

Manitoba College of Social Workers



ANNUAL REPORT

OF THE OFFICERS AND COMMITTEES

PRESENTED AT THE
ANNUAL GENERAL MEETING
OCTOBER 6, 2016

In This Report

- President's Report
- Executive Director/
Registrar's Report
- CASW Representative's
Report
- Committee Reports
- Membership Statistics
- Audited Financial State-
ments



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MANITOBA COLLEGE OF SOCIAL WORKERS

ANNUAL GENERAL MEETING

OCTOBER 6, 2016 12:00 PM

HOLIDAY INN AIRPORT WEST, 2520 PORTAGE AVE, WINNIPEG

AGENDA

1. Welcome and Opening Remarks
2. Call to Order
3. Notice of Meeting
4. Approval of the Agenda
5. President's Report
6. Minutes of the 2015 Annual General Meeting
7. Business Arising from the Minutes
8. Committee Reports
9. Indemnification of the Board
10. Approval of Financial Statements
11. Appointment of Auditor
12. Amendments to By-Laws
13. Introduction of Board of Directors
14. Thank you to 2015/2016 Board and Committee Members
15. New Business

Adjournment

**Minutes of the Annual General Meeting of the
Manitoba College of Social Workers
Thursday, November 19, 2015, 12:00 PM
Holiday Inn Airport West, 2520 Portage Avenue, Winnipeg**

1. WELCOME & OPENING REMARKS:

Richard De La Ronde, President, welcomed the members present.

2. CALL TO ORDER: 12:06 PM

Richard De La Ronde stated:

"The meeting will come to order. The Vice-President of the College, Jan Christianson-Wood, will act as Secretary-Treasurer of the meeting."

"In accordance with the By-Laws of the College, all votes will be conducted by the practicing and non-practicing Members and Students in good standing present at the meeting, except the President, showing their registration cards, unless a roll call or secret ballot is demanded by any Member and supported by a Resolution passed by two-thirds of those who are present and eligible to vote at this meeting. If a roll call or secret ballot is not demanded, the President shall declare whether a Resolution has been carried or not carried. If and when a roll call or secret ballot is demanded and supported by a Resolution, it will be taken in such manner as the President may direct at that time. In the case of a tie the President shall cast a deciding vote to decide the matter in question."

3. REPORT FROM SECRETARY-TREASURER RE: QUOROM FOR AGM:

The President called upon Jan Christianson-Wood, the College's Vice-President, to report on the members present at this meeting and direct that such report be annexed to the minutes of this meeting as a schedule.

The Vice-President reported to the President that in accordance with the By-Laws of MCSW, *"5% of all Members, Students and Public Representatives are required to be present to constitute quorum for the transaction of business at any meeting of Members, provided that at least 2 Officers of the College are present at such meeting, and there are 93 Members, Students and Public Representatives of the College present, being more than 5% of all Members, Students and Public Representatives of the College, and 2 or more Officers of the College are present."*

The President stated that the Vice-President's report shows a quorum to be present and therefore he declared the meeting to be regularly constituted.

The President stated *"that the official Member's list and the Secretary-Treasurer's report are all available to be inspected by the Members at the meeting."*

4. NOTICE OF AGM:

The President stated that *"notice calling this meeting was delivered to all of the Members in good standing, Students and Public Representatives of the College on October 2, 2015. I direct that a copy of such Notice with proof of service be placed in the minute book with the minutes of this meeting."*

BE IT RESOLVED THAT: The reading of the notice of this meeting be dispensed with.

Moved by Ernie Masiowski and seconded by Vicki Verge.

The resolution was declared carried.

5. APPROVAL OF AGENDA:

**BE IT RESOLVED THAT: The Agenda is approved as presented.
Moved by Shannon Mulligen and seconded by Clare McArton.
The resolution was declared carried.**

6. PRESIDENT'S REPORT:

The President thanked the outgoing Interim Transition Board members and highlighted his comments in the Annual Report. He appreciated the opportunity to be President of the ITB. The board continues to discuss issues around enforcement and title.

No questions were asked.

**BE IT RESOLVED THAT: the President's Report is accepted as presented.
Moved by Maureen Mosionier and seconded by Michelle Beauchamp.
The resolution was declared carried.**

7. MINUTES OF Nov. 9, 2014 ANNUAL GENERAL MEETING:

Copies of the Minutes of the previous Annual General Meeting of Members were delivered to all of the Members of MCSW in the Annual Report.

No questions were asked.

**BE IT RESOLVED THAT: The reading of the Minutes of the Annual General Meeting of Members held Nov 9, 2014 be dispensed with; and the said Minutes be approved as presented.
Moved by Chris Enns and seconded by Craig Posner.
The resolution was declared carried.**

8. BUSINESS ARISING FROM THE MINUTES:

No business arising from the minutes.

9. COMMITTEE REPORTS:

Copies of the Committee Reports were distributed to each Member in the "Annual Report." Extra copies are available.

No questions were asked.

**BE IT RESOLVED THAT: The Committee Reports be approved as presented.
Moved by Gloria Dixon and seconded by Subas Dahal.
The resolution was declared carried.**

10. BOARD INDEMNIFICATION:

The President explained that indemnification is the process by which MCSW agrees to protect the volunteer Board members for the decisions made by the Board in good faith.

**BE IT RESOLVED THAT: All acts and proceedings which the College's Board has done in good faith since the last AGM are approved, and the members of the Board are indemnified against losses and costs they may have incurred because of their duties as Board members, except those losses and costs which are a result of their own willful neglect or default.
Moved by Alex Sawatsky and seconded by Gwen Kydd.
The resolution was declared carried.**

11. FINANCIAL STATEMENTS:

Jan Christianson-Wood, Vice-President, presented the financial statements as circulated in the annual reports noting that the financial statements related to MIRSW to March 31, 2015, not the College. However the effect of the continuance is that the College is the same entity as MIRSW, just with a different name. Two sets of financial statements were presented as MIRSW's year end was Dec. 31, while the College's year-end is March 31.

Copies of the financial statements were distributed to each member upon registration as part of the Annual Report, but extra copies are available.

Legal expenses were a significant portion of expenses incurred. Additional staff, technology were also additional requirements.

BE IT RESOLVED THAT: The financial statements of MIRSW for the period ended December 31, 2014 and the financial statements of MIRSW for the period ended March 31, 2015, and the statements of income, changes in financial position and retained earnings for those two periods, and the Report of the Auditor, are hereby approved and adopted.

Moved by Helen McKenzie and seconded by Jeanette Kimball.

The resolution was declared carried.

12. APPOINTMENT OF AUDITOR FOR 2015-16:

BE IT RESOLVED THAT: The Osborne Accounting Group LLP CGA are appointed auditor of MCSW to hold office until the next annual meeting of the Members at a remuneration to be fixed by the Directors.

Moved by Arliss Kurtz and seconded by Jill Hannah-Kayes.

A question was asked about how long Osborne Accounting Group has been preparing the audits. M. Browne confirmed that they have been the auditor for 4 or 5 years. Member suggests switching auditors every 4-5 years.

The resolution was declared carried.

13. AMENDMENTS TO BY-LAWS:

The President introduced the amendments to the By-laws, enacted by the Board on Sept. 23, 2015. The purpose of these amendments is to improve the governance of the College and the management and conduct of its affairs.

MCSW legal counsel, Mr. Andrew Buck (Pitblado Law), provided an overview and explanation of the proposed amendments to the By-laws including:

- The geographic regions of the College have been re-defined to correspond with Manitoba's Regional Health Authorities
- Revisions to the Bylaws were enacted to provide the Board the ability to appoint directors after the AGM to fill remaining vacancies
- The Bylaws indicated that if too few public representatives were nominated, the Minister of Family Services would be given notice. The revisions now allow the Board to accept recommendations instead of the Minister
- The By-laws have been revised to match *The Social Work Profession Act* so that a vote of the majority of members is required to amend the By-laws
- The dates when annual fees are due have been changed to March 1
- The student registration year has been revised to October 1 – September 30 to reflect the education year

The motion to approve the By-laws requires a majority vote and students are not entitled to vote on this resolution.

BE IT RESOLVED that:

the Amended and Re-stated By-laws of the College, in substantially the form presented to the Members, is hereby authorized and approved by this Resolution passed by a majority of the Members of the College who are present and voting on the question at this annual general meeting; and

any Director or Officer of the College is authorized to take whatever further action is necessary to give effect to this Resolution.

Moved by Ernie Masiowski and seconded by Tana Ducharme.

A member raised a concern about the scheduling of the AGM from the end of the registration year. M. Browne confirmed that the AGM must be within 16 months of the last AGM, not 16 months of the end of the registration year.

A member asked about the Continuing Competence Program. M. Browne clarified the requirements as stated in the regulation.

The resolution was declared carried by an affirmative majority.

14. ANNOUNCEMENT OF NEW BOARD OF DIRECTORS OF THE COLLEGE:

The President stated: *“The By-laws provide that the Board of Directors of the College is to be elected by electronic and mail-in voting which is held before the AGM. The results are then announced at the AGM and published on the College's website.*

A call for nominations for election of Members, Students and Public Representatives, to the College's Board of Directors, was sent out August 19, 2015. Nominations closed September 20 and a list of candidates was posted on the College's website on September 28. Voting began October 19 and closed November 6.

Based on the results of Voting, I am pleased to announce the new Board of the College, as follows:

Marlyn Bennett
Marleny Bonnycastle
Janet Brady
Jan Christianson-Wood
Adam Chrobak
Richard De La Ronde
Florette Giasson
Raymond Hildebrand
Will Hedges
Kathleen McDonald
Tanis Newsham
Alexander Sawatsky
Joshua Van Mulligen
Vicki Verge

15. THANK YOU TO THE OUTGOING INTERIM TRANSITIONAL BOARD:

The Interim Transitional Board has devoted considerable time and energy to the development of the College for the advancement of the Social Work profession in Manitoba. The President thanked the following members appointed to the Interim Transitional Board of MCSW:

Richard De La Ronde
Jan Christianson-Wood
Noelle DePape
Florette Giasson
Barb Howe
Andrea Klyne-Lavallee
Marlyn Bennett
Marleny Munoz Bonnycastle
Mary Heard
Janet Brady
Adam Chrobak
Donald Robinson
Gladys Rowe
Shahina Siddiqui
Leslie Turner

16. THANK YOU TO COMMITTEE MEMBERS:

The President thanked all members who have contributed to the work of MIRSWS over many years. In particular, the following members who have volunteered their time on behalf of the organization's currently active regulatory committees throughout 2014 and 2015:

Registration Committee

Florette Giasson (Chair)
Brad Broughton
Bonnie Bryant
Paula Ediger
Erin Egan
Richard Grunfeld
Jennifer Hedges
Jenna Kroecker
Karen Kyliuk
Clare McArton
Ladine Penner
Ruth Rachlis

Complaints Committee

Tanis Newsham (Chair)

Reisa Adelman

Rhonda Chegus

Angela Gentile

Mary Heard

Wil Hedges

Eveline Milliken

Leona Schroeder

Continuing Competence Committee

Vicki Verge (Chair)

Karole Ducharme

Stacie Karlowsky

Christine Richardson

17. THANK YOU TO STAFF:

The President expressed appreciation to the following MCSW staff for their hard work and dedication over the past year:

Miriam Browne, Executive Director/Registrar

Barb Temmerman, Associate Director

Amelie Findlay, Administrative Coordinator

Susan Jurkowski & Allison Groening, Membership Services Coordinators

The President also reported that Liisa Cheshire will join MCSW in December as Manager of Registration and Professional Practice.

A presentation was made to Miriam Browne who will be retiring Dec. 31, 2015. Jan Christianson-Wood thanked Miriam on behalf of CASW. Barb Temmerman thanked Miriam on behalf of the staff and the membership.

18. ADJOURNMENT:

There being no further business, the President asked for a motion to adjourn the AGM.

Motion to adjourn made by Maureen Mosionier, seconded Barb Quesnel.

The motion was declared carried.

The AGM was declared adjourned at 1:10 PM.

2015-2016 Manitoba College of Social Workers Board of Directors:

Executive Committee

President: Richard De La Ronde (Capital Region)
Vice President: Jan Christianson-Wood (Capital Region)
Secretary: Tanis Newsham (Capital Region)
Treasurer: Florette Giasson (Capital Region)
Member at Large: Alexander Sawatsky (Capital Region)

Social Worker Members

Marleny Bonnycastle (Northern Region)
Janet Brady (Northern Region)
Raymond Hildebrand (Southern Region)
Joshua Van Mulligen (Western Region)
Vicki Verge (Capital Region)

Public Representatives

Marlyn Bennett (Capital Region)
Adam Chrobak (Capital Region)
Wil Hedges (Capital Region)

Student Representative

Kathleen MacDonald (Capital Region)



ASWB Board Training in the Spring of 2016.

*Dale Atkinson (ASWB), Richard Silver (ASWB), Jennifer Henkel (ASWB), Marleny Bonnycastle, Dwight Hymans (ASWB) Janet Brady, Jan Christianson-Wood, Alex Sawatsky, Vicki Verge, Kathleen McDonald, Joshua Van Mulligen, Florette Giasson, Raymond Hildebrand.
Front Row: MCSW Staff; Barb Temmerman & Amelie Findlay*

*CASW Distinguished Service Award
For 2016 was presented to
Darlene MacDonald, MSW, RSW*



PRESIDENT'S REPORT

As Manitoba ushers in its long awaited legislation related to social work regulation, it is clear that the membership of the Manitoba College of Social Workers has elected a Board of Directors that is passionate about the tasks that lie ahead. As our membership continues to grow, our Board is presented with a greater opportunity to better serve Manitobans, protect the public interest and make a difference in people`s lives through the many faces of social work in this province.

The social work profession is a diverse and vast profession whose mission is to improve outcomes and the quality of life for marginalized Manitobans. Social workers are a great force and a powerful voice for the poor and vulnerable populations in our province. We can only do this if we are unified as a profession. We are excited and proud to join the other Canadian provinces in increasing the visibility and importance of the unique role of professional Social Workers through the establishment of the Manitoba College of Social Workers.

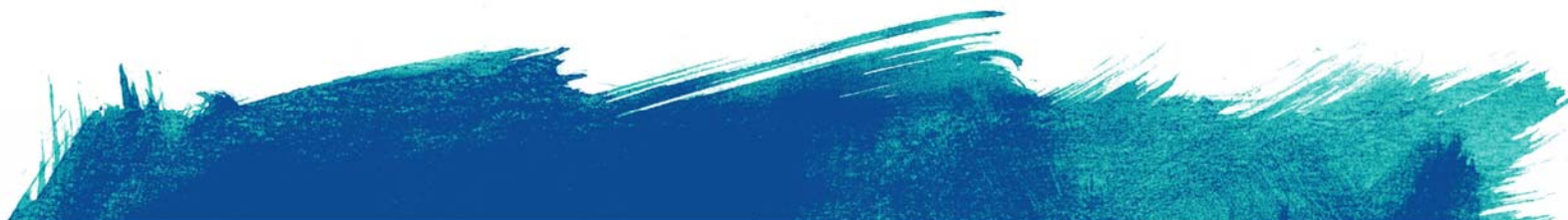
As we continue to interpret and implement the legislation and the by-laws of the College, the Board is committed to do our work with shared values of inclusiveness, diversity and social justice. There is still very much work to be completed as we continue to define our profession and establish programs and policies to bring life to the College. I hope that, as time passes, you all take an active interest in your College and take the initiative to participate in the exciting and important work to be done in the years to come.

I thank you again, on behalf of the Board of Directors, for your trust in the handling of the affairs of the Manitoba College of Social Workers. I assure you that the College is in the very capable hands of the MCSW Board, and particularly, the MCSW staff. I look forward to another productive year and I hope that I have the pleasure of meeting many of you in my role as President.

Miigwech,

A handwritten signature in black ink, consisting of a stylized 'R' followed by a horizontal line.

Richard De La Ronde, MSW, RSW



EXECUTIVE DIRECTOR/REGISTRAR'S REPORT

The 2015-2016 fiscal year marked the introduction of *The Social Work Profession Act* and the long-awaited beginning of the Manitoba College of Social Workers (the College) as the provincial body that regulates and supports the social work profession in Manitoba. With the Manitoba Institute of Registered Social Workers (MIRSW) as the foundation, the College moved forward with reflection and appreciation of the journey of those who contributed to the renewed vision of Social Work as a regulated profession. They included MIRSW members and staff, community representatives, supporters and all those who advocated for a new and better future for our profession.

With the dedicated leadership of the first elected Board, chaired by President Richard De La Ronde, the College has embraced the opportunity to redefine the organization with the vision of a strong and positive professional identity for Social Workers in this province. An organization that recognizes and supports Social Workers who hold themselves to a high standard of competent and ethical practice. An organization that embraces accountability as a social justice commitment to the public we serve and to the social work profession as a whole. In this first year of development and change, the College welcomed hundreds of long-standing members previously registered with MIRSW, accepted 1396 applications for registration and ended the fiscal year with over 2000 practicing, non-practicing and student members! This strong growth in membership advances the goals of the College to promote and unify our profession, increase diversity and support professional excellence.

“the College has embraced the opportunity to redefine the organization with a vision of a strong and positive professional identity for Social Workers in this province.”

Changes and growth in legislation and membership have also been accompanied by changes and growth in staff at the College. At the end of 2015, the College was pleased to hire both Susan Jurkowski as Membership Services Coordinator and Liisa Cheshire as Manager of Registration and Professional Practice. December 2015 marked the end of an era as long-time Executive Director and Registrar,

Continued on next page

Miriam Browne, retired after 18 years of exceptional leadership that included the evolution of MASW/ MIRSW to the Manitoba College of Social Workers. In January 2016, I was honoured to accept the position of Executive Director/Registrar to continue to build on the vision and achievements of the past and assist in establishing the future of the College.

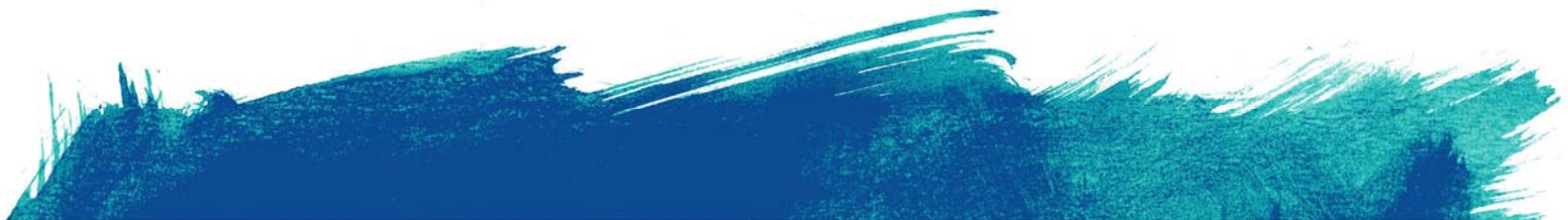
With the strong foundation of MIRSW that made possible the introduction of the College, dedicated staff, Board and committee members are now “building the walls” as we develop the framework to bring life to our new provincial social work legislation. Operations remain focused on the early establishment of the College with ongoing policy and program development (and redevelopment) relating to every aspect of *The Social Work Profession Act*, its Regulation and related Bylaws. As a demonstration of their commitment to strong governance and leadership, the Board of Directors engaged in Board member training delivered by the Association of Social Work Boards in March 2016. This will provide the Board a base from which to engage in focused strategic planning following the implementation phase of the organization. I welcome the active participation and engagement of members as we look forward to the future when we can begin to “decorate our home”!

As MCSW members, be proud to count yourselves among those who have made a commitment to our identity as professional Social Workers. It is my privilege to have the opportunity to fulfill a leadership role at this pivotal time for our profession. I look forward to meeting and collaborating with you, the members, as we continue to develop the direction for the future of our College.

Thank You,



Barb Temmerman, MSW, RSW



CASW REPRESENTATIVE'S REPORT

The Canadian Association of Social Workers was founded in 1926 and has evolved over the years into a federation representing Social Workers through partner organizations of provinces and territories. CASW and its federation partners provide a unified voice for the social work profession in Canada.

The CASW Board meets throughout the year and the Annual General Meeting brings together the CASW Board and the Presidents of the Provincial and Territorial Partners. The 2016 AGM was hosted in Winnipeg and was a resounding success. Our College staff, led by Executive Director, Barb Temmerman, did Manitoba proud. The event included meetings of the CASW Board, the Presidents and Executive Directors of the CASW Partners and additional meetings with the Canadian Council of Social Work Regulators and the Canadian Association for Social Work Education. It was a special AGM as CASW celebrated the return of the Alberta College of Social Workers into the Federation, which formally occurred on April 1, 2016. The slate of officers elected to the CASW Board are Jan Christianson-Wood (MB) elected as President, Margaret Kennedy (PEI) continuing as Vice-President and Joan Davis-Whelan (NL) as the CASW Treasurer.

Membership in CASW provides the College a connection with Social Workers across Canada through ongoing communication between the partner organizations as reflected in the monthly *CASW Reporter* at www.casw-acts.ca. CASW offers resources including information related to social work employment opportunities, webinars for professional development and recommended professional resources. CASW's insurance provider, AON, has announced the extension of CASW liability coverage to include worldwide e-services, making it the only such program in Canada definitively insuring social work e-services.

The change in government at the national level in 2015 continues to provide increased opportunities for CASW to promote and advocate for social justice in legislation and for an increased profile of the social work profession in Canada. CASW welcomed the new government in November 2015 and will be watching with interest the implementation of the recommendations of the Truth and Reconciliation Commission and the promise of a national inquiry into the issue of missing and murdered indigenous women and girls.

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The passing of a new Social Care Act for Canada has been high on the CASW agenda as it lobbied to have the proposed Social Care Act for Canada guide the Canada Social Transfer and other social investments. It would, as the Canada Health Act does, support the delivery of equitable social services to all populations across Canada. Its favorable reception by several prominent MPs in the Liberal government encouraged CASW to continue its advocacy. CASW also continues to monitor election promises to end violence against children and to admit refugees while balancing Canadian security and humanitarian initiatives.

Recent oral and written submissions to hearings in Ottawa on the issue of medical assistance in dying (MAID) impacting the practice of social workers were successful. CASW released a Discussion Paper related to MAID in April 2016 with contributions from partner organizations, including MCSW. Along with MCSW, CASW sought the inclusion of an amendment that no Social Worker would commit an offense by providing information to a person on the lawful provision of medical assistance in dying. The amendment proposed is reflected in s.5.1 of the Act which was passed June 17, 2016 and has received Royal Assent.

As I now have the honour of assuming the role of CASW President, the Board of the Manitoba College of Social Workers will select a new CASW Director to represent Manitoba. I am grateful for my time as Manitoba's Director and the opportunities it provided to share Manitoba's perspective on practice and our members' needs at a national table. Please accept my thanks as well for the opportunity to serve on the Executive of MIRSWS and of MCSW.

Thank you.



Jan Christianson-Wood, MSW, RSW



Presenting the 2016 CASW Distinguished Service Award during the Social Work Week Reception in March .

COMPLAINTS COMMITTEE REPORT

Nine complaints of unprofessional conduct were received between April 1, 2015 and March 31, 2016. Three of these complaints did not proceed to investigation for the following reasons:

- The Complaints Committee did not have jurisdiction to investigate two of these complaints as the practitioners were not registered Social Workers at the time of the alleged conduct.
- The Committee did not proceed with investigation in one case as the submission of the complaint was incomplete and the complainant did not respond to requests for further information.

The following is a summary of the progress/outcomes of the six complaints evaluated by the Complaints Committee:

- The Committee concluded that there were concerns regarding the Social Worker's conduct in one case and made a decision to enter into an Agreement with the Social Worker that included the establishment of a formal service contract and fee schedule, as well as a period of formal supervision. This Agreement is currently on hold pending an appeal by the complainants to the Board of Directors.
- The Committee concluded that there were concerns regarding the Social Worker's conduct in another case and were satisfied that the Social Worker had addressed the concerns through remedial actions including additional training and supervision.
- Two complaints were dismissed.

Two complaints remain in the process of evaluation, decision and/or resolution.

Complaints Committee members in 2015-2016 included: Tanis Newsham (Chair), Reisa Adelman, Rhonda Chegus, Angela Gentile (resigned from committee in December 2015), Mary Heard, Eveline Milliken, Wil Hedges and Leona Schroeder.

I would like to thank the Committee members for their continued commitment to the Complaints Committee. Your dedication is very much appreciated.

Tanis Newsham, MSW, RSW

CONTINUING COMPETENCE COMMITTEE REPORT

The Continuing Competence Committee was developed in August 2015. The Board of Directors appointed to the Committee: Vicki Verge (Chair), Stacie Karlowsky, Karole Ducharme, Christine Richardson and Kara Moss with support from MCSW Manager of Registration and Professional Practice, Liisa Cheshire.

During the course of committee meetings, members reviewed *The Social Work Profession Act* and its Regulation, sought legal opinion and conducted a cross-Canada scan of Social Work Colleges. The Committee also reviewed Continuing Competence programs for Nursing, Occupational Therapy, Pharmacy, Medical Laboratory Technologists and for Social Workers in the United Kingdom. By December 2015, the committee created a Continuing Competence Program (CCP) that was approved by the Board of Directors in January 2016.

In developing a Continuing Competence Program the committee considered the following:

- Requirements as outlined in the Act and Regulation
- Consistency with other Canadian regulatory bodies
- Ease for members
- Public confidence in the knowledge and skills of professional Social Workers

The Continuing Competence Program was introduced to members in February 2016 and began on April 1, 2016 in accordance with the timeline provided for in legislation. An outline of the program is available on the MCSW website at <https://mcsw.ca/social-workers>.

The committee continues to meet monthly. Our current goals are to:

- create documents or an online tool for members such as an activities log, self-assessment and learning plan as per the Regulations,
- expand the approved provider list and programming related to the 8 hour content specific workshop on the Code of Ethics, Standards of Practice and Social Work with Indigenous peoples and
- establish a practice audit process.

Vicki Verge, MSW, RSW

REGISTRATION COMMITTEE REPORT

The Registration Committee for 2015-2016 included: Florette Giasson (Co-chair), Brad Broughton (resigned 2015), Bonnie Bryant (Co-chair), Richard Grunfeld (resigned 2015), Clare McArton, Erin Egan, Jennifer Hedges, Karen Kyliuk, Paula Ediger, Jenna Kroeker, Shannon Maclaren, Ladine Tompkins (resigned 2015).

MCSW membership as of March 31, 2016 (with comparison data from MIRSW to March 31, 2015):

MIRSW March 31, 2015		MCSW March 31, 2016	
Registered	1069	Practicing	1711 (1651 SW Degree, 60 Grandparented)
Retired and Honourary	17	Non Practicing*	157
Student	131	Student	144

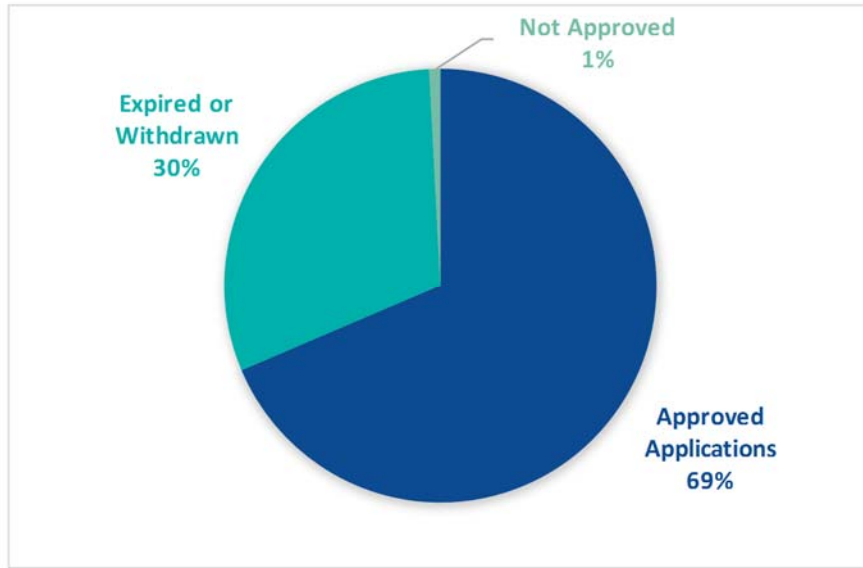
*Retired members are included in the non-practicing category as per *The Social Work Profession Act* and Regulations.

The main responsibility of the Registration Committee is to provide advice or recommendations to the Registrar in respect of assessing applicants' education and work experience. The committee also reviews policy and procedures related to registration applications and fee structures and makes recommendations to the Board for their consideration. This being the College's first year, MCSW received a total of **1396** applications for registration. In addition to those approved for registration, 622 applications were incomplete or withdrawn and 17 applicants' were not approved for registration.

After 12 years as a member of the Registration Committee, I am stepping down to assume the role of Treasurer of the Board. Over the years, I have worked alongside very dedicated members and have valued the stimulating discussions stemming from evaluating applications. Thank you to the Registration Committee members, as well as members of the Board and other MCSW regulatory committees, who have provided many hours of volunteer time to assist in the evaluation of applications during this very busy first year of operations.

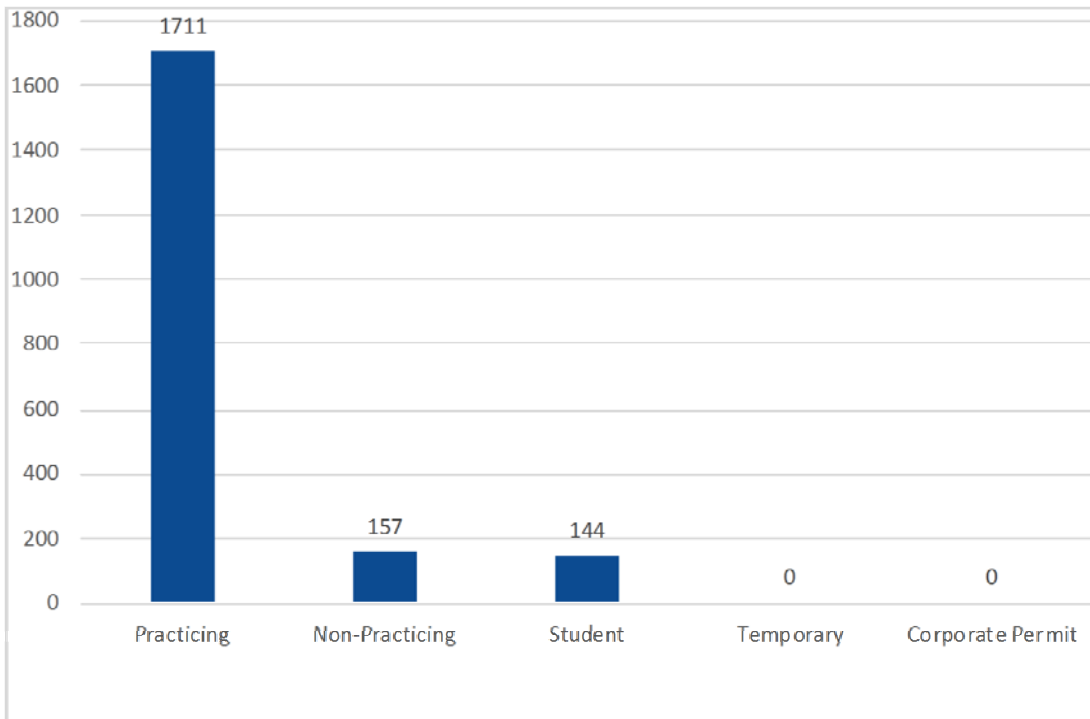
Florette Giasson, MSW, RSW

APPLICATIONS FOR REGISTRATION



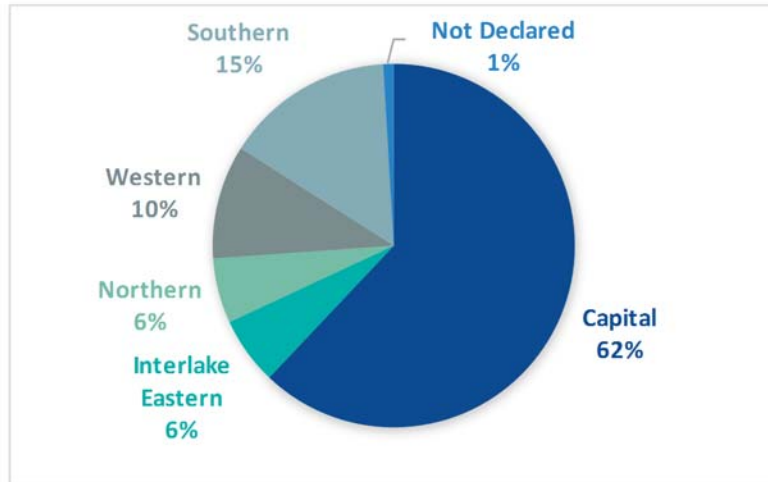
*Based on 1,396 applications for registration

CATEGORIES OF MEMBERSHIP

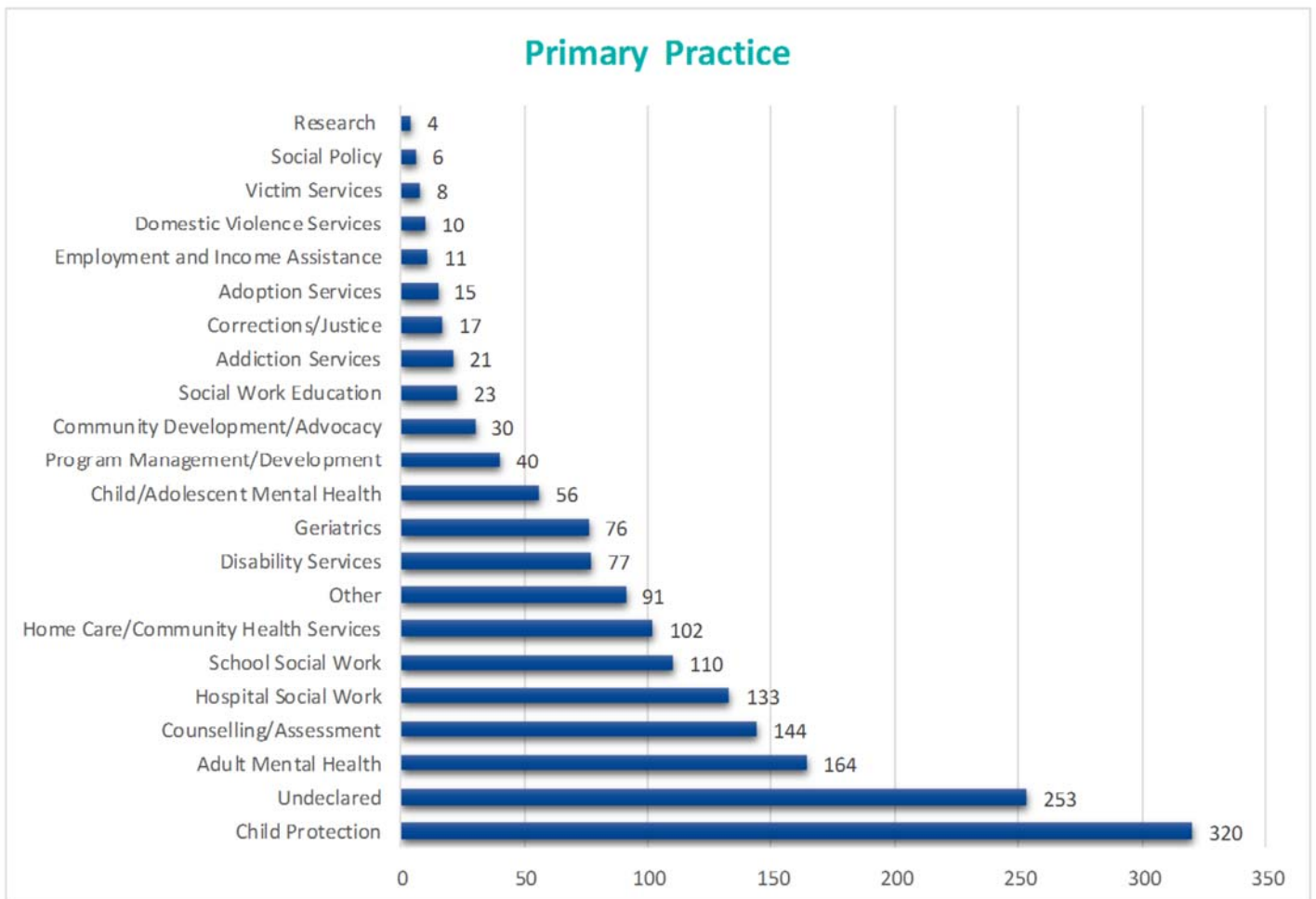


*Based on 2,012 total members from all membership categories

MEMBERS GEOGRAPHIC PRACTICE AREAS*



MEMBERS PRIMARY PRACTICE AREAS*



*based on 1,711 Practicing Members

2015-2016 Manitoba College of Social Workers Committee Members:

Complaints Committee

Tanis Newsham
Reisa Adelman
Rhonda Chegus
Angela Gentile
Mary Heard
Eveline Milliken
Leona Schroeder
Wil Hedges

Continuing Competency Committee

Vicki Verge
Stacie Karlowsky
Karole Ducharme
Christine Richardson
Kara Moss

Registration Committee

Florette Giasson
Bonnie Bryant
Brad Broughton
Richard Grunfeld
Clare McArton
Erin Egan
Jennifer Hedges
Karen Kyliuk
Paula Ediger
Jenna Kroeker
Shannon Maclaren
Ladine Tompkins

MANITOBA COLLEGE OF SOCIAL WORKERS
Financial Statements
Year Ended March 31, 2016

MANITOBA COLLEGE OF SOCIAL WORKERS
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CERTIFIED GENERAL ACCOUNTANTS

Ryan Rawluk, C.G.A. * | Eva Gaudette, C.G.A. * | Michelle Coyle, FCGA * | Eric Robert, C.G.A. *

INDEPENDENT AUDITOR'S REPORT

To the Members of Manitoba College of Social Workers

We have audited the accompanying financial statements of Manitoba College of Social Workers, which comprise the statement of financial position as at March 31, 2016 and the statements of revenues and expenses, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba College of Social Workers as at March 31, 2016 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba
September 13, 2016

Osborne Accounting Group LLP
Osborne Accounting Group LLP
Chartered Professional Accountants

MANITOBA COLLEGE OF SOCIAL WORKERS

Statement of Financial Position

March 31, 2016

	2016	2015
ASSETS		
CURRENT		
Cash and cash equivalents	\$ 743,232	\$ 434,130
Term deposits (Note 3)	12,046	11,824
Accounts receivable	925	-
Prepaid expenses	72,925	14,250
	<u>\$ 829,128</u>	<u>\$ 460,204</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 7,886	\$ 22,687
Unearned revenue (Note 5)	624,255	349,785
	<u>632,141</u>	<u>372,472</u>
NET ASSETS	<u>196,987</u>	<u>87,732</u>
	<u>\$ 829,128</u>	<u>\$ 460,204</u>

COMMITMENTS (Note 6)

APPROVED ON BEHALF OF THE BOARD

_____ Director

_____ Director



The accompanying notes are an integral part of these financial statements

MANITOBA COLLEGE OF SOCIAL WORKERS

Statement of Revenues and Expenses

For the Year Ended March 31, 2016

	2016 <i>(12 months)</i>	2015 <i>(3 months)</i>
REVENUES		
Membership fees	\$ 724,283	\$ 98,144
Provincial grant	-	54,000
Interest income	4,717	303
Other income	3,450	2,500
	<u>732,450</u>	<u>154,947</u>
EXPENSES		
Advertising and promotion	31,108	21,586
Audit fee	6,215	3,000
Consulting fees	744	3,930
Equipment rentals	3,270	2,989
Insurance	3,800	979
Interest and bank charges	32,089	1,543
Legal fees	42,593	58,194
Meeting expenses	9,246	1,326
Memberships	53,423	642
Office expenses	24,396	2,109
Rent	25,578	6,477
Repairs and maintenance	2,692	760
Salaries and wages	350,459	72,800
Social Work Week	1,458	595
Telecommunications	3,854	1,324
Training	1,289	-
Travel expenses	16,820	3,603
Website expenses	14,161	6,135
	<u>623,195</u>	<u>187,992</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ 109,255	\$ (33,045)

MANITOBA COLLEGE OF SOCIAL WORKERS
Statement of Changes in Net Assets
Year Ended March 31, 2016

	2016	2015
NET ASSETS - BEGINNING OF YEAR	\$ 87,732	\$ 120,777
Excess of revenues over expenses	<u>109,255</u>	<u>(33,045)</u>
NET ASSETS - END OF YEAR	<u>\$ 196,987</u>	<u>\$ 87,732</u>

MANITOBA COLLEGE OF SOCIAL WORKERS

Statement of Cash Flow
Year Ended March 31, 2016

	2016 <i>(12 months)</i>	2015 <i>(3 months)</i>
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ 109,255	\$ (33,045)
Item not affecting cash:		
Interest income	(222)	(60)
	<u>109,033</u>	<u>(33,105)</u>
Changes in non-cash working capital:		
Accounts receivable	(925)	-
Accounts payable and accrued liabilities	(14,801)	12,913
Unearned revenue	274,470	317,690
Prepaid expenses	(58,675)	12,869
	<u>200,069</u>	<u>343,472</u>
INCREASE IN CASH FLOW	309,102	310,367
Cash - beginning of year	<u>434,130</u>	<u>123,763</u>
CASH - END OF YEAR	\$ 743,232	\$ 434,130
CASH FLOW SUPPLEMENTARY INFORMATION		
Interest received	<u>\$ 4,495</u>	<u>\$ (243)</u>
Interest paid	<u>\$ -</u>	<u>\$ -</u>
CASH CONSISTS OF:		
Cash on hand and balances with banks	\$ 742,983	\$ 433,884
Cash equivalents	<u>249</u>	<u>246</u>
	<u>\$ 743,232</u>	<u>\$ 434,130</u>

MANITOBA COLLEGE OF SOCIAL WORKERS

Notes to Financial Statements

Year Ended March 31, 2016

1. PURPOSE OF THE COLLEGE

Manitoba College of Social Workers (the "College") is incorporated by a private Act of the Manitoba Legislature.

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Cash and cash equivalents

Highly liquid investments with maturities of less than three months at date of purchase are classified as cash equivalents.

Tangible capital assets

The average annual revenues recognized in the statement of operations for the current and preceding period of the College, and any entities it controls, was less than \$500,000. Since the College met the criteria for small not-for-profit organizations, it does not record the acquisition of tangible capital assets. These acquisitions are expensed at the date of acquisition. During the year \$5,890 (March 31, 2015 - \$1,124) of tangible capital assets were expensed in the statement of revenues and expenses.

Revenue recognition

Manitoba College of Social Workers follows the deferral method of accounting for contributions.

Membership fees are recognized as revenue in the fiscal year in which the related expenses are incurred. The College frequently collects monies in advance for membership fees and these monies are reported as deferred revenue until recognized in the statement of revenues and expenses. All other income is recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

(continues)

MANITOBA COLLEGE OF SOCIAL WORKERS

Notes to Financial Statements

Year Ended March 31, 2016

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Future changes in significant accounting policies

The following accounting standards have been issued by the Chartered Professional Accountants of Canada (CPA Canada) but are not yet effective for the College. The College is currently evaluating the effect of adopting these standards, which it expects to do in fiscal year 2017.

The College will be adopting the full provisions of the Chartered Professional Accountants of Canada (CPA Canada) Handbook Section 4431, "Capital assets held by Not-for-Profit organizations". In the current and past years, since the College met the criteria for small not-for-profit organizations, this Section has allowed the College not to record the acquisition of tangible capital assets, but to expense them in the books instead. The College is expected to have average revenues over \$500,000 for the fiscal year ending March 31, 2017. As such, the College is expected to fully adopt the requirements of this Section and it will be implemented in the fiscal year ending March 31, 2017. The effect of this change has not yet been determined.

3. TERM DEPOSITS

	2016	2015
Short Term Investments		
Term Deposit, matures March 8, 2017, interest rate of 1.850%	\$ 12,046	\$ -
Term Deposit, matures March 8, 2016, interest rate of 2.000%	-	11,824
	<u>\$ 12,046</u>	<u>\$ 11,824</u>

4. GOVERNMENT REMITTANCES (OTHER THAN INCOME TAXES)

Government remittances (other than income taxes) include, for example, federal and provincial sales taxes, payroll taxes, health taxes and workers' safety insurance premiums. There were no government remittances payable at year end.

MANITOBA COLLEGE OF SOCIAL WORKERS

Notes to Financial Statements

Year Ended March 31, 2016

5. UNEARNED REVENUE

Unearned revenue consists of membership fees received in advance to the year for which they relate.

	2016	2015
Balance, beginning of the year	\$ 349,785	\$ 32,095
Add: Unearned revenue collected during the year	624,255	349,785
Subtotal	974,040	381,880
Less: Amounts recognized as revenue in the year	(349,785)	(32,095)
Balance, end of the year	\$ 624,255	\$ 349,785

6. COMMITMENTS

During the year, the College has renewed its lease with respect to its premises. The new ten-year lease commences in July 2016 and expires in June 2026. The lease contains renewal options and provides for payment of utilities, property taxes and maintenance costs. Future expected minimum lease payments as at March 31, 2016, are as follows:

2017	\$ 24,800
2018	24,800
2019	24,800
2020	24,800
2021	\$ 24,800

7. FINANCIAL INSTRUMENTS

The College's financial instruments consist of accounts receivables, investments and payables. Unless otherwise noted, it is management's opinion that the College is not exposed to significant currency or credit risks arising from these financial instruments.

The College is exposed to interest rate risk primarily through its floating interest rate short term deposits. Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the College manages exposure through its normal operating activities.

The fair value of the instruments approximates their carrying values, unless otherwise noted.
