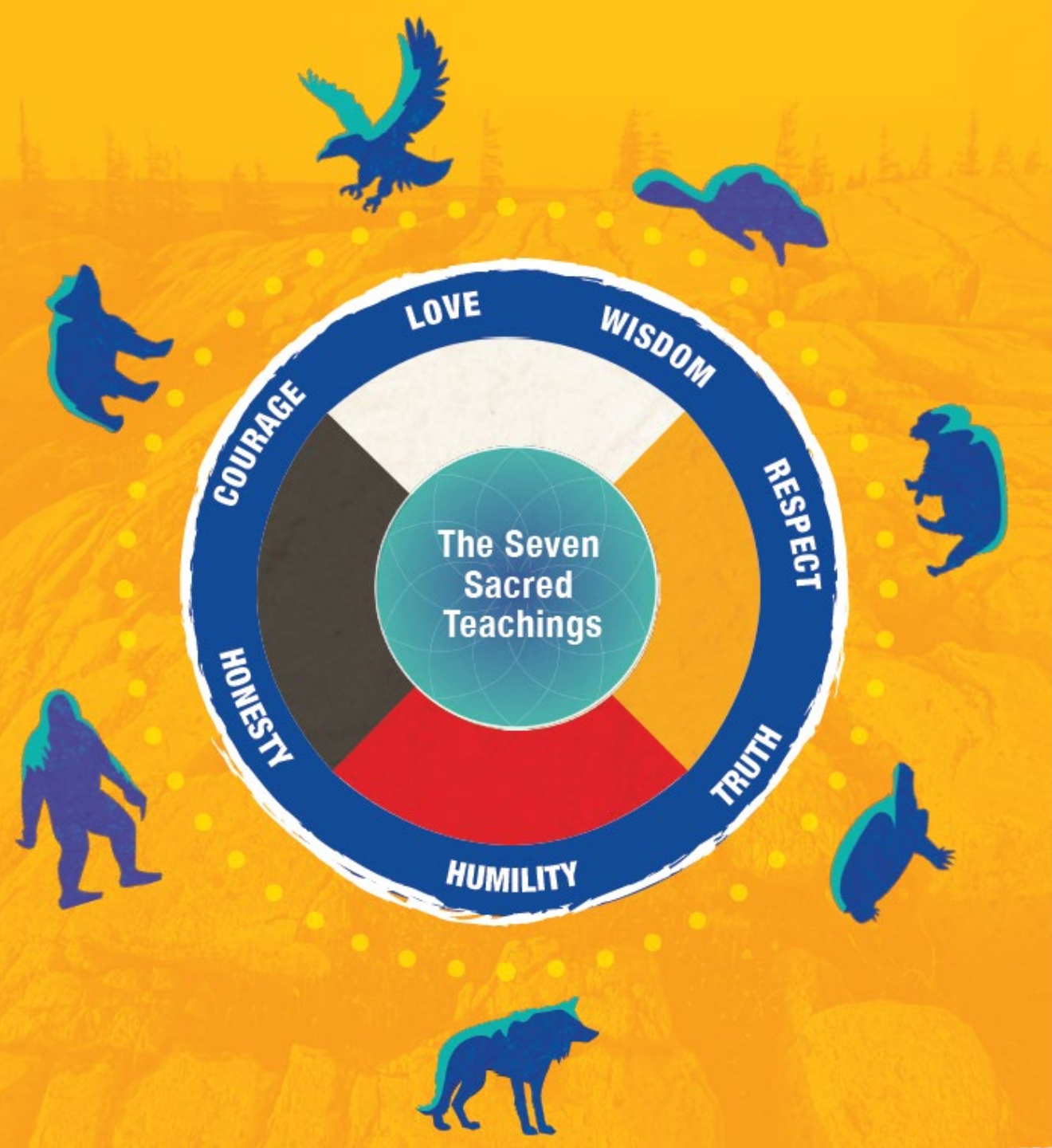
MCSW values engagement with partners to promote dialogue, share knowledge and build positive, collaborative relationships.

Competence

MCSW respects and upholds the public's right to competent social work services and demonstrates care in fulfilling its regulatory mandate.

Ethical Practice

MCSW promotes and applies ethical practice in all aspects of organizational conduct consistent with the values of the profession.



Seven Sacred Teachings



Love

Love is the gift from the Eagle. Love is a force that is undeniable. With love all things are possible. It is everyone's right to have and experience it. In terms of the Medicine wheel, love is the hub. It is symbolic of fire and the creator.



Truth

The Turtle carries truth. Truth is speaking only what you have lived or experienced. By living in a slow and conscientious manner, the turtle knows the value of both the journey and the destination. Since the beginning of time the turtle has not changed. The turtle has been chosen to be the bearer of truth and the basic truth of the laws of nature have not changed. The turtle has been able to adapt to change without changing; thus he represents truth.



Honesty

Honesty is carried by the Sabe (Sasquatch). Be honest in your words and actions. It is from within and not to be confused with truth. Honesty also means "righteousness." Be honest with yourself first - in words and action. Live correctly and with virtue and be true to your word.



Humility

The Wolf carries humility as a sacred part of Creation. Central to the wolf is the family pack - they work in cooperation with each other for the greater good. To ensure survival, the pack must be as one. In the wolf pack, each member understands their individual role and in our individual lives humility becomes the factor, which allows us to ask for guidance humbly.



Courage

The Bear carries courage and lives with a solid, strong heart. We seek the strength and courage to do what is right and face our foes with integrity. The Bear will give us the understanding to seek resolutions through spiritual intervention - hence, spiritual healing to deal with anger, pain and ourselves.



Wisdom

The Beaver carries wisdom. Wisdom is to be used for the good of all people - to cherish knowledge is to know wisdom. Wisdom is gained experience and knowledge is to know the difference and accept responsibility and accountability.

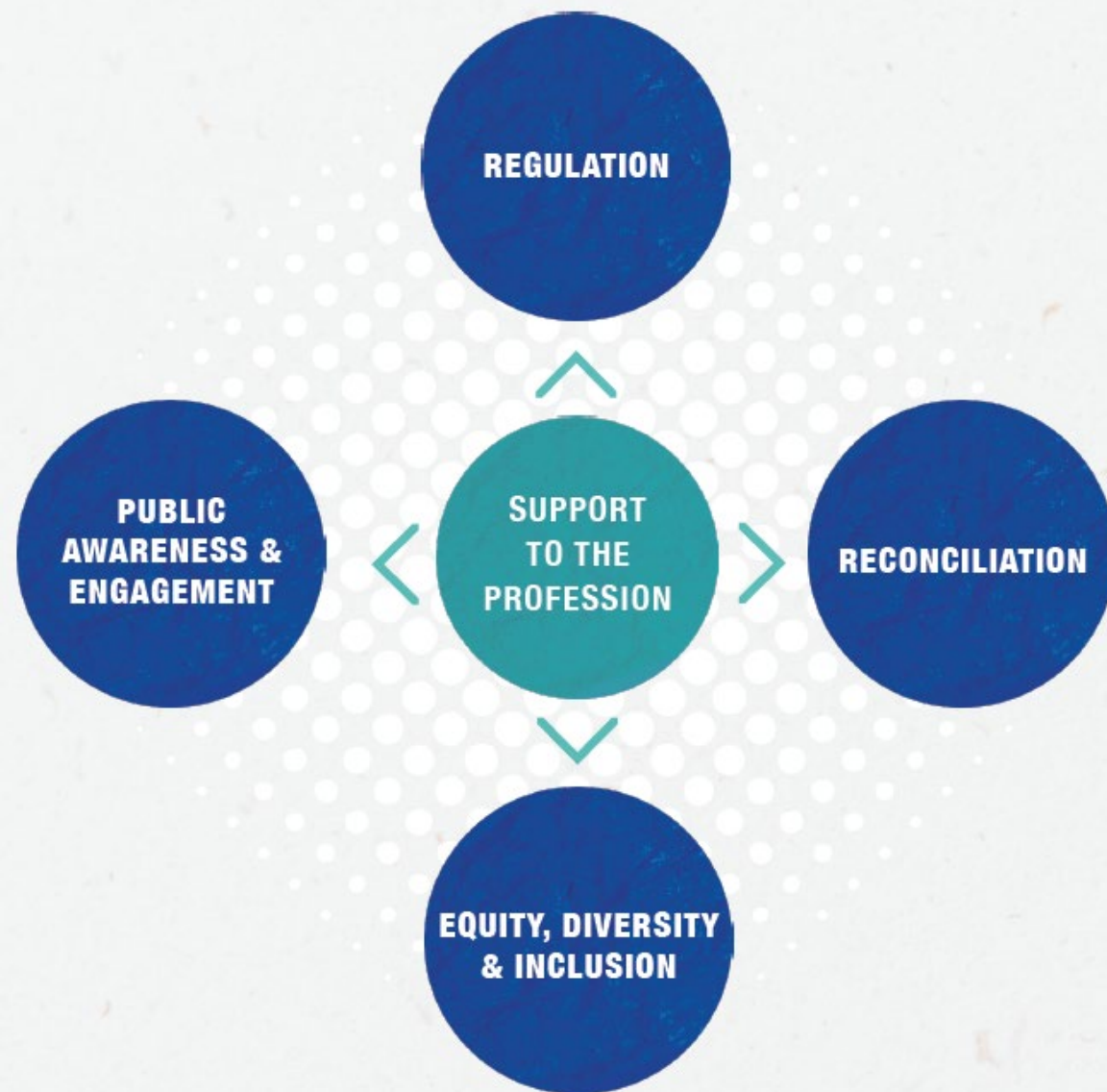


Respect

Respect is the gift from the Buffalo. The Buffalo respects the balance and needs of others. Respect is mutual and reciprocal - in order to receive respect, you must give respect. In all life, respect is first and foremost. Respect oneself and respect will be bestowed.



The **Manitoba College of Social Workers' Strategic Plan** is established with the overarching goal of supporting the profession of social work, accomplished through the promotion of regulation; reconciliation; equity, diversity and inclusion; and public awareness and engagement.



Pillar 1 - Regulation

Goal

Provide accountability and regulation of social workers as primary mandate of the Manitoba College of Social Workers.

Priorities

Review regulatory tools

- Review Code of Ethics and Standards of Practice and revise as necessary

Promote regulation and practice standards

- Provide education and resources to support safe, competent and ethical social work practice
- Engage with government, employers and the public to increase awareness and advocate for the importance of professional regulation

Engagement

- Seek to further understand the position of community members and partners, including equity groups, regarding professional regulation
- Engage with community members and partners in order to build relationships and trust as part of the goal towards regulation of the profession

Pillar 2 - Reconciliation

Goal

Implement and integrate reconciliation actions, policies and services that respond to the Truth and Reconciliation Commission of Canada (TRC) Calls to Action.

Priorities

Create strategies and tools to support reconciliation

- Identify and support education, resources and activities to promote knowledge related to the history, culture and spirituality of Indigenous Peoples; Canada's relationship with Indigenous Peoples; and reconciliation, mutually respectful relationships and cultural safety
- Increase focus on Indigenous learning as part of Continuing Competence Program
- Review College standards, policies and processes to reflect reconciliation and decolonization
- Engage in advocacy efforts to support reconciliation and the TRC Calls to Action

Build reciprocal relationships

- Develop and implement relationship building strategy with Indigenous communities and individuals
- Approach communication using the “two-eyed seeing connection” ¹
- Increase Indigenous representation on staff team, committees and Board of the MCSW
- Develop partnerships with Indigenous communities and individuals to implement the TRC Calls to Action

¹“Two eyed seeing connection”: an approach of inquiry and solutions in which people come together to view the work through an Indigenous lens with one eye (perspective) while the other eye sees through a Western lens.

Pillar 3 – Equity, Diversity and Inclusion

Goal

Build the foundation needed to promote and support Equity, Diversity and Inclusion (EDI)

Priorities

Create strategies and tools to support EDI

- Identify and support education, resources and activities to promote knowledge related to EDI
- Increase focus on EDI learning as part of Continuing Competence Program
- Provide cultural safety awareness for College representatives
- Review College standards, policies and processes to reflect EDI

Build reciprocal relationships

- Develop and implement relationship building strategy with diverse communities and individuals
- Increase diverse representation within the staff team, committees and Board of the MCSW

Establish EDI baseline measures

- Define and collect membership demographic EDI data by promoting voluntary declaration process
- Define and collect EDI data related to complaints, discipline and enforcement

Pillar 4 – Public Awareness and Engagement

Goal

Increase awareness of the role of social workers and achieve a strong professional identity for the social work profession.

Priorities

Develop and implement public awareness strategy and processes

- Identify target audiences and core messaging
- Explore opportunities to improve member and community engagement
- Develop and implement social media strategy

Increase understanding of role and importance of social workers

- Engage with members through activities and events to reinforce pride in the profession
- Provide education and resources to highlight role, values and importance of social workers

Increase engagement and the public profile of the College

- Provide information and resources on how to become involved with the College
- Promote the social work profession by participating in community initiatives, presentations and events
- Participate in public consultations that relate to the social work profession
- Respond to relevant and current provincial social justice issues

Questions

Social Work is

Essential

Manitoba
College of
Social
Workers



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**Minutes of the Annual General Meeting of the
Manitoba College of Social Workers
Thursday, October 6, 2022
Virtual AGM**

1. WELCOME & OPENING REMARKS

Barb Temmerman, Executive Director/Registrar, welcomed those present and acknowledged that the meeting was taking place on Treaty 1 territory and the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation. Participants from treaty territories across Manitoba were welcomed and acknowledged.

Welcome to all members from different areas of Manitoba.

Knowledge Keeper Allen Sutherland, also known by his spirit name *Waabishkii Mazinazoot Michtaatim* (*White Spotted Horse*), was welcomed. Allen is a member of the Lynx Clan, Anishinaabe, Skownan First Nation, Treaty 2 Territory, Turtle Island, is an Anishinaabeg Historian, Traditional Knowledge Keeper and Healer. Allen opened the meeting and blessed the viewers in attendance. Allen spoke about the 150th anniversary of Treaties 1 and 2 in 2021 and the intent of the treaties.

2. CALL TO ORDER

The meeting was called to order at 12:17 PM.

President, Mary Heard, opened the meeting.

In accordance with the By-laws of the College, all votes on matters that are on the agenda for consideration at the AGM will be conducted by the practicing and non-practicing Members and Students in good standing present at the meeting, except the President. Attendees who are not members of the Manitoba College of Social Workers are not entitled to vote.

- **CASW Representatives Report (page 21)**
 - **Registration Committee (page 23)**
- **Continuing Competence Committee (page 25)**
 - **Complaints Committee (page 26)**
 - **Inquiry Committee (page 28)**
- **Standards and Ethics Committee (page 29)**
- **Land Acknowledgement Working Group (page 30)**
- **Strategic Planning Working Group (page 31)**
 - **Nominating Committee (page 32)**

2022-2023 MCSW Finances

**Presented by:
Jessica Neil, CPA, CA
MNP**

Refer to page 34 of the Annual Report



Auditor's Report



Independent Auditor's Report

To the Board of Manitoba College of Social Workers:

Opinion

We have audited the financial statements of Manitoba College of Social Workers (the "College"), which comprise the statement of financial position as at March 31, 2023, and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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

Manitoba College of Social Workers
Statement of Financial Position
As at March 31, 2023

	2023	2022
Assets		
Current		
Cash	975,810	1,004,362
Accounts receivable	880	1,450
Internally restricted investments (Note 3)	1,080,603	1,128,023
Prepaid expenses and deposits	27,488	4,826
	2,084,781	2,138,661
Capital and intangible assets (Note 4)	63,272	51,520
	2,148,053	2,190,181
Liabilities		
Current		
Accounts payable and accruals (Note 5)	56,920	97,273
Deferred contributions (Note 6)	850,060	811,115
	906,980	908,388
Net Assets		
Unrestricted	160,470	153,770
Internally restricted (Note 7)	1,080,603	1,128,023
	1,241,073	1,281,793
	2,148,053	2,190,181

	2023	2022
Revenue		
Memberships	926,690	913,688
Grant revenue	3,113	3,731
Advertising income	5,600	11,400
Education	4,275	15,750
Interest income	11,072	2,119
	950,750	946,688
Expenses		
Administrative	2,732	4,690
Advertising	3,334	8,553
Amortization	14,464	13,715
Bank charges and interest	24,949	23,781
Furniture and equipment	9,152	4,482
Insurance	12,303	8,033
Legal fees	35,660	81,599
Meetings	5,267	7,015
Membership fees	83,805	83,521
Office expense	45,525	35,268
Professional development	3,130	2,360
Professional fees	71,318	54,384
Program development	16,183	10,228
Rent	41,086	31,808
Salaries and benefits	545,817	507,165
Social work week	16,108	2,250
Telephone	4,736	4,873
Training and education (recovery)	1,966	(365)
Travel	6,515	75
	944,050	883,435
Excess (deficiency) of revenue over expenses before other items	6,700	63,253
Other items		
Interest and dividend income	42,694	37,193
Gain (loss) on disposal of marketable securities	(4,866)	23,522
Investment management fees	(13,651)	(14,453)
Unrealized gain (loss) on investments	(71,597)	44,658
Cost recovery (investigation)	3,370	19,400
Bad debts (investigation)	(3,370)	(7,350)
	(47,420)	102,970
Excess (deficiency) of revenue over expenses	(40,720)	166,223

Manitoba College of Social Workers

Statement of Changes in Net Assets

For the year ended March 31, 2023

	<i>Unrestricted</i>	<i>Internally restricted</i>	<i>2023</i>	<i>2022</i>
Net assets, beginning of year	153,770	1,128,023	1,281,793	1,115,570
Excess (deficiency) of revenue over expenses	6,700	(47,420)	(40,720)	166,223
Net assets, end of year	160,470	1,080,603	1,241,073	1,281,793

Manitoba College of Social Workers

Statement of Cash Flows

For the year ended March 31, 2023

	2023	2022
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	(40,720)	166,223
Amortization	14,464	13,715
Bad debts	(3,370)	-
Loss (gain) on disposal of marketable securities	4,866	(23,522)
Unrealized loss (gain) on investments	71,597	(44,658)
	46,837	111,758
Changes in working capital accounts		
Accounts receivable	570	2,450
Prepaid expenses and deposits	(22,662)	(1,190)
Accounts payable and accruals	(40,353)	64,383
Deferred contributions	38,945	(1,293)
	23,337	176,108
Investing		
Purchase of capital and intangible assets	(26,216)	(2,826)
Purchase of marketable securities investments	(25,673)	(22,740)
	(51,889)	(25,566)
Increase (decrease) in cash resources	(28,552)	150,542
Cash resources, beginning of year	1,004,362	853,820
Cash resources, end of year	975,810	1,004,362

Manitoba College of Social Workers

Notes to the Financial Statements

For the year ended March 31, 2023

1. Incorporation and nature of the organization

Manitoba College of Social Workers (the "College") was incorporated by The Social Work Professional Act, a private Act of the Manitoba Legislature.

The College is a regulatory body of the social work profession in Manitoba, responsible for regulating its members and protecting the public through recognized ethical standards and practice. It requires registrants to maintain current knowledge through education and includes a disciplinary body to investigate public companies.

The College is exempt from income tax under Section 149(1)(l) of the *Income Tax Act*.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada and include the following significant accounting policies:

Internally restricted reserves

Internally restricted funds are not available for use in normal operations without the approval of the Board of Directors.

Cash

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less. Cash subject to restrictions that prevent its use for current purposes is included in restricted cash.

Investments

Investments with prices quoted in an active market are measured at fair value.



Appointment of Auditor

2023-2024 BOARD OF DIRECTORS



Beatrice Campbell
Member Representative



Rikki Fontaine
Member Representative



Salina Fukumoto
Member Representative



Mary Heard
Member Representative



Jennifer Meixner
President



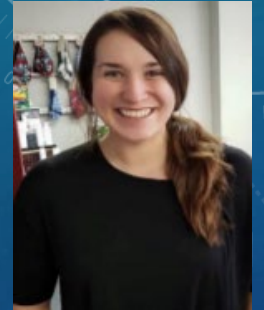
Wil Hedges
Public Representative



Cecilly Hildebrand
Public Representative



Darin Hovius
Member Representative



Kaysi Katchmar
Member Representative



Hai Luo
Member Representative



Alexander Sawatsky
Member Representative



Chinago (Faith) Ugwu
Student Representative



Tricia VanDenakker
Public Representative



Buetta Warkentin
Member Representative



Isaac Ansah



Lorelei Harris



Darlene MacDonald

Thank You to Outgoing MCSW Board Members



Thank you

2022-2023 Committee Members

STAFF TEAM



Barbara Temmerman, MSW, RSW
**Executive Director/
Registrar**



Catherine Collette, MSW, RSW
Manager of Regulatory Practice



Andrea Evans, BA
Administrative Assistant



Amelie Findlay, BA
Manager of Administrative Services



Susan Jurkowski, BA
Member Services Coordinator



Jacqueline Shortridge, MSW, RSW
Director of Professional Practice



Xander Musto, BA
Regulatory Practice Clerk



Vicki Verge, MSW, RSW
Director of Regulatory Practice

Social Work is

Essential

Manitoba
College of
Social
Workers

**MCSW 2023 AGM Feedback Survey
will be emailed to attendees**

Thank you for attending!