

Manitoba  
College of  
Social  
Workers

**ANNUAL REPORT**

**2022-2023**

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**MANITOBA COLLEGE OF SOCIAL WORKERS**

**ANNUAL GENERAL MEETING**

**OCTOBER 26, 2023 12:00 PM**

**Virtual Meeting**

**AGENDA**

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

Adjournment

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

**1. WELCOME & OPENING REMARKS**

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

Welcome to all members from different areas of Manitoba.

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

**2. CALL TO ORDER**

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

President, Mary Heard, opened the meeting.

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

**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 of the Members in good standing, Students and Public Representatives of the College on August 22, 2022. A copy of such Notice with proof of service is filed with the minutes of this meeting.

**“BE IT RESOLVED THAT:**

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

Moved by **Darlene MacDonald** and seconded by **Hai Luo**. CARRIED.

## **5. APPROVAL OF AGENDA**

The agenda was delivered to all members electronically on August 22, 2022 and was provided to members electronically in a more detailed format in the Annual Report circulated on October 3, 2022.

**“BE IT RESOLVED THAT:**

**The agenda is approved as presented.”**

Moved by **Beatrice Campbell** and seconded by **Isaac Ansah**. CARRIED.

## **6. PRESIDENT’S REPORT**

The President highlighted some key points:

This year the Board has focused on the development of the next Strategic Plan following a period of consultation with members and community partners that included surveys, focus groups and interviews. With the guidance of an Elder, a Grandmother and Indigenous and diverse representatives, the Board is pleased with the progress that has been made on this important initiative, as outlined in the Strategic Planning Working Group report. The Board looks forward to launching the new Strategic Plan in the coming months.

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. This important public protection concern remains a priority for the College and for the profession as a whole.

Efforts and actions undertaken by MCSW to advance reconciliation and anti-racist practice over the past year aligns with 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. In June 2021, 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. MCSW also called on the government to provide fair and equitable funding for Indigenous Child & Family Service agencies and recognized member Clemene Hornbrook with the Distinguished Service Award for her instrumental role in leading the development and implementation of the first autonomous Indigenous child welfare legislation in Manitoba.

MCSW offered or sponsored multiple educational opportunities for members related to reconciliation, anti-racism and EDI and is currently participating in a national initiative to support an Indigenous learning series specific to Canadian social workers.

MCSW continues its active participation in the advocacy and development of the profession at national and provincial levels through involvement with committees and advisory councils with various stakeholder groups.

**“BE IT RESOLVED THAT:**

**The President’s Report is accepted as presented.”**

Moved by **Rikki Fontaine** and seconded by **Tara-Lee Procter**. CARRIED.

## **7. MINUTES OF THE 2021 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 7, 2021 be dispensed with; and the said Minutes are approved as presented.”**

Moved by **Jacqueline Shortridge** 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 of the Members, Students and Public Representatives of the College. President, Mary Heard, reported on the highlights of the dedicated work of our committees:

- In 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. Elder Allen Sutherland recently led the sub-committee through ceremony to begin this important work in a good way.
- MCSW continues its federation partnership with the Canadian Association of Social Workers, which provides a national voice for social workers and supports advocacy at a broad and federal level.
- College memberships continues to grow and MCSW is now one of the largest regulatory bodies in Manitoba. The Registration Committee responded to changing trends in the profession with the introduction of the Electronic Social Work Practice route of entry and Re-entry to Practice considerations.
- As the profession responds to important social justice issues, the Continuing Competence Committee



focused on considerations for future content-specific requirements that will align with the College's evolving strategic goals and commitment to reconciliation and anti-racism. The committee continues to identify educational opportunities, which can be reviewed on the College's recently launched Resource Hub on the website.

- The Complaints Committee continues to see a rise in cases, which corresponds with MCSW's rising membership. Where the Committee has identified concerns regarding the conduct or practice of a social worker, the most common remedy continues to be remedial agreements to support practice improvements. As a result, no cases were moved forward to the Inquiry Committee for consideration this year.
- The Standards and Ethics Committee is currently considering revisions to Standards to guide private practice as members continue to seek guidance in this area of practice. MCSW looks forward to engaging in a period of consultation with members prior to implementation of any changes to Standards in this area.

**“BE IT RESOLVED THAT:**

**The Committee Reports are approved as presented.”**

Moved by **Buetta Warkentin** and seconded by **Jennifer Meixner**. 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 financial statements for the period ending March 31, 2022. MNP conducts the audit in accordance with Canadian generally accepted accounting 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, 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.

A question was asked about the total number of members. There are 2783 members as of March 31, 2022.

A question was asked about how much surplus is allowed for a not-for-profit. Jeff Eckstein answered that there is no specific guideline from CRA. The College should be within the 9 – 24 month range of reserves. The College has a Reserve Fund Policy available on the website.

## **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 **Tricia Van Denakker** and seconded by **Salina Dookheran**. CARRIED.

**12. ANNOUNCEMENT OF BOARD OF DIRECTORS OF THE COLLEGE**

On behalf of the Nominating Committee, the following new or re-elected Directors to the Board were welcomed:

**BEATRICE CAMPBELL, member representative**  
**JENNIFER MEIXNER, member representative**  
**CECILLY HILDEBRAND, public representative**  
**LORELEI HARRIS, student representative**

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

In addition to our new and re-elected Directors, the following members of the Board of Directors will continue ongoing terms for the 2022-2023 year:

**ISAAC ANSAH, Public Representative**  
**SALINA FUKUMOTO, Member Representative**  
**RIKKI FONTAINE, Member Representative**  
**MARY HEARD, Member Representative**  
**DARIN HOVIUS, Member Representative**  
**KAYSI KATCHMAR, Member Representative**  
**HAI LUO, Member Representative**  
**DARLENE MACDONALD, Member Representative**  
**SHERRY RITCHOT, Public Representative**  
**TRICIA VANDENAKKER, Public Representative**  
**BUETTA WARKENTIN, Member Representative**

The following outgoing members were acknowledged for their contributions:

**Michaela Cardamone**  
**Voula Karlaftis**  
**Tara-Lee Procter (Maciuszonek)**

**THANK YOU TO COMMITTEE MEMBERS**

The President acknowledged the volunteer committee members who dedicated their time and expertise to



the work of the College:

**STRATEGIC PLANNING WORKING GROUP  
LAND ACKNOWLEDGEMENT SUB-COMMITTEE  
EXECUTIVE COMMITTEE  
FINANCE COMMITTEE  
REGISTRATION COMMITTEE  
CONTINUING COMPETENCE COMMITTEE  
COMPLAINTS COMMITTEE  
INQUIRY COMMITTEE  
STANDARDS AND ETHICS COMMITTEE  
NOMINATING COMMITTEE**

**THANK YOU TO STAFF**

Thank you to the staff for the contributions to the College. The College is on a journey and the staff contribute with professionalism and kindness to this journey.

**14. NEW BUSINESS**

Items for new business were to be submitted to the College by September 6, 2022 and there were no submissions received. All of the business for which this meeting was called has therefore been attended to.

**15. ADJOURNMENT**

Thank you to all who have attended and participated in the Annual General Meeting of the Manitoba College of Social Workers.

The meeting was declared adjourned at 12:57 PM.

**2022-2023 Manitoba College of Social Workers  
Board of Directors:**

**Executive Committee**

**President:** Mary Heard, Member Representative (Southern Region)

**Vice President:** Jennifer Meixner, Member Representative  
(Interlake-Eastern Region)

**Secretary:** Salina Fukumoto, Member Representative (Capital Region)

**Treasurer:** Tricia VanDenakker, 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)

Cecilly Hildebrand (Capital Region)

**Student Representative**

Lorelei Harris (Capital Region)

## JOINT MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR/REGISTRAR



2022-2023 has been a year of reflection and positive progress as the Manitoba College of Social Workers contemplated its mission, vision and values and identified organizational goals and priorities for the future. With the support and guidance of registrants, members and community partners, including a Knowledge Keeper, Grandmother and members of Indigenous and diverse communities, MCSW is proud to introduce a Strategic Plan with an Indigenous and anti-racist lens that has prioritized the principles of reconciliation, equity, diversity and inclusion. Striving for excellence in our mandate to regulate the profession in the interest of the public, MCSW will continue to promote ethical and accountable social

work practice, advocate for the profession and continue on our reconciliation journey.

The Strategic Plan brings new energy and excitement to the ongoing work of MCSW. Throughout 2022, the College engaged in a comprehensive organizational review in response to and in anticipation of ongoing growth in registration, program development, advocacy and community engagement. From a staff team of 3 when the *Social Work Profession Act* was introduced in 2015 to a staff team of 8, we are pleased to increase our resources and capacity to support and regulate the profession.

We sincerely appreciate the collaborative efforts of all those who have supported and contributed to the work of the College including registrants of MCSW, the Board of Directors, committee members, volunteers, community partners, Knowledge Keepers and MCSW staff. We are pleased to present the important work accomplished over the last year detailed in this Annual Report.

Mary Heard, MSW, RSW  
Outgoing President

Jennifer Meixner, BSW, RSW  
Incoming President

Barbara Temmerman, MSW, RSW  
Executive Director/Registrar

## 2023 CASW DISTINGUISHED SERVICE AWARD

The Manitoba College of Social Workers hosted the Member Appreciation Networking Event on March 16, 2023 at The Leaf, Assiniboine Park, to celebrate and honour the outstanding contributions Manitoba Social Workers make every day.

At this event, John Smyth, MSW, RSW was honoured as the Manitoba recipient of the 2023 CASW Distinguished Service Award.

John served as Executive Director of the Aurora Family Therapy for ten years and through his compassion and commitment, John spearheaded several programs to serve the needs of the newcomer community.

In 2016 John was one of four Canadians accepted into Harvard University Medical School's Global Mental Health: Trauma and Recovery Certificate Program. As a result of the inspiration drawn from this specialized program, John and his staff developed Aurora into one of the largest refugee-serving centres in Manitoba.

In addition to his work at Aurora, John was involved in establishing the Ethnocultural Council of Manitoba, a coalition of 40 ethnocultural community organizations coming together in unity to advocate for their common goals and address their common challenges.

*“ John deserves the recognition of the CASW Distinguished Service award for his inspiring leadership; the development, creation and implementation of unique programs and services; the empowering of many marginalized and oppressed people, often on human rights grounds, and for having a positive impact on ten to twenty thousand people in Manitoba including thousands of refugees.” (Nominator, Ellen Gordon)*

MCSW and CASW extends their appreciation to John for his incredibly important contributions to the social work profession and the communities he serves.





## CASW REPRESENTATIVE'S REPORT

The Canadian Association of Social Workers (CASW) is the national voice for Social Workers and has evolved over the years as a Federation composed of ten provincial and territorial partners. In 2022, a new development is the emergence of an Association of Social Work in Quebec. CASW is very excited at the potential of this new partner, which would unify the Federation across Canada.

CASW participates internationally through our partnership with the International Federation of Social Workers (IFSW) which is the global body for the profession. It is comprised of one hundred and forty-seven professional associations representing over five million Social Workers. Every CASW member is a member of IFSW and can access its vast array of global social work resources.

There have been many highlights during the year including the completion of an operational review. The review is intended to provide a framework ensuring that equity, diversity, inclusion and belonging are at the forefront of all CASW actions and recommendations.

Specific to the profession, CASW has long advocated for Social Workers to be included as Mental Health practitioners within the Public Service Health Care Plan. In 2022, a new tentative agreement was reached to permanently include Social Workers. This, along with expanding the maximum eligible amount to five thousand dollars (\$5,000) for psychological services, has greatly strengthened the profession.

In November 2022, CASW celebrated the passing of Bill C-5 that repealed mandatory maximum sentences for certain drug offences.

In 2022, the Federal Government committed to study the possibility of expanding student grants and forgiving a portion of student loans for certain Health Professions, including Social Workers that work in under served rural areas and remote communities.

During March, the profession comes together to celebrate and reflect on the strength of Social Workers and their contributions to the Canadian public. The theme this year, Navigating Complex Systems - Social Work is Essential, was chosen to look at the essential role Social Workers play in addressing systemic gaps, as well as providing key services and programs.

Highlights from National Social Work Month (NSWM) 2023 included;

- CASW and our provincial partners hosted eleven (11) online events, with topics ranging from professional self care, ethics, and risk management, Indigenous mindfulness and Social Work beyond borders.
- CASW ran weekly book giveaways and distributed forty-nine (49) books to CASW members across Canada.
- Eight (8) CASW members won two thousand dollars (\$2,000) in prizes after submitting their customized posters, as well as sharing their stories on how they support and advocate in their Social Work practice.
- CASW launched a new Instagram account which saw 562 % increase in traffic during NSWM. CASW media channels continue to develop as we continue to shift to a virtual world.

A highlight for MCSW during Social Work Month is the celebration of the CASW Distinguished Service Award, which was presented to John Smyth, MSW, RSW. John served as Executive Director of Aurora Family Therapy for ten years and spearheaded several programs to meet the needs of the newcomer community. John was also involved in establishing the Ethnocultural Council of Manitoba, a coalition of forty community organizations, which come together to advocate for common goals to address ongoing challenges. Congratulations John - well deserved.

There are many direct benefits to joining MCSW, including becoming a member of CASW. A few benefits include:

## CASW REPRESENTATIVE'S REPORT—CONTINUED

- Sonnet Home and Auto Insurance and Pet Insurance
- Access to National BMS Group Insurance, includes professional liability
- Access to live recorded CASW continuing education webinars
- CASW Media Monitoring Services an email service of National news relevant to the Social Work Profession
- CASW continues the release of its monthly mail out “the Reporter” to ensure Members remain informed and engaged in CASW.

Full benefits may be viewed at <http://.CASW-acts.ca>

As my term with MCSW comes to an end, Salina Fukumoto will take on the roll as CASW Director for Manitoba. It has indeed been a rewarding experience and huge thank you to Barb Temmerman and the Board of Directors for allowing me this opportunity.

*Darlene MacDonald, MSW, RSW*

*CASW Representative*



## REGISTRATION COMMITTEE REPORT

The 2022 - 2023 members of the Registration Committee include: Darin Hovius (Board Liaison & Chair), Lee Anne Deegan, Joshua Van Mulligen, and Calistus Ekenna with MCSW staff representative Jacqueline Shortridge, Director of Professional Practice.

The Registration Committee continued their work on several projects this year. The Re-Entry to Practice Policy was presented to the Board for approval. The policy provides parameters for evaluation and assessment for social workers re-entering practice after a substantial period of not actively practicing social work. The proposed policy was approved by the Board and will be introduced following development of an implementation plan.

The Committee drafted amendments to the Approved Social Work Program Policy in recognition of the signed Agreement between the National Indigenous Accreditation Board (NIAB) and the Canadian Association of Social Work Education (CASWE) signed in October 2019. The proposed amendments were approved by the Board, resulting in changes to eligibility to include consideration of social work degree programs accredited by NIAB.

The Committee provided feedback to the Standards and Ethics Committee on the revised draft of Standard 7.

The Committee is dedicated to up-holding high standards and continues to promote registration of potential social workers.

MCSW registration statistics as of March 31, 2023 (with comparison data from 2021-2022):

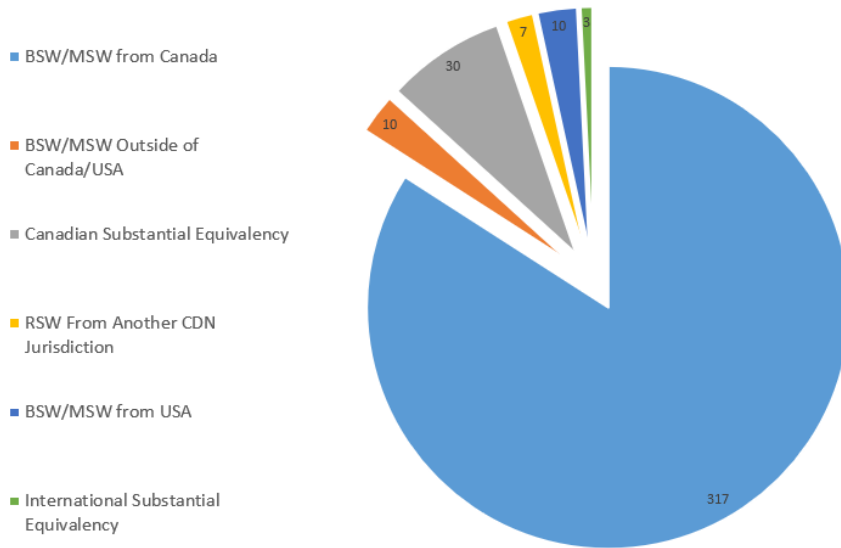
March 31, 2022	March 31, 2023
Practicing: 2342	Practicing: 2277
Practicing ESWP: 24	Practicing ESWP: 18
Non-Practicing: 250	Non-Practicing: 183
Students: 165	Students: 177
Corporation: 2	Corporation: 3
Total: 2783	Total: 2658

In closing, I want to express appreciation to the current members and excitement for the coming year as the committee has recruited new members to start their terms in Fall 2023. I look forward to this year in support and promotion of the social work profession.

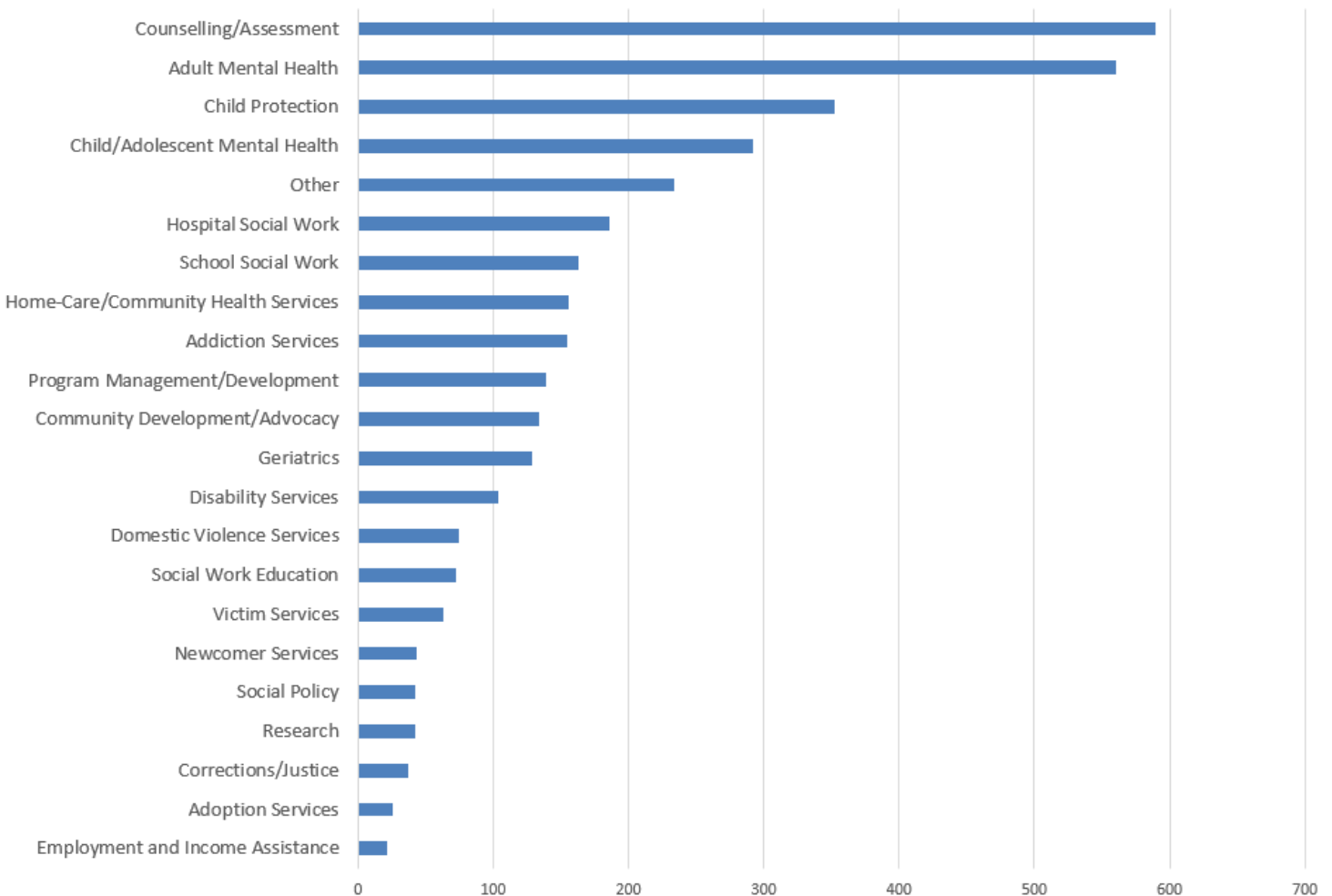
*Darin Hovius, BSW, RSW*  
*Registration Committee Chair and Board Liaison*



### 2022-2023 Applicants by Type



### 2022- 2023 Registrants Primary Practice Areas



*Note: Some registrants practice in more than one area*

## CONTINUING COMPETENCE PROGRAM COMMITTEE REPORT

The Continuing Competence Committee was established by the Board in August 2015.

The Continuing Competence Program (CCP) promotes excellence in social work practice and supports the continual development of professional competence throughout Social Workers' careers.

We would like to thank the 2022-2023 members of the Committee: Tara-Lee Procter (Maciuszonek), Roy Hardie, Ashley Vandepoele, Cecilia Tardiff, Ellyn Polk, Buetta Warkentin (Board Liaison), and Laura Tanguay (chair) along with staff representative Jacqueline Shortridge, Director of Professional Practice. We would like to acknowledge the commitment and service of outgoing Committee member Tara-Lee Procter (Maciuszonek).

The Committee spent the last year developing an audit tool to be used to monitor and evaluate Member's adherence to the CCP program.

The Committee continues to identify educational content and workshop opportunities that can be located on the MCSW website. See Free Learning Activities, [https://mcsw.ca/continuing-competence-program/#page\\_1277](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: The Right to Die: MAiD, The Black Experience Keynote during Black History Month, Ethics and Risk Management Challenges in Social Work Documentation and two presentations of the MCSW Continuing Competency Overview.

We look forward to continuing the important work of the Continuing Competence Committee.

*Laura Tanguay, BSW, RSW*  
*Chair*

*Buetta Warkentin, MSW, RSW*  
*Board Liaison*

## COMPLAINTS COMMITTEE REPORT

The Complaints Committee would like to acknowledge the hard work and dedication of its Members: Co-Chairs: Beatrice Campbell and Allison Groening, and Members: Kim Morrison, Lisa Newman, Elizabete Halprin, Margarita Friesen, and Kerri Ranson (public representative), as well as our three newest members who joined this year – Christine Richardson, Cassandra Buchan and Wil Hedges.

Thank you to Ruby Garand, Bonnie Kocsis, Scott Maksymyk and Wendy Ducharme (public representative) for their contributions to the Complaints Committee.

As well, thank you to our co-chairs, Allison Groening and Beatrice Campbell. Allison will be stepping back from the Committee this fall. Thank you for the contributions and valuable input you have provided these last three years. Thank you to Beatrice, who finished her co-chair term with the committee. Her dedication and contributions to the committee over the last six years have been invaluable and much appreciated.

The Registrar is required to refer all complaints to the Committee, in accordance with the legislation, Part 7 of *The Social Work Profession Act (SWPA)*. The Committee meets monthly and is responsible to carefully evaluate the social worker's professional conduct against the SWPA and Regulations 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 which 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 social worker (i.e. may involve additional training, supervision or other practice remediation),
- to censure the social worker,
- to accept the social worker's voluntary surrender of registration
- or to refer the complaint to the Inquiry Committee for an Inquiry Hearing and a binding decision.

The Committee contracts external investigators to investigate some complaints in order to process complaints in a timely manner.

Following are the statistics for the calendar year 2022.

Respectfully,

*Beatrice Campbell, BSW, RSW*

*Complaints Committee Co-Chair*

*Allison Groening, MSW, RSW*

*Complaints Committee Co-Chair*

<b>Complaints January 1 to December 31, 2022</b>	
<b>Complaints Received in 2022</b>	<b>30</b>
Reviewed in 2022	19
Pending review for 2023	11
<b>Complaints Reviewed by the Complaints Committee in 2022</b> <i>* Includes complaints from previous years</i>	<b>40</b>
<b>Outcome of Complaints that were directed for Investigation:</b>	
Dismissed	9
Voluntary Surrender	3
Letter of Counsel	1
Entered into Agreement	9
<b>Investigations to continue into 2023</b>	<b>12</b>
<b>Complaint Committee Decision Appealed</b>	
Appeal Panel Upheld Decision	6
Appeal from 2022 pending for 2023	4
<b>No Jurisdiction (Not a Regulated Member)</b>	<b>23</b>
Child and Family Services	11
Employment and Income Assistance	1
Private Practice/Counsellor	5
Federal	1
Provincial Health	1
Other/non-identified agency	4
<b>Complaint left incomplete by Complainant</b>	<b>11</b>

## INQUIRY COMMITTEE REPORT

The Inquiry committee has been supported by the following volunteers:, Arliss Kurtz (Co-chair), Adam Chrobak (public representative), Meeka Kiersgaard, Meredith Mitchell (public representative), Misty Bousquet, Regan Spencer, Sherry Ritchot (public representative) and Kara Moss. Welcome to our two newest committee members who joined this year, David Delay and Jan Christianson-Wood.

A very special thank you to Arliss Kurtz who finished her co-chair term with the Committee. 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 over the last seven years. Thank you to Adam Chorbak whose term also ended. Adam 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. And finally, thank you to Misty Bousquet who also completed a three-year term with the Committee. We appreciate the volunteer service each of you have provided over the years.

As per Section 7 of the *Social Work Profession Act*, the Complaints Committee can decide that allegations of professional misconduct against social workers or former social workers should be referred to the Inquiry Committee for a formal hearing and a binding decision.

As with any Regulatory body, the Manitoba College of Social Workers (MCSW) Inquiry Committee has the legislative responsibility to hold disciplinary hearings related to current and former registrants of MCSW. The Inquiry Committee is established by the Board to fulfill the College's legislated responsibility to hold disciplinary hearings as per Section 41 of the SWPA.

In 2022 there were no matters referred to the Inquiry Committee.

The College hosted an orientation & onboarding session for all Inquiry Committee Members in August 2023. Thank you to those Committee Members who attended and actively participated in the onboarding process.

Any Inquiry decisions are posted to the MCSW website as per Section 41 of the *Social Work Profession Act*. Past decision can be located here: <https://mcsww.ca/complaints-conduct>

*Jan Christianson-Wood, MSW*

*Co-Chair, Non-practicing Member*

## STANDARDS AND ETHICS COMMITTEE REPORT

The Standards and Ethics Committee was established in 2020, 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 2022-2023 Standards and Ethics Committee include: Hai Luo (Board Liaison), Megan Ferguson (Chair), Sherry-Lyn Lam, Kerri Chomenchuk, Ruth BZ Thomson, Barbara Balshaw-Dow, and Pamela Jackson. The Committee is supported by staff representative Jacqueline Shortridge, Director of Professional Practice.

This year, the Committee continued drafting revisions of MCSW Standard 7 – Private Practice. The proposed revisions to Standard 7 continue, including consultation with the Board and other MCSW Committees. Once the proposed revisions receive preliminary approval by the Board of Directors and prior to the implementation of any changes, the committee will engage in consultation with MCSW registrants and student members to gather feedback on the proposed changes.

The Committee has initiated the development of a Private Practice Guideline that will accompany the revised Standard 7 to further support private practitioners.

The Committee would like to recognize the key contributions of Richard Lavoie, Manager of Registration and Professional Practice prior to his retirement in 2022.

Committee Members participated in consultation with the Canadian Association of Social Workers providing feedback on the national Code of Ethics, which is currently being finalized.

We extend our appreciation to the Committee Members for their time, energy, and valued expertise.

*Megan Ferguson MSW, RSW*  
*Chair*

*Hai Luo PhD, MSW, RSW*  
*Board Liaison*

# LAND ACKNOWLEDGEMENT WORKING GROUP

## **Working Group Members**

Beatrice Campbell, Jennifer Meixner, Kaysi Katchmar, Salina Fukumoto, Mary Heard, Monique Lariviere (Treaty Relations Commission of Manitoba), Barbara Temmerman

## **Summary**

The Working Group appreciates the support of Elder Allen Sutherland, who led the Working Group through smudging and a pipe ceremony to begin the process of drafting the land acknowledgement in a good way.

Throughout 2022- 2023, the Land Acknowledgement Working Group developed formal Terms of Reference and continued in its efforts to move through the 3 components/project phases identified as follows:

- Land Acknowledgement – short version for website, documents, events
- Framework Document – longer version of land acknowledgement with further explanation
- Land Acknowledgement Development Guide

In addition to researching and reviewing existing land acknowledgement guides, the Working Group focused on increasing the diversity of this group through recruitment of additional participants. Thank you to Michael Yellow Bird, Eveline Milliken and Lee Anne Deegan for their commitment to working with the College on this important project as we continue to move forward.

*Barbara Temmerman, MSW, RSW*



# STRATEGIC PLANNING WORKING GROUP

## **Committee Members:**

Isaac Ansah, Beatrice Campbell, Mary Heard, Kaysi Katchmar, Clayton Sandy (Knowledge Keeper), Sharon Stadnick (Grandmother), Barbara Temmerman, Tricia VanDenakker, Buetta Warkentin

## **Summary**

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 was comprised of members of the Board of Directors, the Executive Director/Registrar, a Knowledge Keeper and a Grandmother, with 44% Indigenous representation.

The Working Group is pleased that this meaningful project has reached completion and presents the following highlights:

- Consulting team, CamProf Inc., comprised of 50% Indigenous representation, engaged to assist in strategic planning development
- Consultation period took place that included feedback from registrants, student members and community partners through surveys, focus groups and interviews
- Board of Directors, MCSW staff and Knowledge Keeper Clayton Sandy engaged in strategic planning sessions in May 2022 with the support of CamProf Inc. considering information gathered through consultation
- Following development of the Strategic Plan, MCSW engaged with Indigenous owned and operated creative marketing company, Vincent Design, to design and create the visual identity for the Strategic Plan

The Board of Directors has established 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 MCSW registrants, student members and community partners in this process.

The Board of Directors looks forward to bringing life to this Strategic Plan, grounded in its mission, vision and values, and maintaining its commitment to the priorities identified through consultation.

Special recognition to Knowledge Keeper Clayton Sandy and Grandmother Sharon Stadnick for their guidance and support throughout this process. Meegwetch!

*Barbara Temmerman, MSW, RSW*

## NOMINATING COMMITTEE REPORT

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

### **New Members:**

Alexander Sawatsky, Member Representative (Capital Region)  
Wil Hedges, Public Representative (Capital Region)  
Chinago (Faith) Ugwu, Student Representative (Capital Region)

### **Continuing Members:**

Beatrice Campbell, Member Representative (Capital Region)  
Rikki Fontaine, Member Representative (Capital Region)  
Salina Fukumoto, Member Representative (Capital Region)  
Mary Heard, Member Representative (Southern Region)  
Cecilly Hildebrand, Public Representative (Capital Region)  
Darin Hovius, Member Representative (Capital Region)  
Eye of the Storm, Kaysi Katchmar (Northern Region)  
Hai Luo, Member Representative (Capital Region)  
Jennifer Meixner, Member Representative (Interlake-Eastern Region)  
Tricia VanDenakker, Public Representative (Capital Region)  
Buetta Warkentin, Member Representative (Southern Region)

The Board of Directors is currently accepting recommendations for a public representative to fill a vacancy of an unexpired term until October 2024.

Many thanks to our outgoing Directors who have completed their terms: Isaac Ansah, Lorelei Harris and Darlene MacDonald. We appreciate your time and valued contributions to the work of the College over the years!

*Submitted on behalf of the Nominating Committee,*

*Salina Fukumoto, MSW, RSW*

*Kaysi Katchmar, BSW, RSW*

*Buetta Warkentin, MSW, RSW*

## 2022-2023 COMMITTEE MEMBERS

### **Complaints Committee**

Beatrice Campbell (Co-Chair)  
Allison Groening (Co-Chair)  
Wendy Ducharme  
Margarita Friesen  
Ruby Garand  
Elizabete Halprin  
Bonnie Kocsis  
Scott Maksymyk  
Kim Morrison  
Lisa Newman  
Keri Ranson

### **Continuing Competency Committee**

Laura Tanguay (Chair)  
Roy Hardie  
Ellyn Polk  
Tara-Lee Procter (Maciuszonek)  
Cecilia Tardiff  
Ashley Vandepoele  
Buetta Warkentin

### **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 Working Group**

Beatrice Campbell  
Salina Fukumoto  
Mary Heard  
Kaysi Katchmar  
Monique Lariviere  
Jennifer Meixner

### **Nominating Committee**

Salina Fukumoto  
Kaysi Katchmar  
Buetta Warkentin

### **Registration Committee**

Darin Hovius (Chair)  
Lee Anne Deegan  
Calistus Ekenna  
Joshua Van Mulligen

### **Standards and Ethics Committee**

Megan Ferguson (Chair)  
Barbara Balshaw-Dow  
Kerri Chomenchuk  
Pamela Jackson  
Sherry Lyn Lam  
Hai Luo  
Ruth BZ Thomson

### **Strategic Planning Working Group**

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

*Thank You*