

Manitoba
College of
Social
Workers



Social Work is
Essential

ANNUAL REPORT
2020-2021

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MANITOBA COLLEGE OF SOCIAL WORKERS

ANNUAL GENERAL MEETING

OCTOBER 7, 2021 12:00 PM

Online

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 2020 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 2020/2021 Board and Committee Members
14. New Business

Adjournment

**Minutes of the Annual General Meeting of the
Manitoba College of Social Workers
Wednesday, October 21, 2020
Virtual AGM 12:00 – 1:00 PM**

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 also welcomed and acknowledged.

Knowledge Keeper, Clayton Sandy, a member of Sioux Valley Dakota First Nation in Southwestern Manitoba was welcomed. Clayton offered a prayer to guide the meeting to a positive place with open minds and open hearts.

2. CALL TO ORDER:

The meeting was called to order at 12:10 PM.

President, Vicki Verge Burgess, 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.

3. VERIFICATION OF QUORUM

In accordance with the By-Law of the College, the number of members, students and public representatives in attendance shall comprise a quorum for the transaction of business at a special or annual general meeting of the college, provided that at least two (2) officers of the College are present at such a meeting.

The attendance list verifies a quorum to be present and the meeting is declared to be regularly constituted.

4. NOTICE OF MEETING:

Notice calling this meeting was delivered electronically to all Members in good standing, Students and Public Representatives of the College on September 8, 2020. A copy of such Notice with proof of service will be filed with the minutes of this meeting.

BE IT RESOLVED THAT:

The reading of Notice of this meeting is dispensed with.

Moved by **Florette Giasson** and seconded by **Jill Hannah-Kayes**. CARRIED.

5. APPROVAL OF AGENDA:

The agenda was delivered to all members electronically on September 8, 2020 and provided in a more detailed format in the Annual Report circulated on October 19, 2020.

BE IT RESOLVED THAT:

The agenda is approved as presented.

Moved by **Darin Hovius** and seconded by **Raymond Hildebrand**. CARRIED.

6. PRESIDENT'S REPORT:

2020 marks the 5th year since the introduction of The Social Work Profession Act and the transition to the Manitoba College of Social Workers.

The strength and resilience of our profession has been highlighted this year as social workers continue to stand strong, providing critical services, support and leadership through this global pandemic.

Social workers have taken a lead role in responding to issues related to racism and systemic discrimination.

Social workers have embraced their professional role in promoting social fairness, opposing prejudice and discrimination, and challenging oppressive and disempowering policies and practices. The Board of Directors has engaged in focused discussions with a commitment to reflect on meaningful ways in which the College can promote anti-racist practice, diversity, equity and inclusion. As we continue on our humble learning path, the College commits to critically examining how our own professional standards and organizational practices may serve to sustain systemic oppression. This important exploratory phase will inform discussions and decisions as the College prepares to establish its next Strategic Plan in 2021.

The College's current Strategic Plan focuses on continuing to fulfill the core regulatory mandate of the College, advancing reconciliation, raising public awareness of the importance of social work and supporting the professional interests of members. Some examples of the work are as follows:

i. Regulation of the Profession

The College continues to advocate for the Department of Families, as an employer, to require registration of eligible provincial employees with social work degrees who are engaged in the practice of social work.

ii. Reconciliation

The College, and the social work profession as a whole, recognizes its responsibility to advance and support reconciliation as part of its commitment to social justice. In May 2020, MCSW issued a joint response to Bill 34 with CASW, calling on government to terminate its practice of clawing back Children's Special Allowance from children in care.

iii. Public Awareness of the Importance of Social Work

The College strives to achieve strong professional identity for the social work profession. The College is directly involved in the advocacy and development of the profession at the national level through its federation partnership with the Canadian Association of Social Workers and close involvement with the Canadian Council of Social Work Regulators. In May 2020, MCSW issued a Response in support of MB Vital Statistics Change in Gender Identification.

iv. Support and Advance Professional Interests

The College has focused on the promotion of education/professional development as one of the key professional interests of members. In 2019, the College held its largest Education Event with 355 members in attendance. Throughout 2019-2020, the College continued to provide members with information regarding professional development opportunities. In 2020, the College was pleased to launch the French version of the Ethics e-Learning online workshop. The College also partnered with CASW to assist in funding/delivering hundreds of hours of free webinars to social workers across Canada.

In addition to the Strategic Priorities above, the Board has dedicated its time to further establishing and reviewing the Governance aspects of the organization including: developed Executive Director/Registrar evaluation model, developed Executive Director/Registrar Contingency and Succession Plan Policies to ensure leadership stability of organization, completed full By-Law review and established Investment and Reserve Fund policies to ensure fiscal stability of organization.

BE IT RESOLVED THAT:

The President's Report is accepted as presented.

Moved by **Beatrice Campbell** and seconded by **Jan Christianson-Wood**. CARRIED.

7. MINUTES OF THE 2019 ANNUAL GENERAL MEETING:

Copies of the Minutes of the previous AGM were made available to all Members, Students and Public Representatives of the College in the Annual Report.

The motion to dispense with the reading of the minutes and approve the minutes as presented is as follows:

BE IT RESOLVED THAT:

- i. **the reading of the minutes of the AGM held on October 10, 2019 be dispensed with; and**
- ii. **the said Minutes are approved as presented.**

Moved by **Meeka Kiersgaard** and seconded by **Tara-Lee Procter (Maciuszonek)**. CARRIED.

8. BUSINESS ARISING FROM THE MINUTES:

No business arising from the Minutes.

9. COMMITTEE REPORTS:

Copies of the Committee Reports were provided in the Annual Report and made available to all Members, Students and Public Representatives of the College.

No questions were asked about the committee reports.

BE IT RESOLVED THAT:

The Committee Reports are approved as presented.

Moved by **Karen Kyliuk** and seconded by **Jacqueline Shortridge**. CARRIED.

10. PRESENTATION OF FINANCIAL STATEMENTS:

Copies of the audit report were distributed to each member as part of the Annual Report.

Jeff Eckstein of MNP, Chartered Professional Accountants, expressed the audit opinion on the financial statements for the year ended March 31st, 2020. MNP conducts the audit in accordance with Canadian generally accepted auditing standards.

As described in the report labelled "Independent Auditor's Report", it is MNP's opinion that the financial statements presented by the management of Manitoba College of Social Workers has presented fairly, in all material respects, the financial position, the results of operations and its cash flow for the year ended March 31st, 2020 in accordance with Canadian accounting standards for not-for-profit organizations. This is a clean audit opinion.

There was an unrealized loss in the investment portfolio due to COVID-19 causing a temporary decline in the markets, which have since recovered.

A question was asked about the difference in restricted and unrestricted assets:

Jeff responded that unrestricted means that the net assets of the College is free to spend; restricted means that the board has restricted those amounts for specific purposes.

A question was asked about if the College needs 1.5 million in surplus to be solvent or what is the goal for the surpluses.

Adam Chrobak responded that there are target goals for the surplus including a target of \$250,000 operating reserve fund to be used in the case of unusual circumstances; a legal reserve fund with a target of 1 million dollars in case of a complaints case moving to the court of appeals; lastly, there is a reserve fund for the purchase of a building for the College.

A question was asked about what type of education is part of revenue?

Barb Temmerman responded that the Ethics E-Learning and education event fees are part of the education revenue.

11. APPOINTMENT OF AUDITOR FOR 2020-21:

At the September Board meeting, the Board accepted the recommendation of the Finance Committee to appoint MNP as the auditor for the College for the current fiscal year.

No questions were asked.

BE IT RESOLVED THAT:

MNP is appointed auditor of the College to hold office until the next annual meeting of the Members at a date to be fixed by the Board.

This motion is moved by **Mary Heard** and seconded by **Tanis Newsham**. CARRIED.

12. AMENDMENTS TO BY-LAW:

On November 2019, March 18, 2020 and June 18, 2020, the Board of Directors provisionally approved **amendments to By-Law No.1 of the Manitoba College of Social Workers** to clarify the rights and responsibilities of the directors, officers and members of the College; to allow for electronic and advance voting; and to otherwise incorporate principles of good governance. Members were provided with notice of these provisionally approved amendments on December 1, 2019, May 1, 2020 and July 24, 2020 respectively.

In accordance with section 5-1 of the By-Law, voting on matters related to amendments, enactments or repeals of By-Laws is limited to Practicing and Non-Practicing Members of the College. The electronic voting period related to the proposed amendments to the By-Law opened to Practicing and Non-Practicing Members on September 8, 2020 and ended on October 8, 2020 using an electronic voting system.

The By-Law amendments passed with an approval rate of over 92%. Feedback from members related to the advance voting procedure was very positive, particularly from those from outside of the capital region who were able to cast their vote without the requirement of attending an in-person AGM.

Thank you to the By-Law Committee for their comprehensive review and commitment to this project over the last several years.

13. ANNOUNCEMENT OF BOARD OF DIRECTORS OF THE COLLEGE:

A call for nominations for election of Members, Students and Public Representatives for vacancies on the College's Board of Directors, was sent out on July 23, 2020. Nominations closed on August 24, 2020.

The following Directors have been acclaimed or appointed to the Board:

- i. MARY HEARD, Member Representative, Southern Region
Second 3-year term**
- ii. DARLENE MACDONALD, Member Representative, Capital Region
Second 3-year term**

iii. ISAAC ANSAH, Public Representative, Capital Region

First 3-year term

iv. DARIN HOVIUS, Student Representative

First 1-year term

v. KEVIN (LEO) JACINTO FLORES, Student Representative

First 1-year term

Welcome to our re-elected and newly elected members of the Board.

14. THANK YOU TO THE CONTINUING AND OUTGOING BOARD OF DIRECTORS:

In addition to those elected or acclaimed at this AGM, the following members of the Board of Directors will continue ongoing terms for the 2020-2021 year:

**BEATRICE CAMPBELL
JANICE CHRISTIANSON-WOOD
ADAM CHROBAK
FLORETTE GIASSON
WIL HEDGES
VOULA KARLAFTIS
GWENDOLYN KYDD
TARA-LEE PROCTER (MACIUSZONEK)
ALEXANDER SAWATSKY
VICKI VERGE BURGESS**

The President acknowledged the contributions of outgoing Board members:

**MARLYN BENNETT
TANIS NEWSHAM
MICHELLE BERARD**

Thank you to the 2019-2020 members of the Board of MCSW. The Board dedicates hours of volunteer time each year to the ongoing development and governance of the College. Their time, talent and expertise are sincerely appreciated, and we thank you for your dedication and support to the profession of social work.

15. THANK YOU TO COMMITTEE MEMBERS:

The President acknowledged the volunteer committee members who dedicated their time and expertise to the work of the College.

**BY-LAW COMMITTEE
CONTINUING COMPETENCE COMMITTEE
COMPLAINTS COMMITTEE
INQUIRY COMMITTEE
REGISTRATION COMMITTEE
FINANCE COMMITTEE
NOMINATING COMMITTEE**

The College is currently actively recruiting volunteers to serve on the newly formed Standards and Ethics Committee, as well as all other committees of the Board. The Committee Application Form can be found in the reference section on this platform.

16. THANK YOU TO STAFF

The President reported that the College maintained full operations throughout the pandemic and worked to

provide support and guidance to members regarding remote/electronic practice, redeployment/scope of practice considerations and self-care, to name a few. The College staff are committed to supporting the members and the mission of our College. Executive Director, Barb Temmerman is an exceptional leader, who is fair and reasonable and is always looking for opportunities to promote our profession. In Manitoba we are fortunate to have an exceptional team including:

Amelie Findlay, Administrative Coordinator
Susan Jurkowski, Member Services Coordinator
Anastasia Nwakeze, Administrative Assistant
Richard Lavoie, Manager of Registration and Professional Practice
Liisa Cheshire, Manager of Regulatory Practice
Barb Temmerman, Executive Director/Registrar

17. NEW BUSINESS:

Items for new business were to be submitted to the College by September 21, 2020 and there were no submissions received.

Questions and Answers:

Will there be conferences or CCP activities to support Indigenous credits, whether there is a charge for these activities?

The only event MCSW has charged for is the education event to offset the costs of hosting that event. The College does free online workshops, partnering with CASW. Members receive e-bulletins with information of any upcoming CCP opportunities. The College intends on developing an online Indigenous learning series. Requests for proposals will be coming out in the next few months.

Will the College establish an advocacy committee?

This is the last year of the current strategic plan and the board will look at developing a new strategic plan for the coming years. The work of the board has been making sure our regulatory mandate has been fulfilled. Other committees will be discussed at this strategic planning phase.

What is the College's engagement plan for the new strategic plan?

Members will be solicited for their ideas and brought forward to the board of directors. A facilitator helped the board work through the objectives, making sure we are being consistent with legislation. The College will likely follow the same format as last time.

Why did the College introduce the need for record checks?

The records check requirement is in the legislation, specifically the Social Work Profession Regulation. The College is obligated to carry it forward.

Is the College planning to change the CCP requirements in the next year or two due to the challenges of the pandemic?

The CCP program is in Regulation, which can only be changed by the Minister. The College has forward recommendations on how the program can improve. There are many ways to achieve 75 hours over 3 years beyond workshops.

Once records checks are obtained can they be submitted immediately?

Yes, the College will accept them at any time and reset the deadline for the next five-year period. The checks must be dated within 6 months of the submission date.

Other questions posed about records checks can be answered by reading the FAQ on the website, which will be circulated again in an e-bulletin.

Does the College have a job board outside of what's posted on the website or communicated through the e-bulletin?

No, the only jobs that are posted are ones that have requested to be advertised. The advertising policy is on the website.

Are members who move from Non-Practicing to Practicing required to take a test to move to the Practicing category?

No, the College does not have an exam requirement for this scenario.

18. ADJOURNMENT:

The meeting was declared adjourned at 1:16 PM.

2020-2021 Manitoba College of Social Workers Board of Directors:

Executive Committee

President: Mary Heard, Member Representative (Southern Region)
Vice President: Florette Giasson, Member Representative (Capital Region)
Secretary: Gwendolyn Kydd, Member Representative (Northern Region)
Treasurer: Adam Chrobak, Public Representative (Capital Region)
Member at Large: Tara-Lee Procter (Maciuszonek),
Member Representative (Interlake Region)
CASW Representative: Darlene MacDonald,
Member Representative (Southern Region)
Past-President: Vicki Verge Burgess,
Member Representative (resigned May 2021)

Member Representatives

Beatrice Campbell (Capital Region)
Janice Christianson-Wood (Capital Region)
Alexander Sawatsky (Capital Region)

Public Representatives

Isaac Ansah (Capital Region)
Wil Hedges (Capital Region)
Voula Karlaftis (Capital Region)

Student Representative

Darin Hovius (Booth University College)
Kevin (Leo) Jacinto Flores (resigned June 2021)

JOINT MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR/REGISTRAR

Social Workers have managed increasing and shifting demands related to the global pandemic and have continued to step forward with dedication, flexibility and compassion, supporting Manitobans during an unprecedented time of stress and uncertainty. While the pandemic created many challenges, social workers provided leadership and moved forward in new and innovative ways, ensuring responsive services continue to be provided to individuals, families and communities.

The College maintained full operational and governance functions throughout the pandemic and also discovered many opportunities for change. Like social workers in the field, the College adapted by revising many policies and procedures in order to increase flexibility in registration and governance processes, resulting in several positive changes that will continue into the future. Key changes to the MCSW By-Law and Social Work Profession Regulation have supported the ongoing development of the College, which continues to evolve with the strong support of membership.

The College's current strategic plan focuses on continuing to fulfill the core regulatory mandate of the College, advancing reconciliation, raising public awareness of the importance of social work and supporting the professional interests of members. We are pleased to present the College's progress related to the strategic plan in our 2020-2021 Highlights feature.

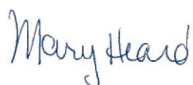
While the College continues to develop and establish itself under relatively new legislation, we also recognize the need for change. In this year of increased awareness and reflection related to racism, systemic oppression and the impact of colonialism and residential schools, the College is committed to identifying opportunities to take meaningful action to address reconciliation and anti-racism as a regulatory body and as a profession as a whole. We are excited to begin the process of establishing a new Strategic Plan with the support and guidance of elders/knowledge keepers and a consulting group with strong Indigenous representation. In the spirit of reconciliation and in keeping with the principles of equity, inclusion and diversity the College intends to establish a Strategic Plan with an Indigenous and anti-racist lens.

As we reflect on the College's first Strategic Plan and move forward with hope and anticipation, we acknowledge with appreciation the Board of Directors, committee members, volunteers and College staff for their contributions. We also thank our community of many stakeholders and partners across Manitoba, Canada and internationally who support the work of the College.

We offer our sincere gratitude to the outgoing 2021 Board members, many of whom have been involved with the College on the former MIRS Board, the Transitional Board and throughout the transition. Your steady support and guidance helped build the foundation of the College in its early years. A legacy that will carry us forward into the future!

Finally, we commend social workers, the MCSW membership, for your ongoing leadership and commitment to the profession of social work and continue to recognize all of you as the respected recipients of the 2021 CASW/MCSW Distinguished Service Award.

With respect and gratitude,



*Mary Heard, MSW, RSW
President*



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

2020-2021 STRATEGIC PLAN & OPERATIONAL HIGHLIGHTS

Governance and Legislation

- In October 2020, MCSW held its first online AGM, which allowed for broader participation of membership across the province who now have the opportunity to participate in College meetings and cast votes electronically
- In October 2020, MCSW confirmed the affirmative majority vote of membership regarding By-Law changes to clarify the rights and responsibilities of the directors, officers and members of the College; to allow for electronic and advance voting; and to otherwise incorporate principles of good governance. <https://mcsw.ca/wp-content/uploads/2020/12/Amended-and-Re-Stated-MCSW-By-laws-October-2020.pdf>
- In February 2021, members voted in support of revisions to the Social Work Profession Regulation to update and clarify wording and definitions, repeal expired sections and amend and streamline the Continuing Competence Program requirements, which were then ratified by the Province of Manitoba. <https://web2.gov.mb.ca/laws/regs/current/pdf-regs.php?reg=256/2014>

[Revision Highlights](#) include gender-inclusive language and members' legal requirement to include in their signature their highest post-secondary social work degree, their position title *and their professional designation (RSW)*, continue to be available for review.

Pandemic Response

The first case of COVID-19 was announced in Manitoba on March 12, 2020 and the state of emergency went into effect for the province on March 20, 2020. MCSW launched its COVID-19 webpage on March 25, 2020. This ongoing resource provides:

- links to government health orders and information
- guidance to members regarding service delivery during the pandemic, including the [MCSW Electronic Social Work Practice](#) guidance document issued in March 2020
- psychosocial support resources

In response to the pandemic, MCSW established and/or revised policies to ensure flexibility, where possible:

- changes to criminal record check requirements and deadlines
- expedited application process for former members re-entering practice to provide service in response to COVID-19
- temporary electronic social work practice authorization process for social workers registered outside of Manitoba

MCSW maintained close communication with health authorities and other social work and health care regulators and associations as we navigated and shared information related to the pandemic. MCSW joined in national advocacy efforts and called for provincial government action in response to COVID-19:

- [Social Workers and PPE](#) – April 2020
- [Open letter to Premier Pallister](#) – November 2020

Strategic Priority - Regulation of the Profession

The College continues to advocate for government, as an employer, to require registration of eligible provincial employees with social work degrees who are engaged in the practice of social work. There have been ongoing concerns regarding unauthorized use of the title and representation of “social worker” among unregistered practitioners and/or their employers.

- In March 2021, MCSW issued an [Open Letter to the Media](#) highlighting the ongoing public protection concern that the Department of Families does not require regulatory oversight of employees in children welfare who hold social work degrees and are eligible to be registered as social workers

In support of the review and revision of the national Code of Ethics (2005) and Scope of Practice, MCSW has been participating on the Canadian Association of Social Workers (CASW) Code of Ethics, Guidelines for Ethical Practice and Scope of Practice Federation Committee. Social workers across Canada were surveyed for feedback on the updated [CASW Scope of Practice](#), which was released in August 2020. The Code of Ethics revision project is ongoing.

The College issued the following Practice Guidance in 2020 - 2021:

- In May 2020, MCSW issued a [position statement related to conversation therapy](#), prohibiting social workers from engaging in any form of this type of service
- In September 2021, the College provided members with [Guidance on Administering Naloxone](#)

The College continues its active involvement with the Canadian Council of Social Work Regulators (CCSWR). CCSWR is a national organization comprised of all provincial and territorial social work regulators who act as the voice for social work regulatory matters in Canada. Executive Director/Registrar, Barbara (Barb) Temmerman, has been on the Executive Committee of CCSWR since 2016 and continues in the position of Vice-President. As a member of CCSWR, MCSW participates on the CCSWR Anti-Racism Working Group to examine the role of professional regulators in promoting anti-racist social work practice.

Strategic Priority - Reconciliation and Anti-Racism

The College has maintained its ongoing participation with the Winnipeg Indigenous Accord and commitment to priorities identified to implement the Calls to Action outlined in the Truth and Reconciliation Commission of Canada specific to social workers <https://mcsw.ca/wp-content/uploads/2021/05/Winnipeg-Indigenous-Accord-Progress-Report-April-2021.pdf>

This report outlines the recent efforts and actions undertaken by MCSW to advance reconciliation and anti-racist practice and identifies the College’s commitment to establish its 2022 – 2027 Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity and includes:

- Strategies and actions to continue forward on the path to reconciliation
- Strategies and actions to establish a meaningful anti-racism action plan

MCSW issued the following statements/responses in 2020-2021:

- In May 2020, MCSW issued a [joint response to Bill 34 with CASW](#), calling on government to terminate practice of clawing back Children’s Special Allowance from children in care.
- In June 2020, MCSW issued a [Statement in Response to Systemic Racism](#)
- In June 2021, MCSW joined the nation in mourning the devastating and senseless loss of Indigenous children whose remains were discovered on residential school grounds. The College issued a [formal statement and apology](#) for our profession’s role in supporting the implementation of residential schools and engaging in child welfare practices that have resulted in ongoing trauma due to the separation of Indigenous children from their families.
- In June 2021, MCSW [stood together](#) with the Muslim community in sorrow and solidarity at the vigil held at the Grand Mosque to honour three generations of the Afzal family and all those who have experienced Islamophobia and hate.

MCSW acknowledges the many Indigenous members, committee members and board members for their steady support and guidance throughout 2020-2021. Special recognition to Elder Sandy Clayton for his knowledge, generosity and openness in guiding the College along its reconciliation journey.

Strategic Priority - Public Awareness of the Importance of Social Work

The College strives to achieve strong professional identity for the social work profession. The College is directly involved in the advocacy and development of the profession at the national level through its federation partnership with the Canadian Association of Social Workers and close involvement with the CCSWR. MCSW continues its involvement with the the national Intersectoral Committee, which is a committee of the 3 pillars of social work including representatives from CASW, CCSWR and the Canadian Association of Social Work Educators, who work collaboratively to address issues of shared concern and promote a strong social work profession.

MCSW represents and advocates for the profession on an ongoing basis through its regular involvement and communication with accredited/approved social work programs, provincial regulatory bodies, mental health/addiction networks, community advisory committees and government departments.

Additional advocacy/social justice responses in 2020-2021 included:

- May 2020 – MCSW Response to MB Vital Statistics Change in Gender Identification - MB Vital Statistics and Manitoba Human Rights Commission announced changes to gender identification options to include “X”. <https://mcsw.ca/wp-content/uploads/2020/05/MCSW-Response-to-Change-in-Gender-Identification-Options.pdf>
- June 2020 – Open Letter to Police Services and Municipalities – MCSW has invited police services and funding municipalities across MB to collaborate with the College to establish a shared model of services to include social workers on teams within police departments <https://mcsw.ca/wp-content/uploads/2020/06/Open-Letter-to-Police-Services-Municipalities.pdf>

Strategic Priority – Support and Advance Professional Interests

- In support of the 2SLGBTQ+ community, in June 2021, the MCSW Board of Directors established a [Preferred Name Policy](#), recognizing members’ preference to identify themselves by a name other than their legal name.
- The College has focused on the promotion of education/professional development as one of the key professional interests of members. In 2020 - 2021, the College maintained its partnership with Circles for Reconciliation and delivered 10 free webinars to social workers across Canada on topics relating to anti-racism,

reconciliation, diversity and inclusion, pandemic response, social work ethics, mindfulness and compassion, universal basic income and poverty.

- In February 2021, MCSW launched its Social Worker Spotlight feature to celebrate the social work profession and recognize social workers for their service and achievements
- In March 2021, all MCSW Members were awarded the 2021 CASW/MCSW Distinguished Service Award in recognition of social worker who provided services and supported Manitobans during the COVID-19 pandemic

2021 DISTINGUISHED SERVICE AWARD

The 2021 Distinguished Service Award honoured the dedication of Manitoba College of Social Workers (MCSW) Members across the province. With great pride and appreciation, the Canadian Association of Social Workers (CASW) and MCSW presented the 2021 Distinguished Service Award to:

**All MCSW Members who have
Provided Services and Supported
Manitobans during the COVID-19
Pandemic.**

Over this past year, MCSW members have stepped forward in new and challenging ways, highlighting the essential roles and strength of our profession.

Under immense pressure, rising workloads and increased tension, MCSW Members, in all practice settings responded, adapted, advocated, identified opportunities, and rose to the challenges, time and time again.

As an MCSW member, we commend you for your professional service to the over the past year. For your knowledge, your skills, your compassion, your sacrifices, and your professional commitment – we see you, we thank you and we stand beside you!



CASW REPRESENTATIVE'S REPORT

The Canadian Association of Social Workers (CASW) is a national voice for social workers and has evolved over the years as a federation comprised of 10 provincial and territorial partner organizations. We are very pleased to welcome the Ontario Association of Social Workers back to CASW.

Each province and territorial partner appoints one member to the CASW Board. The Board of Directors determines and oversees general and financial policies working from a National and International perspective. CASW participates internationally through our partnerships with the International Federation of Social Workers (IFSW) which is the global body for the profession of social work. IFSW is comprised of 144 professional social work associations representing over 3 million social workers and its headquarters is located in Switzerland.

This year's National Social Work Month Theme, "Social Work is Essential" clearly resonated with our partners. I was particularly proud of MCSW's choice to honour all MCSW Members who had provided services and supported Manitobans during the COVID-19 Pandemic. They are very deserving of the CASW Distinguished Service Award for 2021.

As with all organizations, COVID-19 forced change in CASW operations and priorities. Although we were unable to meet in person, with the support of Senators Wanda Thomas Bernard, Margaret Dawn Anderson and Nancy Hartling, all social workers, we were able to assist in delivering two webinars that focused on ideas, people, and places that inspired them in their careers and to celebrate and honour the work of social workers. Numerous webinars continue and CASW supports provincial partners across Canada in their delivery of continuing education for their membership.

CASW Scope of Practice Statement 2020 and the accompanying roles and responsibilities within the scope of practice appendix went through an extensive consultation and review process. CASW gives special thanks to the over 1000 social workers that offered their time, perspectives, and expertise to the revision process. Work on the Code of Ethics continues and in person consultation will take place in the near future with a finished product in two years.

A memorandum of understanding was signed with the Association of Black Social Workers and CASW continues with the collaboration on a project on Social Work and Black Canadians (Past and Future).

CASW has supported policy change and social justice advocating through efforts with the Universal Basic Income Guarantee and a brief to the House of Commons Standing Committee on Justice and Human Rights Bill C-6 an act to amend the Criminal Code (Conversion Therapy).

CASW sponsored an Indigenous Youth Services Evaluation, a project led by the Assembly of 7 Generations and supported by the Child Welfare League of Canada. CASW also sponsored the Touchstone Dialogue Series hosted by the First Nations Child and Family Caring Society of Canada and the National Indian Child Welfare announcement.

I have only touched on a few of the projects and ongoing work of CASW. For further information please see the Annual Report 2020-2021 located at <https://www.casw-acts.ca>.

CASW says goodbye to Manitoba's Jan Christianson-Wood as she completes her year as past president. Jan has held a variety of roles on the board and will be deeply missed.

A reminder that MCSW members can receive CASW Media Monitoring Services, a daily email service of National news relative to the social work profession, as well as access to a national group insurance and the private practice portal.

I am truly honored to be a part of the CASW Board and continue to represent Manitoba College of Social Workers.

Respectfully, *Darlene MacDonald MSW, Non Practicing MCSW Member*

REGISTRATION COMMITTEE REPORT

The 2020 - 2021 members of the Registration Committee included: Joshua Van Mulligen (Chair), Lee Anne Deegan, Clare McArton, Shannon Maclaren, Edith Kovacs, Jacqueline Shortridge, Calistus Ekenna, Jennifer Hedges, Paula Ediger and Darin Hovius (Board Member). Many thanks to MCSW Manager of Registration and Professional Practice, Richard Lavoie, who does a wonderful job of helping this Committee run smoothly. One noticeable change from this past year has seen the development and increase of Electronic Social Work Practice (ESWP), which has allowed for clients to have registered social work services through virtual platforms. Truly remarkable how these unprecedented times have caused for shifts in how social work services are provided in Manitoba.

The role of the Registration Committee is to provide advice or recommendations to the Registrar regarding applications for membership with the College by applicants. The Committee may be called upon to review an application to consider recommendations of approval, denial or approval with conditions/limitations on the applicant's Certificate of Practice. The Committee may also provide advice or recommendations to the Registrar relating to concerns regarding past or present conduct that may impact the applicant's ability to practice safely, competently and ethically. When an applicant has had previous disciplinary action or breaches of standards of social work practice, the Committee may offer recommendations of conditions, limitations, further learning opportunities or recommend that the application not be approved based on the presenting concerns. The core function of these actions are designed to protect the public. The Registration Committee has spent time this year advising the Registrar regarding several Substantial Equivalency applications for membership with the College. The Committee remains committed to upholding high standards regarding membership with the College and remains dedicated to promoting membership of potential social workers with the MCSW.

MCSW membership as of March 31, 2021 (with comparison data from 2020):

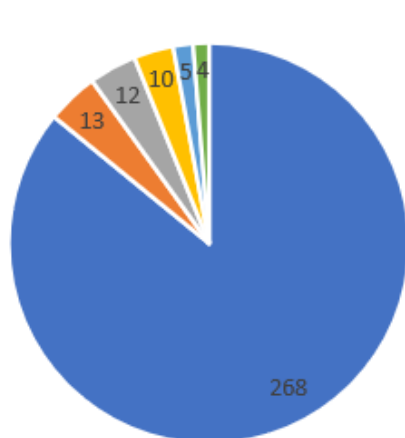
March 31, 2020	March 31, 2021
Practicing: 2075	Practicing: 2207
Non-Practicing: 195	Non-Practicing: 219
Students: 182	Students: 188
Corporation: 1	Corporation: 2
Total Members: 2453	Total Members: 2616

My sincere thanks to the Registration Committee members for making time to serve our profession by taking part in this Committee. I look forward to another year of learning, valuable dialogue, and promoting the social work profession.

Joshua Van Mulligen, MSW, RSW
Registration Committee Chair

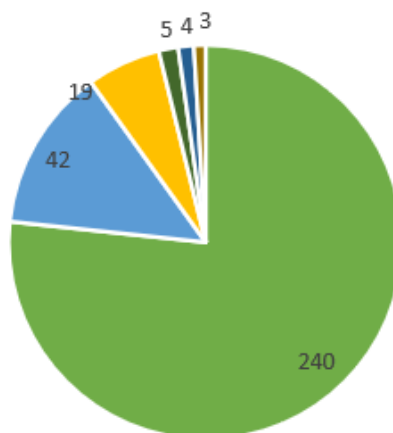
Applicant Type

- BSW/MSW from Canada
- BSW/MSW Outside of Canada and USA
- Canadian Substantial Equivalency
- RSW From Another CDN Jurisdiction
- International Substantial Equivalency
- BSW/MSW from USA

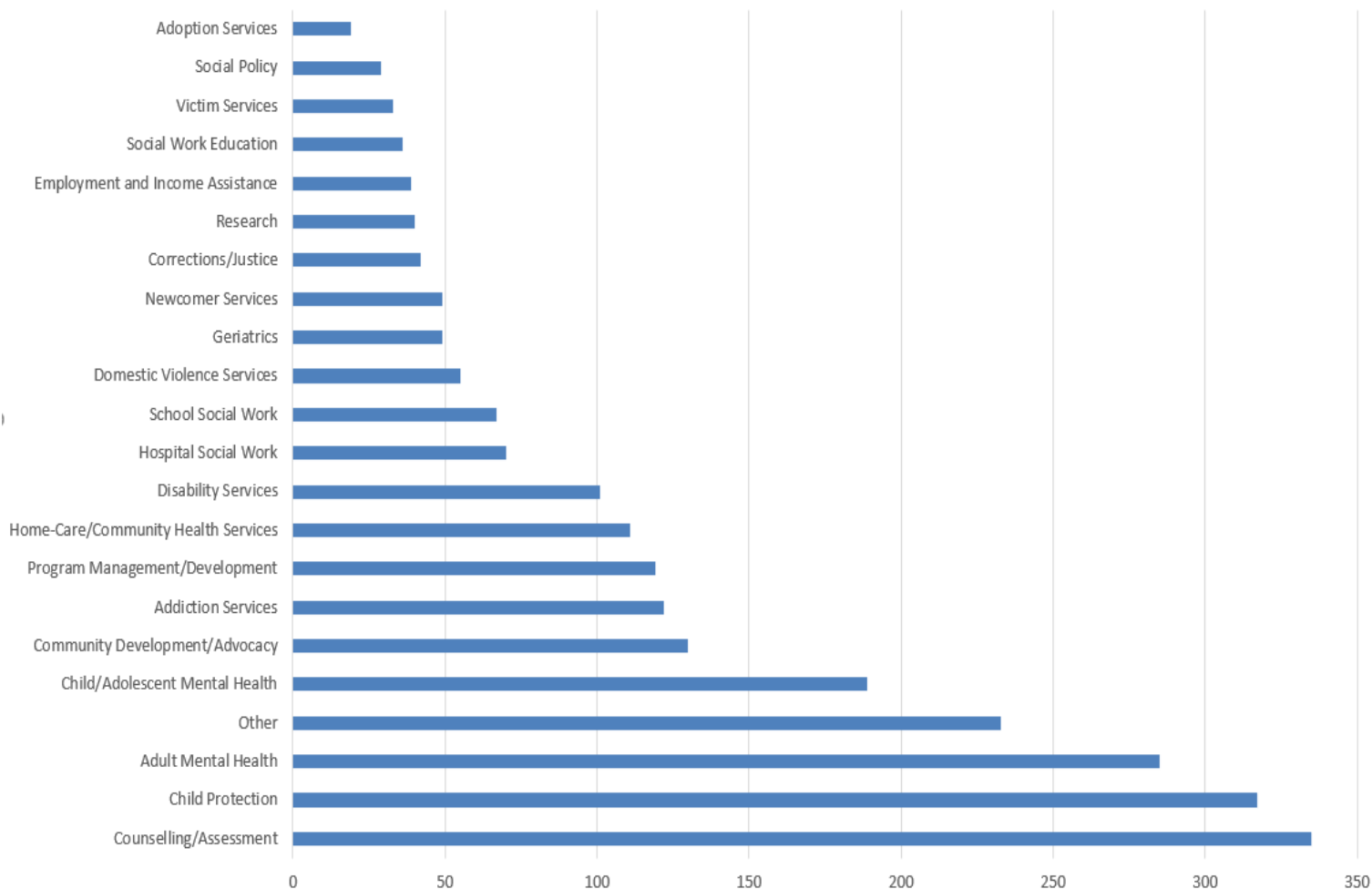


Applicant Status

- Approved by Registrar
- Expired
- Active
- Voluntarily Withdrawn
- Not Approved
- Awaiting ASWB Exam



Members Primary Practice Areas



Note: Some members submit more than one practice area

CONTINUING COMPETENCE PROGRAM COMMITTEE REPORT

The purpose of the Continuing Competence Program (CCP) is to promote excellence in social work practice and support the continual development of professional competence throughout Social Workers' careers. The CCP Committee has been working hard in carrying out its role since it was established by the Board in August 2015. We would like to thank the 2020-2021 members of the committee: Vicki Verge Burgess (Chair), Stacie Karlowsky (Co-Chair), Karole Ducharme, Christine Richardson, Kara Moss, Gloria Dixon, Jodi Phipps, Nathan Gerbrandt, and Manager of Registration and Professional Practice, Richard Lavoie. Also, welcome new members Roy Hardie, Ashley Vandepoele, and Tara-Lee Procter (Maciuszonek). The College would like to acknowledge the hard work and dedication of outgoing Committee members Gloria Dixon, Vicki Verge Burgess, and Kara Moss. Their years of commitment and dedicated service to the CCP Committee is deeply valued and appreciated.

The Committee spent time over the last year making recommendations associated with amendments to Part 3 of the Social Work Regulations. We are pleased that these revisions were approved by the government. These amendments allowed the CC Program to modify the timelines for Members reporting requirements. These changes can be found on the CCP tab on the College website, <https://mcsw.ca/continuing-competence-program/>

Over the last year the CCP Committee continued work on the legislated requirement for an audit process. This will be Phase 3 of the Continuing Competency Program and more information will be communicated to Members when this phase is ready to be implemented.

The Committee has gathered educational material and workshop contacts that can be located on the MCSW website, listed under the heading as Free Learning Activities, https://mcsw.ca/continuing-competence-program/#page_1277

MCSW delivered 10 free webinars over the past year. Topics included Anti-Racism, Mindfulness and Compassionate Practice, Basic Universal Income, Revision to Social Work Profession Regulation, Ethical Decisions in Social Work, Child & Family Poverty, Panel discussions on Impact of the Pandemic on Social Work Practice and Working Toward an Anti-Racist Society.

We look forward to continuing the important work of the CCP Committee.

Respectfully,

Stacie Karlowsky, MSW, RSW

Continuing Competence Program Committee Chair



COMPLAINTS COMMITTEE REPORT

The Complaints Committee would like to acknowledge the hard work and dedication of its members: Co-Chairs Beatrice Campbell and Karen Kyliuk and members, Jennifer Dunsford (public representative), Wil Hedges (public representative), Gayle Hryshko, Bonnie Kocsis, Allison Groening, Ruby Garand, and Corey Wilson (public representative).

A very special thank you to Karen Kyliuk who is finishing her co-chair term with us. Thank you for keeping the Committee on track and organized and sharing all your expertise and for the countless hours you have volunteered to support the work of the College.

Thank you to Wil Hedges whose term is also ending this year. Wil has been a long standing member of the Committee and we appreciate your knowledge and insight and commitment to the important work of professional regulation.

The Social Work Profession Act (SWPA) allows any person to submit a complaint about a regulated member. When a complaint is received and jurisdiction is confirmed, it is referred to the Complaints Committee (Committee). The Committee carefully evaluates the member’s professional conduct against the SWPA and Regulation including the requirement to adhere to the MCSW Code of Ethics, the MCSW Standards of Practice and the Standards for Technology in Social Work Practice.

The Committee is responsible for deciding which complaints may be resolved via informal resolution or will be investigated.

Based upon the investigation findings the Committee decides on the following actions: to dismiss the complaint, to mediate the matter, to enter into an agreement with the member (i.e. may involve additional training, supervision or other practice remediation), to censure the member, to accept the member’s voluntary surrender of registration or to refer the complaint to the Inquiry Committee for an Inquiry Hearing and a binding decision.

The Committee is pleased that the College has been able to contract with additional complaints investigators resulting in a more timely response and resolution to complaints. The Committee will continue to meet regularly to support the profession’s integrity and advancement.

Respectfully,
Beatrice Campbell, BSW, RSW
Karen Kyliuk, BSW, RSW &
Co-Chairs of the Complaints Committee

Complaints: April 1, 2020 to March 31, 2021	
No Jurisdiction (not a regulated member)	14
Dept of Families:	
Child & Family Services.....	10
Employment & Income.....	2
Mental Health Services.....	2
Complaint left Incomplete by Complainant	9
New Complaints	16
Investigator Appointed Pursuant to s.30(2)	16
Of those Directed for Investigation:	
Dismissed* s.31(1)(b)	3
Agreement s.31(1)(f)	0
Censure s.31(1)(d)	0
Referred to Inquiry Committee s.31(1)(a)	0
Investigation in progress as of March 31	13
Complaint Committee Decision Appealed	3
Appeal Panel Upheld Decision.....	2
Appeal Panel Directed Different Decision.....	0
Appeal Not Yet Completed.....	1

INQUIRY COMMITTEE REPORT

The Manitoba College of Social Workers (MCSW) Inquiry Committee has the legislative responsibility under The Social Work Profession Act (the Act), Social Work Profession Regulation and the MCSW Bylaws to hold disciplinary hearings related to current and former members of MCSW.

The Inquiry Committee is established by the Board to fulfill the College's legislated responsibility to hold disciplinary hearings. The Complaints Committee may refer allegations of professional misconduct against members or former members to the Inquiry Committee for a formal hearing and a binding decision. Members of the Committee for the 2020 to 2021 registration year included Arliss Kurtz (Chair), Adam Chrobak (public representative), Meeka Kiersgaard, Regan Spencer, Kara Moss, Misty Bousquet, Meredith Mitchell (public representative).

The Inquiry Committee heard 2 inquiries this fiscal year. Both decisions have been posted to the MCSW website, located here: <https://mcsw.ca/complaints-conduct/>

I would like to thank my colleagues on the Committee for their continued commitments and to the College staff and legal counsel for their ongoing support.

*Arliss Kurtz, MSW, RSW
Inquiry Committee Chair*

BY-LAW COMMITTEE REPORT

The By-Law Committee was established by the Board of Directors in February 2017. Members of the committee for the 2020 – 2021 year included: Sabine Bures (Chair), Janice Christianson-Wood, Wil Hedges, and Barbara Temmerman (Executive Director/Registrar).

From 2017 – 2020, the Committee completed a full review of the MCSW By-Law including the drafting of amendments to ensure the By-Law reflected the College's policies, procedures and operations and aligned with *The Social Work Profession Act* and Social Work Profession Regulation ("the Regulation").

Members voted and approved proposed amendments to the By-Law in 2020, resulting in the current version of the [Amended and Restated By-Law of the Manitoba College of Social Workers](#).

The Committee subsequently reviewed the Regulation and made recommendations for revision to the Department of Families. In 2021, the Province of Manitoba drafted amendments to the Regulation to update and clarify wording and definitions, repeal expired sections and amend and streamline the Continuing Competence Program requirements. [Regulation Revisions Highlights](#) continue to be available for review by members.

In February 2021, members voted in favour of these proposed amendments, which were then ratified by the Province of Manitoba, resulting in the current version of the [Regulation](#).

I'd like to take this opportunity to thank my Committee partners for all the time, effort and commitment that went into completing this important work on behalf of the College. Thank you!

*Sabine Bures, MSW, RSW
By-Law Committee Chair*

STANDARDS AND ETHICS COMMITTEE REPORT

In 2020, the MCSW Board of Directors established the Standards and Ethics Committee for the purpose of:

- conducting reviews of currently established/adopted Standards of Practice, Code of Ethics and any other practice directives issued by the College
- proposing additions, deletions and/or revisions to the Standards of Practice, Code of Ethics and any other practice directives, for consideration by the Board
- developing new practice standards, code of ethics and practice directives for consideration by the Board

Members of the 2020-2021 committee include Hai Luo, Gwendolyn Kydd, Kerri Chomenchuk, Megan Ferguson, Ruth BZ Thomson, Barbara Balshaw-Dow and Pamela Jackson.

This committee is currently considering the review, revision and establishment of new private practice standards and guidelines. An additional priority is to provide feedback to the Canadian Association of Social Workers on the national Code of Ethics, which are currently under review.

The College appreciates the generosity of members who have volunteered their time and expertise to participate on this committee.

Gwendolyn Kydd, BSW, RSW
Committee Chairperson

NOMINATING COMMITTEE REPORT

The Nominating Committee of the Manitoba College of Social Workers is pleased to announce the following acclaimed and continuing members of the 2021-2022 Board of Directors:

Acclaimed Members:

Michaela Cardamone, Student Representative (Capital Region)
Salina Dookheran, Member Representative (Capital Region)
Rikki Fontaine, Member Representative (Capital Region)
Darin Hovius, Member Representative (Capital Region)
Eye of the Storm, Kaysi Katchmar, Member Representative (Northern Region)
Hai Luo, Member Representative (Capital Region)
Sherry Ritchot, Public Representative (Capital Region)
Tricia VanDenakker, Public Representative (Capital Region)
Buetta Warkentin, Member Representative (Southern Region)

Continuing Members:

Isaac Anshah, Public Representative (Capital Region)
Beatrice Campbell, Member Representative (Capital Region)
Mary Heard, Member Representative (Southern Region)
Voula Karlaftis, Public Representative (Capital Region)
Darlene MacDonald, Member Representative (Capital Region)
Tara-Lee Procter (Masciuszonek), Member Representative (Interlake/Eastern Region)

Respectfully submitted on behalf of the Nominating Committee:

Janice Christianson-Wood, BSW, MSW, RSW

Tara-Lee Procter (Masciuszonek), BSW, RSW

Voula Karlaftis, BA(HONS), LLB

2020-2021 COMMITTEE MEMBERS

By-Law Committee

Sabine Bures (Chair)
Jan Christianson-Wood
Wil Hedges

Complaints Committee

Beatrice Campbell (Co-Chair)
Karen Kyliuk (Co-Chair)
Jennifer Dunsford
Ruby Garand
Allison Groening
Wil Hedges
Bonnie Kocsis
Kim Morrison
Corey Wilson

Continuing Competency Committee

Stacie Karlowsky (Chair)
Gloria Dixon
Karole Ducharme
Nathan Gerbrandt
Roy Hardie
Kara Moss
Jodi Phipps
Tara-Lee Procter (Maciuszonek)
Christine Richardson
Ashley Vandepoele
Vicki Verge

Finance Committee

Adam Chrobak (Treasurer)
Florette Giasson
Mary Heard

Inquiry Committee

Arliss Kurtz (Chair)
Misty Bousquet
Adam Chrobak

Meeka Kiersgaard
Meredith Mitchell
Kara Moss
Regan Spencer

Nominating Committee

Janice Christianson-Wood
Voula Karlaftis
Tara-Lee Procter (Maciuszonek)

Registration Committee

Joshua Van Mulligen (Chair)
Lee Anne Deegan
Gloria Dixon
Paula Ediger
Calistus Ekenna
Jennifer Hedges
Darin Hovius
Edith Kovacs
Shannon Maclaren
Clare McArton
Jacqueline Shortridge

Anti-Racism Working Group

Isaac Ansah
Beatrice Campbell
Mary Heard
Gwen Kydd
Voula Karlaftis

Standards and Ethics Committee

Barbara Balshaw-Dow
Kerri Chomenchuk
Megan Ferguson
Pamela Jackson
Gwen Kydd
Hai Luo
Ruth BZ Thomson

Thank You

Manitoba College of Social Workers
Financial Statements
March 31, 2021

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, 2021, 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, 2021, 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.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. The annual report is expected to be made available to us after the date of the auditor's report. If, based on the work we will perform on this other information, we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

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

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

ACCOUNTING > CONSULTING > TAX

TRUE NORTH SQUARE

242 HARGRAVE STREET, SUITE 1200, WINNIPEG MB, R3C 0T8

1.877.500.0795 T: 204.775.4531 F: 204.783.8329 MNP.ca

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

September 16, 2021

MNP LLP

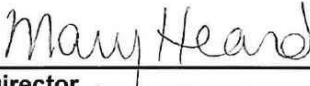
Chartered Professional Accountants

Manitoba College of Social Workers Statement of Financial Position

As at March 31, 2021

	2021	2020
Assets		
Current		
Cash	853,820	819,715
Accounts receivable	3,900	150
Internally restricted investments (Note 3)	1,037,103	702,978
Prepaid expenses and deposits	3,636	3,631
	1,898,459	1,526,474
Capital and intangible assets (Note 4)	62,409	70,909
	1,960,868	1,597,383
Liabilities		
Current		
Accounts payable and accruals (Note 5)	32,890	21,049
Deferred contributions (Note 6)	812,408	790,905
	845,298	811,954
Net Assets		
Unrestricted	78,467	82,451
Internally restricted (Note 7)	1,037,103	702,978
	1,115,570	785,429
	1,960,868	1,597,383

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 Revenue and Expenses

For the year ended March 31, 2021

	2021	2020
<hr/>		
Revenue		
Memberships	904,349	835,980
Grant revenue	11,944	-
Advertising income	5,600	7,765
Education	4,825	37,775
Interest income	4,764	9,285
	<hr/>	<hr/>
	931,482	890,805
<hr/>		
Expenses		
Administrative	3,031	2,735
Advertising	6,674	7,552
Amortization	15,284	16,628
Bank charges and interest	23,325	23,044
Computer	-	260
Furniture and equipment	4,459	5,436
Insurance	5,896	4,698
Legal fees	57,510	71,614
Meetings	516	40,986
Membership fees	80,665	79,187
Miscellaneous	300	173
Office expense	33,791	34,426
Professional development (recovery)	(371)	3,388
Professional fees	25,746	22,680
Program development	2,085	-
Rent	32,242	31,178
Salaries and benefits	496,326	447,847
Social work week	50	273
Telephone	4,500	5,030
Training and education	511	1,663
Travel	13	13,058
	<hr/>	<hr/>
	792,553	811,856
<hr/>		
Excess of revenue over expenses before other items	138,929	78,949
<hr/>		
Other items		
Interest and dividend income	31,733	23,602
Gain (loss) on disposal of marketable securities	6,258	(7,214)
Investment management fees	(9,918)	(8,576)
Unrealized gain/(loss) on investments	156,052	(66,487)
Cost recovery (investigation)	7,087	4,495
	<hr/>	<hr/>
	191,212	(54,180)
<hr/>		
Excess of revenue over expenses	330,141	24,769
<hr/>		

The accompanying notes are an integral part of these financial statements

Manitoba College of Social Workers
Statement of Changes in Net Assets

For the year ended March 31, 2021

	<i>Unrestricted</i>	<i>Internally restricted</i>	2021	2020
Net assets, beginning of year	82,451	702,978	785,429	760,660
Excess of revenue over expenses	146,016	184,125	330,141	24,769
Transfer between funds (Note 7)	(150,000)	150,000	-	-
Net assets, end of year	78,467	1,037,103	1,115,570	785,429

The accompanying notes are an integral part of these financial statements

Manitoba College of Social Workers
Statement of Cash Flows
For the year ended March 31, 2021

	<i>2021</i>	<i>2020</i>
<hr/>		
Cash provided by (used for) the following activities		
Operating		
Excess of revenue over expenses	330,141	24,769
Amortization	15,284	16,628
Loss (gai) on disposal of marketable securities	(6,258)	7,214
Unrealized (gain)/loss on investments	(156,052)	66,487
	<hr/>	<hr/>
	183,115	115,098
Changes in working capital accounts		
Accounts receivable	(3,750)	450
Prepaid expenses and deposits	(5)	(877)
Accounts payable and accruals	11,840	(4,638)
Deferred contributions	21,503	53,305
	<hr/>	<hr/>
	212,703	163,338
Investing		
Purchase of capital and intangible assets	(6,784)	(5,057)
Purchase of marketable securities investments	(171,814)	(40,025)
	<hr/>	<hr/>
	(178,598)	(45,082)
Increase in cash resources	<hr/>	<hr/>
	34,105	118,256
Cash resources, beginning of year	<hr/>	<hr/>
	819,715	701,459
Cash resources, end of year	<hr/>	<hr/>
	853,820	819,715

The accompanying notes are an integral part of these financial statements

Manitoba College of Social Workers Notes to the Financial Statements

For the year ended March 31, 2021

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.

Capital and intangible assets

Purchased capital and intangible assets are recorded at cost. Contributed capital and intangible assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the declining balance and straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

	Method	Rate
Computer equipment	declining balance	30 %
Office equipment	declining balance	20 %
Leasehold improvements	straight-line	10 years
Member database	declining balance	20 %

Long-lived assets

Long-lived assets consists of capital and intangible assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The College performs impairment testing on long lived assets held for use whenever events or changes in circumstances indicate that the carrying value of an asset, or group of assets, may not be recoverable. Impairment losses are recognized when undiscounted future cash flows from its use and disposal are less than the asset's carrying amount. Impairment is measured as the amount by which the asset's carrying value exceeds its fair value. Any impairment is included in operations for the year.

2. Significant accounting policies *(Continued from previous page)*

Leases

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized on a declining balance basis, over their estimated useful lives. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

An arrangement contains a lease where the arrangement conveys a right to use the underlying tangible asset, and whereby its fulfillment is dependent on the use of the specific tangible asset. After the inception of the arrangement, a reassessment of whether the arrangement contains a lease is made only in the event that:

- there is a change in contractual terms;
- a renewal option is exercised or an extension is agreed upon by the parties to the arrangement;
- there is a change in the determination of whether the fulfillment of the arrangement is dependent on the use of the specific tangible asset; or
- there is a substantial physical change to the specified tangible asset.

Revenue recognition

The College follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership, education, advertising, grant and miscellaneous revenues are recognized in the fiscal year it relates and when collection is reasonably assured. Interest and other income is recognized as revenue when earned.

investment income is recognized as revenue when earned.

Measurement uncertainty (use of estimates)

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 amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital and intangible assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues and expenses in the periods in which they become known.

Manitoba College of Social Workers
Notes to the Financial Statements
For the year ended March 31, 2021

2. Significant accounting policies (Continued from previous page)

Financial instruments

The College recognizes its financial instruments when the College becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the College may irrevocably elect to subsequently measure any financial instrument at fair value. The College has not made such an election during the year.

The College subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market are subsequently measured at cost less impairment. All other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess of revenues over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Financial asset impairment

The College assesses impairment of all of its financial assets measured at cost or amortized cost. The College groups assets for impairment testing when no asset is individually significant, etc. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the College determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the College reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenues over expenses.

The College reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess of revenues over expenses in the year the reversal occurs.

3. Internally restricted investments

	<i>Fair value</i> 2021	<i>Cost</i> 2021	<i>Fair value</i> 2020	<i>Cost</i> 2020
Marketable securities	1,030,002	937,477	689,943	779,153
Cash held in investment portfolios	2,353	2,353	9,009	9,009
Accrued interest	4,748	4,748	4,026	4,026
	1,037,103	944,578	702,978	792,188

Manitoba College of Social Workers

Notes to the Financial Statements

For the year ended March 31, 2021

4. Capital and intangible assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2021 Net book value</i>
Computer equipment	24,895	13,666	11,229
Office equipment	10,423	5,396	5,027
Leasehold improvements	21,632	9,499	12,133
Member database	59,063	25,043	34,020
	116,013	53,604	62,409

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2020 Net book value</i>
Computer equipment	18,112	10,307	7,805
Office equipment	10,423	4,140	6,283
Leasehold improvements	21,632	7,336	14,296
Member database	59,063	16,538	42,525
	109,230	38,321	70,909

5. Accounts payable and accruals

	<i>2021</i>	<i>2020</i>
Accounts payables and accruals	8,599	11,615
Accrued wages payable	24,291	9,434
	32,890	21,049

6. Deferred contributions

Deferred contributions consists of membership fees received in advance of the year for which they relate.

	<i>2021</i>	<i>2020</i>
Balance, beginning of year	790,905	737,600
Amount received during the year	812,408	790,905
Less: Amounts recognized as revenue during the year	(790,905)	(737,600)
Balance, end of year	812,408	790,905

7. Internally restricted net assets

The College has a reserve policy with the following targets:

- Operating reserve fund of 25% of the annual operating budget
- Legal reserve fund of \$1,000,000
- Capital investment fund based on projected capital expenditures identified by the Board

As at March 31, 2021, the internally restricted fund is \$1,037,103 (2020 - \$702,978). During the year, \$150,000 was transferred from the unrestricted fund to the internally restricted fund to meet the reserve fund targets.

Manitoba College of Social Workers Notes to the Financial Statements

For the year ended March 31, 2021

8. Commitments

The College has entered into various lease agreements with estimated minimum annual payments as follows:

2022	31,018
2023	29,538
2024	26,413
2025	26,413
2026	25,405
	<hr/>
	138,787

9. Financial instruments

The College, as part of its operations, carries a number of financial instruments. It is management's opinion that the College is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market conditions and interest rates. A portion of the College's investments are held in fixed-income securities and accordingly the value of those securities will be impacted by changes in interest rates.

Foreign exchange risk

Foreign exchange risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The College is exposed to foreign exchange risk since it holds a portion of its investments in U.S. and global securities.

Other price risk

Other price risk is the potential for price changes resulting from volatility in equity markets. The College's investments in equity securities and corporate bonds exposes the College to other price risk as these investments are subject to price changes in an open market due to a variety of reasons including changes in market rates of interest, general economic indicators and restrictions on credit markets.

10. Significant event

In March 2020, there was a global outbreak of COVID-19 (coronavirus), which has had a significant impact on businesses and not-for-profit organizations through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations, isolation/quarantine orders and on the College's ability to hold fundraising events.

At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the College as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus. While the extent of the impact is unknown, we anticipate this outbreak may cause reduced levels of memberships to the College over an undetermined period of time and may have a significant impact on the College's ability to hold education events for the foreseeable future.

Social Work is

Essential