

Manitoba
College of
Social
Workers



ANNUAL REPORT
2021-2022

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MANITOBA COLLEGE OF SOCIAL WORKERS

ANNUAL GENERAL MEETING

OCTOBER 6, 2022 12:00 PM

Virtual Meeting

AGENDA

1. Welcome and Opening Remarks
2. Call to Order
3. Verification of Quorum
4. Notice of Meeting
5. Approval of the Agenda
6. President's Report
7. Minutes of the 2021 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 2021/2022 Board and Committee Members
14. New Business

Adjournment

**Minutes of the Annual General Meeting of the
Manitoba College of Social Workers
Thursday, October 7, 2021
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 welcomed and acknowledged.

Knowledge Keeper, Clayton Sandy, a member of Sioux Valley Dakota First Nation in Southwestern Manitoba was welcomed. Clayton is a respected elder, cultural advisor and community activist committed to educating the next generation about Indigenous Peoples.

2. CALL TO ORDER

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

President, Mary Heard, opened the meeting.

In accordance with the By-Laws of the College, all votes on matters 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 was 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 August 23, 2021. A copy of such Notice with proof of service is to be filed with the minutes of this meeting.

The first motion proposes to dispense with the reading of the Notice:

“BE IT RESOLVED THAT:

The reading of Notice of this meeting is dispensed with.”

Moved by **Darlene MacDonald** and seconded by **Beatrice Campbell**. CARRIED.

5. APPROVAL OF AGENDA

The agenda was delivered to all members electronically on August 23, 2021 and provided in a more detailed format in the Annual Report circulated on September 29, 2021.

The Annual Report is available on the MCSW website and is linked in the references section on the virtual platform.

Motion to approve the agenda:

**“BE IT RESOLVED THAT:
The agenda is approved as presented.”**

Moved by **Alexander Sawatsky** and seconded by **Kaysi Katchmar**. CARRIED.

6. PRESIDENT’S REPORT

President, Mary Heard, highlighted several categories depicting the accomplishments of the College over the past year.

Governance and Legislation:

- The use of technology for voting became very important as a result of the pandemic
- By-Laws required revision to allow for advance and electronic voting
- Social work regulations required updates to streamline processes, including the Continuing Competence Program
- Gender-inclusive language and legal requirements for use of RSW in professional signatures was added

The College’s Pandemic Response:

- The College launched its COVID-19 webpage linking social workers to important government health orders and information
- Social work practice guidance was provided considering the need for different service deliveries and the Electronic Social Work Practice guidance document was issued
- The College website linked social workers to psychosocial support resources
- The College revised its policies to ensure flexibility where possible, to ensure membership could continue registering, renewing and working during the pandemic

The 4 Strategic Priorities:

1. Regulation of the Profession
2. Reconciliation and Anti-Racism
3. Public Awareness of the Importance of Social Work
4. Support and Advancement of Professional Interests

“BE IT RESOLVED THAT:

The President’s Report is accepted as presented.”

Moved by **Florette Giasson** and seconded by **Rikki Fontaine**. CARRIED.

7. MINUTES OF THE 2020 ANNUAL GENERAL MEETING

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

“BE IT RESOLVED THAT:

The reading of the minutes of the AGM held on October 21, 2020 be dispensed with; and the said Minutes are approved as presented.”

Moved by **Hai Luo** and seconded by **Darin Hovius**. 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 **Salina Dookheran** and seconded by **Jan Christianson-Wood**. CARRIED.

10. PRESENTATION OF FINANCIAL STATEMENTS

Copies of the financial statements were distributed as part of the Annual Report.

Jeff Eckstein of MNP, Chartered Professional Accountants, reported on the audit including the College’s Financial Statements for the period ending March 31, 2021. 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 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.

Jeff Eckstein reviewed the financial statements available in the Annual Report.

A question was asked if the annual fees will increase in 2022. Barb Temmerman responded that fees will not

increase in 2022, but the Strategic Plan will guide the programs and fees for 2023.

A question was asked if the membership income included Practicing and Non-Practicing fees. Barb Temmerman confirmed that yes it includes both as well as Student membership fees.

Thank you to the Finance Committee and MNP for their work on the MCSW finances.

11. APPOINTMENT OF AUDITOR

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.”

Moved by **Adam Chrobak** and seconded by **Sherry Lyn Lam**. CARRIED.

12. ANNOUNCEMENT OF BOARD OF DIRECTORS OF THE COLLEGE

On behalf of the Nominating Committee, the following Directors have been acclaimed to the Board:

- i. **MICHAELA CARDAMONE, Student Representative**
- ii. **SALINA FUKUMOTO, Member Representative**
- iii. **RIKKI FONTAINE, Member Representative**
- iv. **DARIN HOVIUS, Member Representative**
- v. **EYE OF THE STORM, KAYSI KATCHMAR, Member Representative**
- vi. **HAI LUO, Member Representative**
- vii. **SHERRY RITCHOT, Public Representative**
- viii. **TRICIA VANDENAKKER, Public Representative**
- ix. **BUETTA WARKENTIN, Member Representative**

13. THANK YOU TO CONTINUING AND OUTGOING MEMBERS OF THE BOARD OF DIRECTORS

In addition to those acclaimed or appointed at this AGM, the following members of the Board of Directors will continue ongoing terms for the 2021-2022 year:

**ISAAC ANSAH
BEATRICE CAMPBELL
VOULA KARLAFTIS
DARLENE MACDONALD
TARA-LEE PROCTER (MACIUSZONEK)**

The following outgoing members were acknowledged for their contributions:

**JANICE CHRISTIANSON-WOOD
ADAM CHROBAK
FLORETTE GIASSON
WIL HEDGES**

**KEVIN (LEO) JACINTO FLORES
GWENDOLYN KYDD
ALEXANDER SAWATSKY
VICKI VERGE BURGESS**

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
STANDARDS AND ETHICS COMMITTEE
FINANCE COMMITTEE
NOMINATING COMMITTEE**

THANK YOU TO STAFF

The President, on behalf of the board, the membership and the public, thanked the staff for the work accomplished.

14. NEW BUSINESS

Items for new business were to be submitted to the College by September 7, 2021 and there were no submissions received. All of the business for which this meeting was called has therefor been attended to.

15. ADJOURNMENT

Since the College was unable to offer an in-person Education Event this year due to the ongoing pandemic, a number of webinars will be hosted this fall. On October 14, Cindy Blackstock will speak about Systemic Racism and Reconciliation. Webinars to learn more about the MCSW Ethical Decision-Making Framework will be offered in October and November. Information and registration for these events are available on the MCSW website. Members were encouraged to participate.

The meeting was declared adjourned at 12:47 PM.

2021-2022 Manitoba College of Social Workers Board of Directors:

Executive Committee

President: Mary Heard, Member Representative (Southern Region)

Vice President: Tara-Lee Procter (Maciuszonek), Member Representative
(Interlake-Eastern Region)

Secretary: Salina Fukumoto, Member Representative (Capital Region)

Treasurer: Tricia VanDenakker, Public Representative (Capital Region)

Member at Large: Sherry Ritchot,
Public Representative (Capital Region)

CASW Representative: Darlene MacDonald,
Member Representative (Capital Region)

Member Representatives

Beatrice Campbell (Capital Region)

Rikki Fontaine (Capital Region)

Darin Hovius (Capital Region)

Eye of the Storm, Kaysi Katchmar (Northern Region)

Hai Luo (Capital Region)

Buetta Warkentin (Southern Region)

Public Representatives

Isaac Ansah (Capital Region)

Voula Karlaftis (Capital Region)

Student Representative

Michaela Cardamone (Capital Region)

JOINT MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR/REGISTRAR



The 2022 theme for Social Work Month was “Social Work is Essential – In Critical Demand”. The essential role, strength and resilience of the social work profession has been highlighted over the last two years. Social workers modified their practice, accepted expanded roles, and adapted to respond to difficult systemic issues. Social workers raised their voices against systemic inequity and racism - advocating for change at every level. Under immense pressure, rising workloads and increased tension, Social Workers in all settings took action, advocated, identified opportunities, and rose to the challenge.

We are grateful to be part of the Manitoba College of Social Workers and the many phases of growth and change the College has gone through and continues to go through. The first phase of the work of the College focused on “building the walls” and developing the programs and processes necessary in the transition from MIRS. Over the years, the College has continued to grow, refine policies and processes and identify opportunities for further development. As we prepare to begin the work that will be guided by the next 5-year strategic plan, the College will maintain its primary mandate to ensure that the public receives high quality social work services. MCSW is committed to the development of a Strategic Plan with an Indigenous and anti-racist lens that incorporates the principles of reconciliation, equity, diversity and inclusion. We look forward to identifying new and enhanced ways to increase our engagement with members and with the public, raising awareness of the importance of the profession of social work and building relationships to enhance the work of the College.

As one of largest professional regulatory bodies in the province Manitoba, we are proud to be among the over 2700 members of the Manitoba College of Social Workers. We are inspired by the passion, dedication and essential social work services being provided by members across Manitoba. We extend our sincere appreciation for the hard work and commitment of the Board of Directors, committees members, volunteers and College staff, and for the support of elders and members of the Indigenous community in guiding the College in its reconciliation journey.

We are pleased to present the College’s progress over the past year in our 2021-2022 Strategic Plan & Operational Highlights feature.

Handwritten signature of Mary Heard in blue ink.

Mary Heard, MSW, RSW
President

Handwritten signature of Barbara Temmerman in blue ink.

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

Governance and Legislation

In 2021, the Manitoba College of Social Workers (MCSW) Board of Directors launched a project to develop a new five-year strategic plan. The Board is pleased with the progress that has been made on this important initiative, as outlined in the Strategic Planning Working Group report, and looks forward to launching the new Strategic Plan in the coming months.

In December 2021, the Board of Directors established a Land Acknowledgement Working Group for the purpose of reviewing and developing a renewed land acknowledgement for the College.

In January 2022, MCSW submitted a response to the Health Professions Advisory Council regarding the Application for Regulation under the Regulated Health Professions Act made by the Federation of Associations of Counselling Therapists of Manitoba. <https://mcsw.ca/wp-content/uploads/2022/02/MCSW-Submission-FACT-MB-Application.pdf>

Strategic Priority - Regulation of the Profession

The College continues its ongoing efforts to advocate for social service agencies, and specifically government as an employer, to require registration of eligible employees with social work degrees who are engaged in the practice of social work.

- ◆ Following the MB Advocate for Children & Youth's (MACY) [update on the status of the Phoenix Sinclair Inquiry recommendations](#), MCSW met with MACY representatives to request additional review. Despite claims of implementing all of the recommendations of the Inquiry Report, the Department of Families continues to ignore Commissioner Hughes' recommendation that *The Social Work Profession Act* be amended to require anyone who practices social work in Manitoba, under any title, to be registered with the Manitoba College of Social Workers. At the request of the College, MACY is in the process of reviewing government compliance with this recommendation.

There have been ongoing concerns regarding unauthorized use of the title and representation of "social worker" among unregistered practitioners and/or their employers resulting in several letters of caution issued to individuals and employers over the last year.

The College issued the following Practice Guidance in 2021 - 2022:

- ◆ In September 2021, the College provided members with [Guidance on Administering Naloxone](#)

Strategic Priority - Reconciliation and Anti-Racism

Recent efforts and actions undertaken by MCSW to advance reconciliation and anti-racist practice identifies the College's commitment to establish its next Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of equity, diversity and inclusion.

2021-2022 Highlights include:

- ◆ In June 2021, MCSW joined the nation in mourning the devastating loss of Indigenous children whose remains were discovered on residential school grounds. The College issued a [formal statement and apology](#) for the social work profession's role in supporting the implementation of residential schools and engaging in child welfare practices that have resulted in past and 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
- ◆ September 2021 – MCSW honoured National Day for Truth and Reconciliation <https://mcsw.ca/wp-content/uploads/2021/09/National-Day-for-Truth-and-Reconciliation-FINAL.pdf>
- ◆ February 2022 – MCSW issued open letter to Honourable Rochelle Squires and Honorable Patti Hajdu advocating for [Fair and Equitable Funding for Indigenous Child & Family Service agencies](#)
- ◆ March 2022 – MCSW and the Canadian Association of Social Workers (CASW) recognized Clemene Hornbrook, Executive Director of Peguis Child & Family Services with the 2022 [Distinguished Service Award](#) for her instrumental role in leading the development and implementation of the first autonomous Indigenous child welfare legislation in Manitoba

Members were provided opportunities to participate in the following educational events/initiatives delivered by the College between April 2021 and March 2022:

- ◆ June 2021 – MCSW partnered with the Indigenous Helpers Society to deliver a webinar, [Every Child Matters: Transforming Grief and Sorrow into Determination and Action](#), Knowledge Keeper Don Robinson, Dr. Michael Yellow Bird, Dawn MacDonald (532 registrants)
- ◆ September 2021 – MCSW partnered with the Rainbow Resource Centre to deliver webinar, [2SLGBTQ+ Awareness, Inclusion, and Affirmation](#), Bre Giesbrecht (118 registrants)
- ◆ September 2021 - MCSW Launched [Reconciliation Resources webpage](#)
- ◆ October 2021 – MCSW hosted member workshop delivered by Cindy Blackstock, Systemic Racism and Reconciliation (216 registrants)
- ◆ [March 10, 2022 – MCSW sponsored a national webinar Truth and Reconciliation](#) delivered by Sandi Boucher, an internationally recognized speaker and member of Seine River First Nation (315 registrants)

The College supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives between April 2021 and March 2022:

- ◆ [May 26, 2021 – Wanted: Moral Courage in Social Work](#), Dr. Cindy Blackstock (849 registrants)
- ◆ [July 2021 national webinar – Afrocentric Social Work book launch](#), Association of Black Social Workers (254 registrants)

- ◆ October 21, 2021 – Defunding the Police: Implications for Social Work, Centre for Indigegegy, Giselle Dias & Jessica Hutchison (797 registrants)
- ◆ September 2021 national webinar – Decolonizing Social Work Practice, Education and Research, Centre for Indigegegy, Giselle Dias & Jessica Hutchison (1046 registrants)
- ◆ November 2021 national webinar – Abolition and Transformative Justice: Re-Imagining Social Work, Centre for Indigegegy, Giselle Dias & Jessica Hutchison (748 registrants)
- ◆ January 2022 national webinar – Circles for Reconciliation, Grace Schedler & Raymond Currie (606 registrants)
- ◆ March 17, 2022 national webinar – Gender-Based Violence Counselling: Tools and Approaches That Empower, Dana Warren (663 registrants)
- ◆ March 29, 2022 national webinar – Celebrating Pioneers of African Descent in Social Work: Passing the Torch, Association of Black Social Workers (185 registrants)

In an effort to develop a more structured Indigenous learning education plan specific to the profession of social work, MCSW approached the Canadian Association of Social Workers in 2021 regarding the possibility of a national social work learning series. MCSW is now a participant on the newly formed Indigenous Continuing Education Project Committee and discussions are currently taking place with Indigenous academic programs regarding this initiative.

MCSW appreciates the many Indigenous members, committee members and board members for their guidance throughout 2021-2022. Special acknowledgment to Elder Sandy Clayton and Grandmother Sharon Stadnick for their knowledge and support in guiding the College along its reconciliation journey.

Strategic Priority - Public Awareness of the Importance of Social Work

The College is directly involved in the advocacy and development of the profession at the national level through its federation partnership with the CASW and close involvement with the Canadian Council of Social Work Regulators (CCSWR).

- ◆ CCSWR: MCSW Executive Director/Registrar has been on the Executive Committee of Canadian Council of Social Work Regulators since 2016 and continues in the position of Vice-President. The Executive Director/Registrar serves on the following CCSWR committees:
 - ◇ CCSWR Anti-Racist Regulatory Practice Working Group to examine the role of professional regulators in promoting anti-racist social work practice
 - ◇ Intersectoral Committee to promote communication, connection and collaboration among the three pillars of social work – education (Canadian Association of Social Work Educators, CASWE), association (CASW) and regulation (CCSWR)
- ◆ CASW: In support of the review and revision of the national Code of Ethics (2005) and Scope of Practice, MCSW has been participating on the CASW Code of Ethics Federation Committee. This committee

includes Indigenous members and is working with Indigenous consultants for the purpose of revising the Code of Ethics with an Indigenous lens. The Truth and Reconciliation Commission Calls to Action will inform revisions to the Code. A draft of the new proposed Code of Ethics will soon be brought forward for member consultation and feedback.

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

Over the past several years, the erosion of the role of social workers in the health care system and the lack of social work specific supervision within this system have become growing areas of concern. MCSW has met with social workers and leaders in health to further understand, respond and advocate for our profession. This is an ongoing priority as the provincial government continues to restructure the health care system in Manitoba.

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
- ◆ In 2021 - 2022, the College maintained its partnership with Circles for Reconciliation and delivered free webinars to social workers across Canada on topics relating to reconciliation, systemic racism, 2SLGBTQ+ awareness, inclusion and affirmation, private practice, ethical decision-making and social work in long-term care
- ◆ Throughout 2021, MCSW highlighted its Social Worker Spotlight feature to celebrate the social work profession and recognize social workers for their service and achievements

MCSW maintains positive and collaborative relationships with the social work degree programs in Manitoba including the University of Manitoba, Université de Saint-Boniface, and Booth University College. Partnerships include participation as a member of the U of M Department of Social Work Faculty Council, participation in accreditation review processes and membership on community advisory, curriculum review and program committees.

2022 DISTINGUISHED SERVICE AWARD

The Manitoba College of Social Workers hosted the Member Appreciation Networking Event on Tuesday, May 31, 2022 at Pineridge Hollow, to celebrate and honour the outstanding contributions Manitoba Social Workers make every day.

At this event, Clemene Hornbrook, RSW was honoured as the Manitoba recipient of the 2022 CASW Distinguished Service Award.

As the Executive Director of Peguis Child & Family Services, Clemene has played an instrumental role in strategically and skillfully leading the development and implementation of autonomous child welfare legislation for Peguis First Nation, *Honouring our Children, Families and Nation Act*.

An innovative and forward thinker, Clemene has demonstrated tireless commitment to the children, families and community of Peguis. Her dedication to the integrity, inherent rights, values, customs and practices of those in the community has inspired others to follow Clemene in bringing to life the true meaning of Truth and Reconciliation.

“ Today, we take our first step to lift up our children - to stand not in front of our families, but behind them” – Clemene Hornbrook, January 21, 2022, Coming into Force Ceremony of the Honouring our Children, Families and Nation Act.

MCSW and CASW extend their appreciation to Clemene for her incredibly important contributions to the social work profession and the community she serves.



Mary Heard, President; Clemene Hornbrook, Barb Temmerman, Executive Director/Registrar



Peguis First Nation Community Members present Clemene with a gift

CASW REPRESENTATIVE'S REPORT

The Canadian Association of Social Workers (CASW) was founded in 1926 and is a national voice for Social Workers evolving over the years as a federation comprised of 10 provincial and territorial partners. As a member of the Manitoba College of Social Workers you automatically become affiliated with CASW and there are many direct benefits to you including:

- Supporting national advocacy efforts and responses to social justice issues
- CASW Media Monitoring Services which is a daily email service of National news relevant to our profession.
- CASW Monthly Reporter that provides news, job opportunities, member resources, as well as professional development information
- BMS Group Insurance Plan including Professional Liability
- Access to live and recorded CASW Continuing Education Webinars

CASW participates internationally through our partnership with the International Federation of Social Workers (IFSW) which is a global body for the profession located in Switzerland. The IFSW is comprised of 144 Social Work associations representing over 3 million Social Workers.

This year's National Social Work theme – In Critical Demand reflected the impact of the pandemic on the profession. Many Social Workers are facing critical situations, burnout and risks to personal health, and safety. The pandemic also highlighted the importance of Social Workers and their critical response to the impact of this difficult time on people and communities.

The past year also saw many causes for celebration and hope. CASW launched a project on Reparations for Black Canadians in partnership with the Association of Black Social Workers. This year also saw the first ever National Day for Truth and Reconciliation and the first nationally recognized Emancipation Day.

Many CASW advocacy priorities were also addressed by the Federal government including banning conversation therapy across Canada and a reintroduction of the legislation to eliminate mandatory minimums specific to drug crimes. The long time CASW advocacy priority of having Social Workers included in the existing Canada student loans forgiveness program also became a reality.

CASW released major papers, one on the state of long term care advocacy for the importance of Social Workers in all settings. Another paper was the potential step forward for law enforcement with respect to social justice and equity.

CASW has also launched an internal operational review grounded in principles of equity, diversity, and inclusion, as well as a reinstating of our Code of Ethics review. There were also eighty one online events and webinars offered to over 33,000 Social Workers in collaboration with our Federation partners. For further information on projects and priorities please refer to the 2022 Annual Report: <https://www.casw-acts.ca>.

A highlight of the year is always the CASW Distinguished Service Award that is awarded to recipients that provide exceptional service. This year the Manitoba College of Social Workers, in conjunction with CASW, recognized Clemene Hornbrook.

As the Executive Director of Peguis Child and Family Services for the past 12 years, Clemene has played an instrumental role in leading the development and implementation of autonomous child welfare legislation for Peguis First Nations entitled "Honour our Children, Families and Nation Act". Congratulations Clemene for your many contributions to the Social Work Profession!

It has been a truly wonderful experience representing MCSW at the National CASW Board.

Respectfully,

Darlene MacDonald, MSW, RSW

REGISTRATION COMMITTEE REPORT

The 2021 - 2022 members of the Registration Committee included: Joshua Van Mulligen (outgoing Chair), Darin Hovius (Board Member & incoming Chair 2022), Lee Anne Deegan, Jacqueline Shortridge, Edith Kovacs, and Calistus Ekenna. As we move forward, I want to express thanks to longstanding chair Josh Van Mulligen who has supported the work of this committee over two 3-year terms. His leadership and many contributions will be missed. Many thanks to now retired MCSW Manager of Registration and Professional Practice, Richard Lavoie, whose dedication and commitment allowed this Committee to run smoothly during his tenure.

The Registration Committee worked on two projects this year. The Re-Entry to Practice Policy will aim to provide parameters for evaluation and assessment for social workers re-entering practice after a substantial period of not actively practicing social work. The second project was to develop an Evaluation Tool for MCSW Approved Social Work Programs. The evaluation tool provides the Social Work Program with an opportunity for self-evaluation to be submitted for review and approval by a committee of MCSW evaluators.

The College introduced the Electronic Social Work Practice route of entry during the pandemic in order to support virtual practice in Manitoba for social workers who wish to provide electronic practice from other jurisdictions in Canada. The Practicing Category of Electronic Social Work Practice (ESWP) has continued to grow this year expanding the social work landscape of service delivery through virtual platforms.

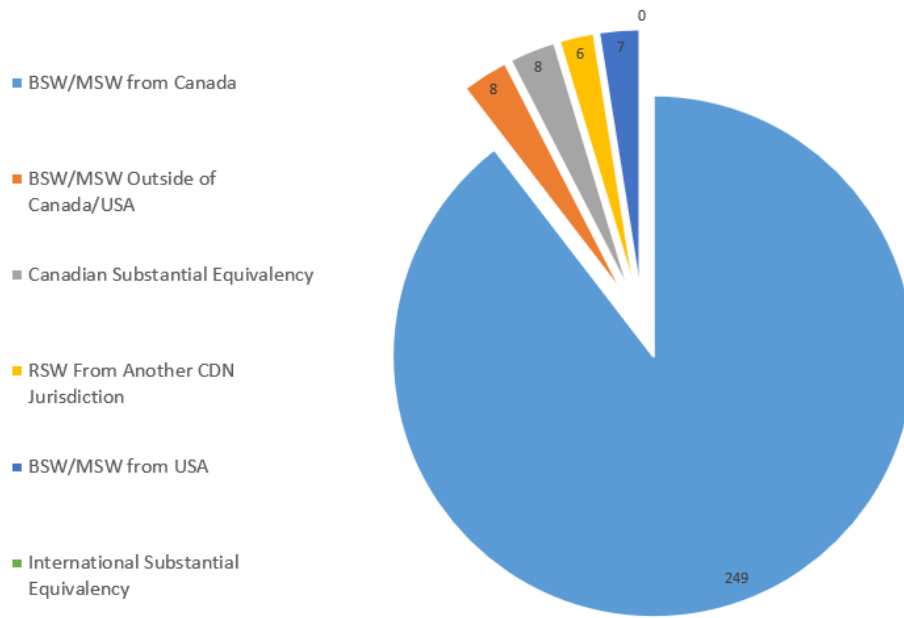
The Committee remains committed to up-holding high standards regarding membership with the College and remains dedicated to promoting membership of potential social workers with the MCSW. MCSW membership as of March 31, 2022 (with comparison data from 2020-2021):

March 31, 2021	March 31, 2022
Practicing: 2198	Practicing: 2342
Practicing ESWP: 9	Practicing ESWP: 24
Non-Practicing: 219	Non-Practicing: 250
Students: 188	Students: 165
Corporation: 2	Corporation: 2
Total Members: 2616	Total Members: 2783

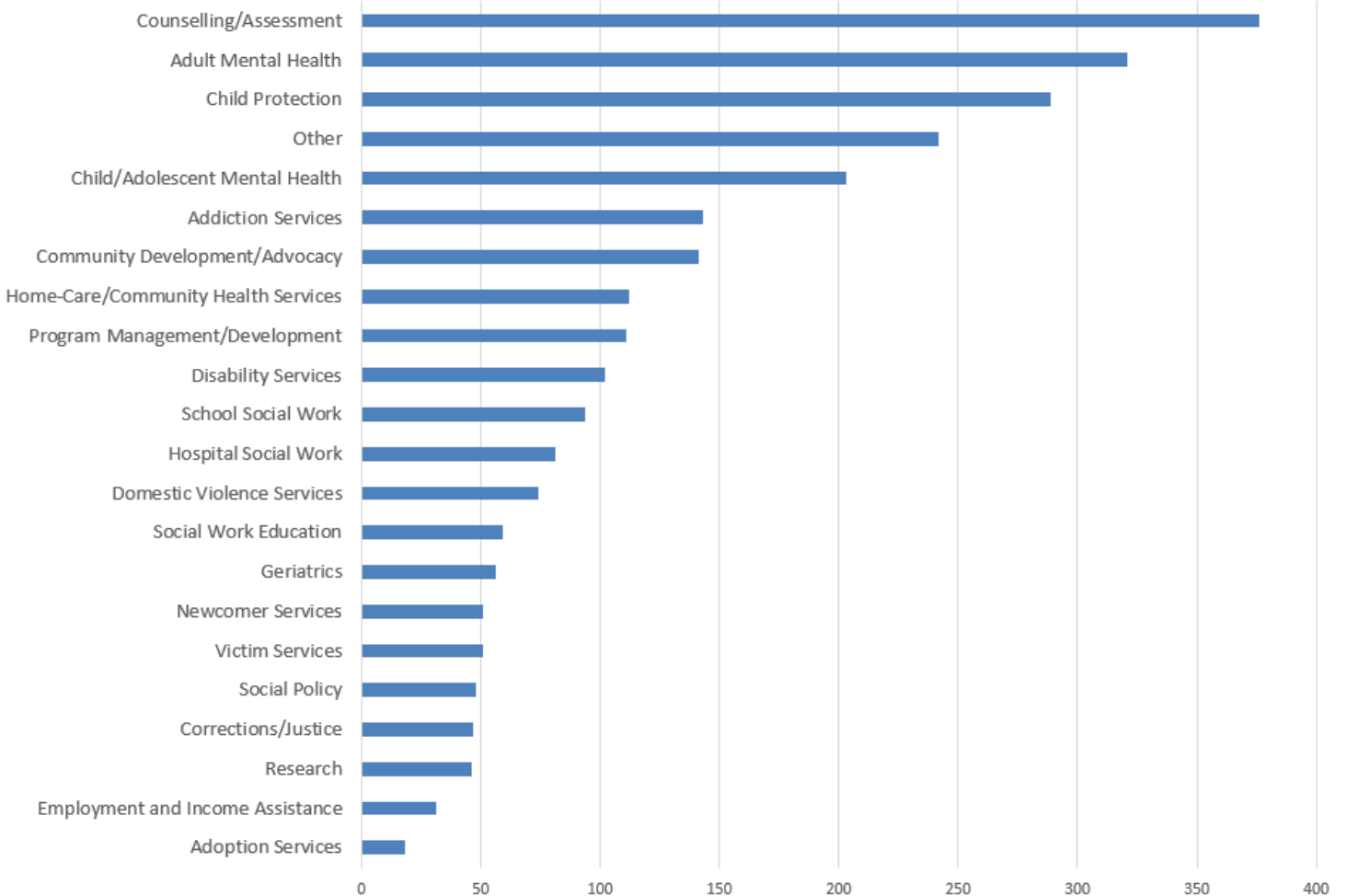
In closing, I want to again thank all the committee members, especially our departing Chair, Josh, and staff representative Richard. The Committee will continue to experience change as I step into my role as Chair and as one of our committee members, Jacqueline Shortridge, transitions to the staff role as the MCSW Manager of Registration and Professional Practice. I look forward to this year of change and growth as a Committee. We will continue to have important dialogue to support and promote the social work profession.

Darin Hovius, BSW, RSW
Registration Committee Chair

2021-2022 Applicants by Type



2021- 2022 Members Primary Practice Areas



Note: Some members practice in more than one 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 2015.

We would like to thank the 2021-2022 members of the committee: Tara - Lee Procter (Maciuszonek) (Board Liaison), Jodi Phipps, Nathan Gerbrandt, Roy Hardie, Ashley Vandepoele, Laura Tanguay, and staff representative Manager of Registration and Professional Practice, Richard Lavoie. Also, welcome new members Vanessa Monkman, Ellyn Polk, and Cecilia Tardiff. The College would like to acknowledge the work of outgoing Committee members Jodi Phipps and Nathan Gerbrandt along with recognition of the retirement of Richard Lavoie. Their commitment and service to the CCP Committee is deeply valued and appreciated.

The Committee spent time over the last year considering future revisions to the content specific areas of CCP to be in line with the College's evolving strategic goals and commitment to reconciliation, equity, diversity and inclusion.

The Committee continues to work on developing an audit tool and process to be used to monitor as well as evaluate Member's adherence to the CCP program.

The Committee continues to identify educational material and workshop opportunities that can be located on the MCSW website. See Free Learning Activities, https://mcsw.ca/continuing-competence-program/#page_1277 and Resources <https://mcsw.ca/resources-blog/>

MCSW delivered several free webinars over the past year. Topics included Working in Long Term Care Facilities during a Pandemic, Private Practice – Essential Considerations for Social Workers, Truth and Reconciliation, in addition to multiple sessions on the MSCW Ethical Decision-Making Framework.

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

Tara-Lee Procter (Maciuszonek)

Board Liaison for the CCP Committee

COMPLAINTS COMMITTEE REPORT

The Complaints Committee would like to acknowledge the hard work and commitment of its current members: Beatrice Campbell (Co-Chair), Margarita Friesen, Ruby Garand, Allison Groening, Scott Maksymyk, Kim Morrison, and Lisa Newman. A special acknowledgement to our public members, Wendy Ducharme, Keri Ranson and Corey Wilson (Co-Chair).

A very special thank you to outgoing committee members Jennifer Dunsford, Bonnie Kocsis, Karen Kyliuk and outgoing staff member Liisa Cheshire. Thank you for your contributions, sharing your expertise and for the countless hours you have dedicated to support the work of the College.

Part 7 of *the Act* states any person may make a complaint in writing to the Registrar about the conduct of a member, and the complaint must be dealt with in accordance with this part of *the Act*. When a complaint is received and jurisdiction is confirmed, the Registrar must refer to the Complaints Committee. The Committee is responsible for deciding which complaints may be dismissed or resolved via informal resolution or which are assigned for investigation.

The Committee is responsible for making decisions regarding the outcome of the complaint. Upon the conclusion of an investigation, the investigation findings are presented to the Committee. The Committee carefully evaluates the member's professional conduct against *the Act*, the Social Work Profession Regulation and the MCSW By-Laws, 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 can make the following decisions: dismiss the complaint, mediate the matter, enter into an agreement with the member (i.e., additional training, supervision of practice, practice audits, or other practice remediation), censure the member, accept the member's voluntary surrender of registration or refer the complaint to the Inquiry Committee for an Inquiry Hearing.

The College currently has four contracted complaints investigators resulting in a timelier 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

Corey Wilson, Public Representative

Co-Chairs of the Complaints Committee

COMPLAINTS COMMITTEE REPORT—CONTINUED

Complaints January 1 to December 31, 2021	
No Jurisdiction (not a regulated member)	18
Dept of Families.....2	
Child & Family Services.....12	
Health related.....2	
Private Practice.....1	
Other1	
Complaint left Incomplete by Complainant	14
New Complaints Completed	10
Investigator Appointed Pursuant to s.30(2)	7
Of those Directed for Investigation:	
Dismissed* s.31(1)(b)	7
Censure s.31(1)(d)	0
Referred to Inquiry Committee s.31(1)(a)	0
* Entered into Agreement s.31(1)(f)	9
<p><i>*The agreements included one or more of the following remedies:</i></p> <ul style="list-style-type: none"> • <i>Supervised Practice</i> • <i>Fitness to Return to Practice</i> • <i>Remedial Training</i> • <i>Practice Audit</i> • <i>Reflection Activity</i> 	
Complaint Committee Decision Appealed	11
Appeal Panel Upheld Decision.....7	
Appeal Panel Directed Different Decision.....0	
Appeal Not Yet Completed.....4	

STANDARDS AND ETHICS COMMITTEE REPORT

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

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

Members of the 2021-2022 Standards and Ethics Committee include: Hai Luo (Board Liaison), Megan Ferguson (Chair), Gwen Kydd, Sherry-Lyn Lam, Kerri Chomenchuk, Ruth BZ Thomson, Barbara Balshaw-Dow, and Pamela Jackson.

Over the past year the Committee initiated a review of MCSW Standard 7 – Private Practice. Proposed revisions to Standard 7 are in the final phases of review by the committee. Following preliminary approval by the Board of Directors and prior to implementation of any changes, the committee will engage in consultation with Members to gather feedback on the proposed changes.

Following approval of revised Standards, the Committee will develop a Private Practice Guideline to further support private practitioners.

For the upcoming year the Committee also plans to participate in consultation with the Canadian Association of Social Workers to provide feedback on the national Code of Ethics, which is currently under review.

We extend thanks and gratitude for the generosity of members who have volunteered their time and expertise to participate on this committee.

*Megan Ferguson BSW, MSW, RSW
Chair, Standards and Ethics Committee*

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 2021 - 2022 registration year included Arliss Kurtz (Chair), Misty Bousquet, Adam Chrobak, Meeka Kiersgaard, Meredith Mitchell, Kara Moss, Regan Spencer and Sherry Ritchot.

The Inquiry Committee heard 0 inquiries in the 2021-2022 fiscal year. Past decisions have been posted to the MCSW website, located here <https://www.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*

STRATEGIC PLANNING WORKING GROUP REPORT

Strategic Planning Working Group members include: Isaac Ansah, Beatrice Campbell, Mary Heard, Kaysi Katchmar, Clayton Sandy, Sharon Stadnick, Barbara Temmerman, Tricia VanDenakker, Buetta Warkentin

In 2021, the Strategic Planning Working Group was established to provide guidance and oversight of the development of the next 5-year strategic plan. The Working Group is comprised of members of the Board of Directors, the Executive Director/Registrar, an Elder and a Grandmother, with 44% Indigenous representation.

The Working Group is pleased with the progress that has been made on this important initiative:

- [Consulting team](#), CamProf Inc., comprised of 50% Indigenous representation, engaged to assist in strategic planning development
- Consultation period took place that included feedback from members and key stakeholders through surveys, focus groups and interviews
- Board of Directors, MCSW staff and Elder Clayton Sandy engaged in strategic planning sessions in May 2022 with the support of CamProf Inc. and the report compiled considering information gathered through consultation

The Board of Directors is in the final stages of establishing the new Strategic Plan with an Indigenous and anti-racist lens that maintains a focus on reconciliation and incorporates the principles of equity, diversity and inclusion. The Board of Directors appreciates the involvement and participation of members and stakeholders in this process and is committed to the ongoing development of the College and the profession considering this valuable feedback.

The Board of Directors looks forward to launching the new Strategic Plan in the coming months with special recognition to Elder Clayton Sandy and Grandmother Sharon Stadnick for their guidance and support.

Barbara (Barb) Temmerman, MSW, RSW

Chair

LAND ACKNOWLEDGEMENT SUB-COMMITTEE

Land Acknowledgement Sub-Committee members include: Beatrice Campbell, Michaela Cardamone, Jen Meixner, Barbara Temmerman

In December 2021, the Board of Directors established a Land Acknowledgement Sub-Committee for the purpose of reviewing and developing a renewed land acknowledgement for the Manitoba College of Social Workers.

- ◆ In March 2022, Beatrice Campbell and Jen Meixner delivered a two-hour presentation to the Board of Directors highlighting the context, meaning and purpose of land acknowledgements
- ◆ Sub-committee identified 3 components/project phases as follows:
 - ◇ Land Acknowledgement – short version for website, documents, events
 - ◇ Framework Document – longer version of land acknowledgement with further explanation
 - ◇ Land Acknowledgement Development Guide for Members

Sub-Committee met on September 19, 2022. Members heard teachings and were led by Elder Allen Sutherland through smudging and a pipe ceremony to begin the process of drafting the land acknowledgement in a good way.

The Sub-Committee is currently researching and reviewing existing land acknowledgement guides developed by other organizations for reference.

The Sub-Committee looks forward to continuing this important work.

Barbara (Barb) Temmerman, MSW, RSW

NOMINATING COMMITTEE REPORT

The Nominating Committee of the Manitoba College of Social Workers is pleased to announce the following new, re-elected and continuing members of the 2022-2023 Board of Directors:

New and Re-Elected Members:

Beatrice Campbell, Member Representative (Capital Region)
Lorelai Harris, Student Representative (Capital Region)
Cecilly Hildebrand, Public Representative (Capital Region)
Jennifer Meixner, Member Representative (Interlake-Eastern Region)

Continuing Members:

Isaac Ansah, Public Representative (Capital Region)
Rikki Fontaine, Member Representative (Capital Region)
Salina Fukumoto, Member Representative (Capital Region)
Mary Heard, Member Representative (Southern Region)
Darin Hovius, Member Representative (Capital Region)
Eye of the Storm, Kaysi Katchmar, Member Representative (Northern Region)
Hai Luo, Member Representative (Capital Region)
Darlene MacDonald, Member Representative (Capital Region)
Sherry Ritchot, Public Representative (Capital Region)
Tricia VanDenakker, Public Representative (Capital Region)
Buetta Warkentin, Member Representative (Southern Region)

Respectfully submitted on behalf of the Nominating Committee:

Isaac Ansah, Public Representative
Salina Fukumoto, BSW, RSW
Buetta Warkentin, MSW, RSW

*Welcome to new and
continuing board members*

2021-2022 COMMITTEE MEMBERS

Complaints Committee

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

Continuing Competency Committee

Nathan Gerbrandt
Roy Hardie
Vanessa Monkman
Kara Moss
Jodi Phipps
Ellyn Polk
Tara-Lee Procter (Maciuszonek)
Christine Richardson
Laura Tanguay
Ashley Vandepoele

Finance Committee

Tricia VanDenakker (Treasurer)
Rikki Fontaine
Mary Heard

Inquiry Committee

Arliss Kurtz (Chair)
Misty Bousquet
Adam Chrobak
Meeka Kiersgaard
Meredith Mitchell
Kara Moss
Sherry Ritchot
Regan Spencer

Land Acknowledgement Sub-Committee

Beatrice Campbell
Michaela Cardamone
Jennifer Meixner

Nominating Committee

Isaac Ansah
Salina Fukumoto
Buetta Warkentin

Registration Committee

Joshua Van Mulligen (Chair)
Lee Anne Deegan
Calistus Ekenna
Darin Hovius
Edith Kovacs
Jacqueline Shortridge

Standards and Ethics Committee

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

Strategic Planning Working Group

Clayton Sandy (Elder)
Sharon Stadnick (Grandmother)
Isaac Ansah
Beatrice Campbell
Mary Heard
Kaysi Katchmar
Buetta Warkentin
Tricia VanDenakker

Thank You

Manitoba College of Social Workers
Financial Statements
March 31, 2022

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, 2022, 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, 2022, 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.

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 29, 2022

MNP LLP

Chartered Professional Accountants

Manitoba College of Social Workers Statement of Financial Position

As at March 31, 2022

	2022	2021
Assets		
Current		
Cash	1,004,362	853,820
Accounts receivable	1,450	3,900
Internally restricted investments (Note 3)	1,128,023	1,037,103
Prepaid expenses and deposits	4,826	3,636
	2,138,661	1,898,459
Capital and intangible assets (Note 4)	51,520	62,409
	2,190,181	1,960,868
Liabilities		
Current		
Accounts payable and accruals (Note 5)	97,273	32,890
Deferred contributions (Note 6)	811,115	812,408
	908,388	845,298
Net Assets		
Unrestricted	153,770	78,467
Internally restricted (Note 7)	1,128,023	1,037,103
	1,281,793	1,115,570
	2,190,181	1,960,868
Approved on behalf of the Board		
<i>Mary Head</i>	<i>J. Van Der Horst</i>	
_____ 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, 2022

	2022	2021
<hr/>		
Revenue		
Memberships	913,688	904,349
Grant revenue	3,731	11,944
Advertising income	11,400	5,600
Education	15,750	4,825
Interest income	2,119	4,764
	<hr/>	<hr/>
	946,688	931,482
<hr/>		
Expenses		
Administrative	4,690	3,031
Advertising	8,553	6,674
Amortization	13,715	15,284
Bank charges and interest	23,781	23,325
Furniture and equipment	4,482	4,459
Insurance	8,033	5,896
Legal fees	81,599	57,510
Meetings	7,015	516
Membership fees	83,521	80,665
Miscellaneous	8	300
Office expense	35,260	33,791
Professional development (recovery)	2,360	(371)
Professional fees	54,384	25,746
Program development	10,228	2,085
Rent	31,808	32,242
Salaries and benefits	507,165	496,326
Social work week	2,250	50
Telephone	4,873	4,500
Training and education (recovery)	(365)	511
Travel	75	13
	<hr/>	<hr/>
	883,435	792,553
<hr/>		
Excess of revenue over expenses before other items	63,253	138,929
<hr/>		
Other items		
Interest and dividend income	37,193	31,733
Gain on disposal of marketable securities	23,522	6,258
Investment management fees	(14,453)	(9,918)
Unrealized gain on investments	44,658	156,052
Cost recovery (investigation)	19,400	7,087
Bad debts (investigation)	(7,350)	-
	<hr/>	<hr/>
	102,970	191,212
<hr/>		
Excess of revenue over expenses	166,223	330,141
<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, 2022

	<i>Unrestricted</i>	<i>Internally restricted</i>	2022	<i>2021</i>
Net assets, beginning of year	78,467	1,037,103	1,115,570	785,429
Excess of revenue over expenses	75,303	90,920	166,223	330,141
Net assets, end of year	153,770	1,128,023	1,281,793	1,115,570

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, 2022

	2022	2021
<hr/>		
Cash provided by (used for) the following activities		
Operating		
Excess of revenue over expenses	166,223	330,141
Amortization	13,715	15,284
Gain on disposal of marketable securities	(23,522)	(6,258)
Unrealized gain on investments	(44,658)	(156,052)
	111,758	183,115
Changes in working capital accounts		
Accounts receivable	2,450	(3,750)
Prepaid expenses and deposits	(1,190)	(5)
Accounts payable and accruals	64,383	11,840
Deferred contributions	(1,293)	21,503
	176,108	212,703
Investing		
Purchase of capital and intangible assets	(2,826)	(6,784)
Purchase of marketable securities investments	(22,740)	(171,814)
	(25,566)	(178,598)
Increase in cash resources	150,542	34,105
Cash resources, beginning of year	853,820	819,715
Cash resources, end of year	1,004,362	853,820

The accompanying notes are an integral part of these financial statements

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. No allowances have been recorded. 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.

Financial instruments

The College recognizes financial instruments when the College becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the College may irrevocably elect to subsequently measure any arm's length 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 and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. All other financial assets and liabilities are subsequently measured at amortized cost.

Manitoba College of Social Workers

Notes to the Financial Statements

For the year ended March 31, 2022

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

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 excess of revenue over expenses. 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 its financial assets measured at cost or amortized cost. The College groups assets for impairment testing when no asset is individually significant. 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.

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 at the statement of financial position date; 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 revenue 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 excess of revenue over expenses in the year the reversal occurs.

3. Internally restricted investments

	<i>Fair value</i> 2022	<i>Cost</i> 2022	<i>Fair value</i> 2021	<i>Cost</i> 2021
Marketable securities	1,112,817	950,652	1,030,002	937,447
Cash held in investment portfolios	10,517	10,517	2,353	2,353
Accrued interest	4,689	4,689	4,748	4,748
	1,128,023	965,858	1,037,103	944,548

Manitoba College of Social Workers

Notes to the Financial Statements

For the year ended March 31, 2022

4. Capital and intangible assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2022 Net book value</i>
Computer equipment	26,715	17,308	9,407
Office equipment	11,429	6,502	4,927
Leasehold improvements	21,632	11,662	9,970
Member database	59,063	31,847	27,216
	118,839	67,319	51,520
	<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

5. Accounts payable and accruals

	<i>2022</i>	<i>2021</i>
Accounts payables and accruals	60,604	8,599
Accrued wages payable	36,669	24,291
	97,273	32,890

6. Deferred contributions

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

	<i>2022</i>	<i>2021</i>
Balance, beginning of year	812,408	790,905
Amount received during the year	811,115	812,408
Less: Amounts recognized as revenue during the year	(812,408)	(790,905)
Balance, end of year	811,115	812,408

7. Internally restricted net assets

The College has a reserve policy with the following targets:

- Operating reserve fund of 50% 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, 2022, the internally restricted fund is \$1,128,023 (2021 - \$1,037,103). During the year, \$nil (2021 - \$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, 2022

8. Commitments

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

2023	29,538
2024	26,413
2025	26,413
2026	25,405
2027	6,200
	<hr/>
	113,969

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.

