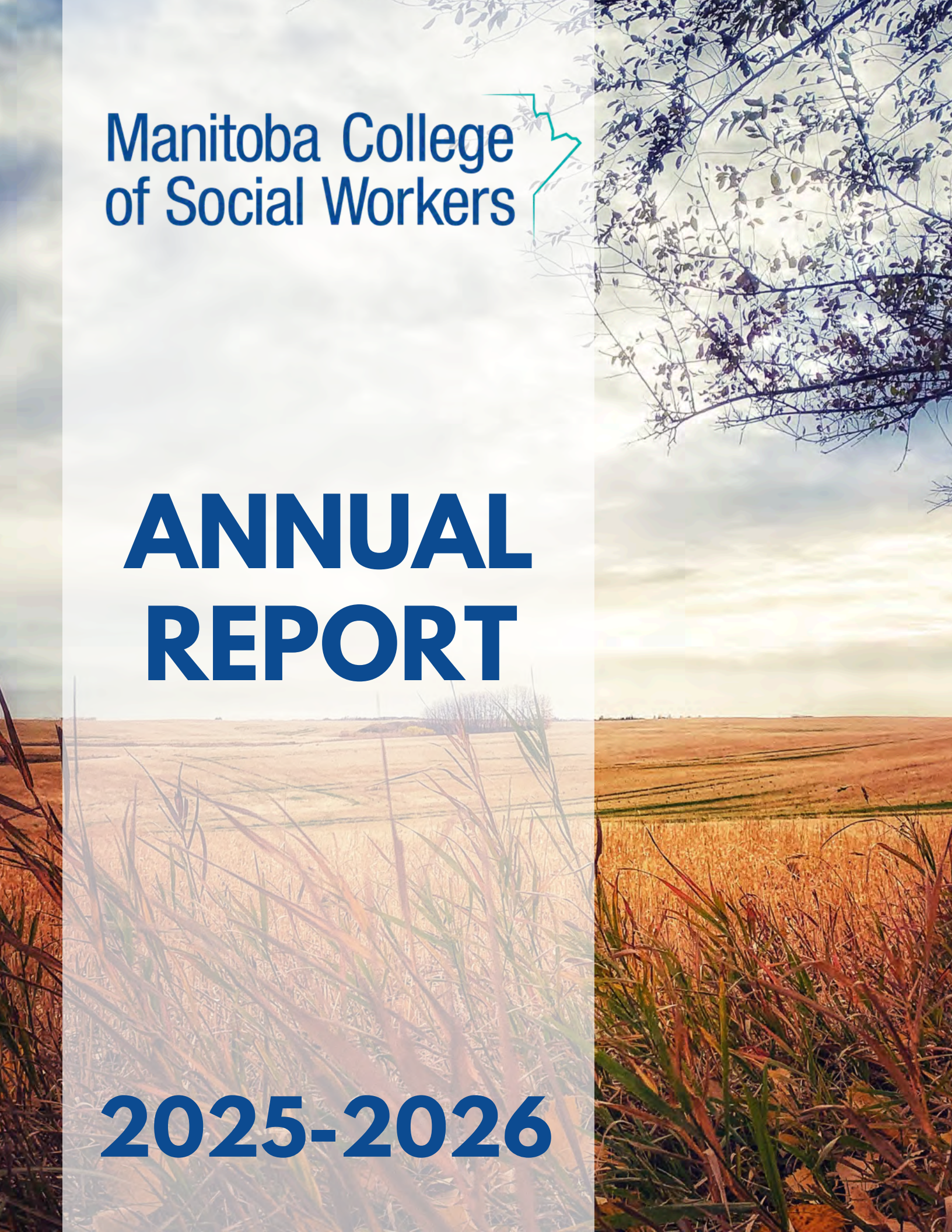




Manitoba College
of Social Workers

ANNUAL REPORT

2025-2026

LAND ACKNOWLEDGEMENT

The office of the Manitoba College of Social Workers is located on Treaty 1 Territory and Manitoba is located on the ancestral lands of the Anishnaabeg, Anishininawuk, Dakota Oyate, Denesuline and Nehethowuk Nations and the National Homeland of the Red River Métis. Northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We honour these lands that have been home to Indigenous Peoples for generations and express gratitude for the enduring relationships that these communities have with the land, water, and all living beings. We acknowledge colonization has intended to dispossess Indigenous Peoples of these lands, and we recognize Social Work's role in colonization and the resulting impacts on Indigenous Peoples, communities and the environment.

We acknowledge the truths of the past and ongoing harms, including broken agreements and intergenerational trauma experienced by Indigenous Peoples. We recognize the strength and resilience of Indigenous communities, who continue to care for this land. We honour self-determined languages, identities, knowledge systems, and the historical and ongoing relationships that have shaped our existence.

The Manitoba College of Social Workers recognizes our responsibility to acknowledge, respect, and engage in meaningful relationships with Indigenous Peoples. We commit to understanding the privileges and responsibilities we have as visitors on this land, and to actively confront the ongoing impacts of colonization.

As we reflect on our role as Social Workers, we are guided by the experiences and knowledge of Indigenous Peoples in coming to understand the complexities of our interactions. We commit to ongoing learning, listening, dialogue and action that challenge colonial systems, advance reconciliation and promote justice for present and future generations.

We strive to approach our work with intention and humility and to communicate in ways that foster understanding and respect. The Manitoba College of Social Workers commits to actively work towards building stronger, more equitable relationships with Indigenous communities and to support practices that uphold Indigenous rights, environmental responsibility and the well-being of all people, lands, water and future generations.



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ANNUAL GENERAL MEETING

October 15, 2026 Agenda

- | | |
|----|--|
| 01 | WELCOME AND OPENING REMARKS |
| 02 | CALL TO ORDER |
| 03 | VERIFICATION OF QUORUM |
| 04 | NOTICE OF MEETING |
| 05 | APPROVAL OF THE AGENDA |
| 06 | PRESIDENT'S REPORT |
| 07 | MINUTES OF THE 2025 ANNUAL GENERAL MEETING |
| 08 | BUSINESS ARISING FROM THE MINUTES |
| 09 | COMMITTEE REPORTS |
| 10 | PRESENTATION OF THE FINANCIAL STATEMENTS |
| 11 | APPOINTMENT OF THE AUDITOR |
| 12 | ANNOUNCEMENT OF THE BOARD OF DIRECTORS |
| 13 | THANK YOU TO THE 2025-2026 BOARD AND COMMITTEE MEMBERS |
| 14 | NEW BUSINESS |

ANNUAL GENERAL MEETING MINUTES

October 30, 2025

1. WELCOME & OPENING REMARKS

Barb Temmerman, Executive Director/Registrar, welcomed those present and expressed appreciation for the Land Acknowledgement Working Group who were instrumental in shaping an acknowledgement that reflects both respect and a deepening of our collective understanding. We acknowledge that Manitoba College of Social Workers is located on Treaty 1 Territory and that Manitoba is located on the ancestral lands of the Anishnaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations and the National Homeland of the Red River Metis. We further acknowledge that northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

Elder Allen Sutherland, White Spotted Horse, from Skownan First Nation, Treaty 2 Territory, offered a prayer and reflections to open the meeting in a good way.

2. CALL TO ORDER

President, Jen Meixner, opened the meeting and acknowledged this past year has been one of listening, learning and partnering.

The meeting was called to order at 12:13 PM.

3. VERIFICATION OF QUORUM

The attendance list verified 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 September 15, 2025.

"BE IT RESOLVED THAT:

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

Moved by Cynthia Sottie and seconded by Arliss Kurtz. CARRIED.

5. APPROVAL OF AGENDA

The agenda was delivered to all members electronically on September 15, 2025, and was provided to members electronically in a more detailed format in the Annual Report circulated on October 27, 2025.

A member requested two items be added to the agenda.

- The first item was a request to provide additional details regarding the fee adjustment. Treasurer will provide additional details regarding the fee adjustment during the Presentation of Financial Statements on the agenda.
- The second item was a request to address the Board's actions to advance the professional interests of its members and promote the profession. President will provide information in this regard during the President's Report on the agenda.

ANNUAL GENERAL MEETING MINUTES CONTINUED...

October 30, 2025

"BE IT RESOLVED THAT:

The agenda is approved as presented."

Moved by Jill Brown and seconded by Darlene Macdonald. CARRIED.

6. PRESIDENT'S REPORT

President highlighted progress on Strategic Plan.

- Regulation & Governance:
 - Key areas: Launched Standards of Practice revision project.
- Reconciliation:
 - Key areas: Renewed Land Acknowledgement, Establishment of Indigenous Advisory Circle, increased engagement with Indigenous community organizations and governments, ongoing work to meaningfully action Strategic Plan with support of consultants at Indigenous Strategy
- Equity, Diversity & Inclusion:
 - Key areas: Initial EDI training for Board, staff and committee members, MCSW supporting the Canadian Council of Social Work Regulator's Anti-Racist Regulatory Practice framework
- Public Awareness & Engagement:
 - Key areas: Responded to revisions of the Education Administration Act affecting school social workers, promoting fairness and inter-professional collaboration, focuses on creating new partnerships to learn how MCSW can support the Assembly of Manitoba Chiefs and the soon-to-be established Manitoba Association of Black Social Workers

In response to the member's question regarding how the Board is addressing the advancement of the professional interests of members and promotion of the profession

Over the past year, the Board has taken several deliberate steps to fulfill this responsibility.

- Supported the development of practice resources that guide ethical, competent practice, providing members with clarity and confidence in their professional roles.
- Ongoing partnership with the Indigenous Strategy Alliance and work on Reconciliation, Equity, Diversity, and Inclusion, has strengthened collective understanding of inclusive and culturally responsive practice.
- The College has engaged with community partners to ensure that the voice of social work is represented in conversations that affect our profession through listening, learning, and partnering.

Promotion of the profession does not always appear in position statements or media presentations. The Board ensures the College grows as a learning organization, one that listens, responds thoughtfully to the evolving needs of the profession, and upholds the values of social work.

President Jen Meixner welcome Jo Ann Pinera from Indigenous Strategy Alliance to provide an overview on the work of Indigenous Strategy Alliance. Progress to date, project phases, final report and transition plans were identified. Changes by strategic pillars include:

ANNUAL GENERAL MEETING MINUTES CONTINUED...

October 30, 2025

- Regulation: revise regulatory tools and processes to be more flexible and responsive to member needs.
- Reconciliation: deepen commitment to implementing TRC Calls to Action and building trust with Indigenous communities.
- Equity, Diversity and Inclusion (EDI): enhance EDI initiatives, increase diverse representation, and provide ongoing anti-racism training.
- Public Awareness and Engagement: develop targeted public awareness campaigns and leverage digital/social media to elevate the social work profession.

Jen Meixner thanked Jo Ann for the work completed to date and opened for questions. No questions were asked.

7. MINUTES OF THE 2024 ANNUAL GENERAL MEETING

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

“BE IT RESOLVED THAT:

1. the reading of the minutes of the AGM held on October 24, 2024, be dispensed with; and
2. the said Minutes are approved as presented.”

Moved by Mary Heard and seconded by Jasmine Masse. 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. Jen Meixner highlighted the work of MCSW committees as outlined in the Annual Report.

10. PRESENTATION OF FINANCIAL STATEMENTS

Jeff Eckstein of MNP, Chartered Professional Accountants, reported on the financial statements for the period ending March 31, 2025, and highlighted significant changes.

Jeff reviewed the purpose and importance of a reserve fund as a critical risk management tool to ensure the College can meet legal costs, future capital investment needs or other items tied to the current or future strategic plan. A well-managed reserve fund should be able to cover approximately 6 – 18 months of operating expenses, funds specifically marked for capital projects or legal funds are above and beyond the operating expenses reserve. The College has set a reasonable restricted target based on this approach. The MCSW reserve fund policy consists of operating expenses equal to 50% of the annual operating budget, a legal reserve of \$1 million and a capital investment amount based on projected needs. This totals \$1.6 million and currently the reserve sits at \$1.3 million. The reserve policy is reviewed regularly by the Board.

ANNUAL GENERAL MEETING MINUTES CONTINUED...

October 30, 2025

Treasurer, Tricia Van Denakker, presented an overview of the fee adjustment. Tricia confirmed the College does not receive external government funding. MCSW has successfully maintained the same fees for over a decade, offering the lowest registration fees among social work regulators and comparable professional regulators and associations, both within the province and across Canada. The Fee Adjustment Notice circulated in August, along with the charts outlining the comparisons are posted in the References section of the platform.

The decision to adjust fees was made in alignment with the Board's fiduciary duty, which was essential to ensure the College remains equipped to fulfill its mandate, maintain core operations and implement the priorities outlined in the current Strategic Plan.

With the increase to \$450 (Practicing), MCSW's fees are in the average range for social work colleges across Canada and still has the lowest registration fee compared to all other professional colleges in Manitoba.

Treasurer reviewed the considerations by the Board for the increase in fees:

Strategic Plan Implementation

The organization has set ambitious goals in the strategic plan, particularly in the areas of:

- Regulatory modernization projects (Standards of Practice)
- Funding key reconciliation and EDI initiatives (policy revisions, governance review)
- Improving member and community engagement (increased community presence, travel)

These initiatives require sustained and predictable financial resources.

Operational Deficit

- MCSW saw an operational deficit of \$65,452 for year ended March 31, 2024
- MCSW saw an operational deficit of \$146,453 for year ended March 31, 2025
- MCSW saw overall deficit of \$45,386 in 2025, which was mitigated by investment income
 - Investment income, especially from stocks or other market-dependent assets, can fluctuate significantly
 - Non-profits need predictable cash flow to sustain programs
 - Investment income can supplement a non-profit's budget, but it is inherently unpredictable and should not replace earned revenue

Cost of Living

- Since 2015, the cost of living in Manitoba has increased by approximately 26.3%, as measured by the Consumer Price Index (CPI).

ANNUAL GENERAL MEETING MINUTES CONTINUED...

October 30, 2025

Operational Costs (current and projected)

- Increases in operational costs in all areas including but not limited to legal fees, insurance, professional development (i.e. speakers) and vendor fees (i.e. IT, database, hotel venues)
- Database migration required in 2026 (projected costs of \$100,000)
- Additional staff/consultants with specialized expertise are required in order to appropriately resource the strategic plan
- Lease agreement expires in 2026, which will require alternate, larger office space. Rental comparison costs will increase from \$3600 to around \$8500 per month.
- Staffing

Reserve Fund

Reserve Fund Policy established by the Board in 2018 and reviewed in 2021 and 2025. In keeping with its fiduciary responsibilities, the College must have appropriate operating/contingency reserve funds available to provide for ongoing expansion and unanticipated expenses.

The Board considered the following:

- Financial forecast (current and future projected expenses)
- Risk exposure (financial risks, unpredictable legal costs)
- Reserve fund recommendations for non-profits
- Reserve funds of other similar regulatory bodies

Legal costs of disciplinary hearings highly unpredictable depending on complexity and length of hearing. Must consider legal, investigation and hearing costs (court reporter, hiring independent legal counsel for the hearing panel, and covering expenses for the panel members themselves, such as per diem fees, travel, or accommodations).

AGM participants were given the opportunity to pose questions. The following is a summary of questions and responses.

- Were there considerations about the large variation of salaries amongst social workers when considering the fee increase?
 - The Treasurer noted that, although social workers have diverse scopes of practice and varying levels of compensation, fee increases are determined by the organization's operational needs and fees are not prorated based on income.
 - President Jennifer Meixner acknowledged that MCSW does not collect wage data. Under the legislation, members are designated as Practicing, Non-Practicing, or Student, with no additional categories to account for variations in members' income.
- Why there is increased salary costs on an annual basis?
 - Jeff Eckstein responded that salary and benefit increases reflect cost-of-living adjustments (COLA) and rising benefit costs. The cost of employee benefits has continued to increase year over year at a rate exceeding the Consumer Price Index (CPI).

ANNUAL GENERAL MEETING MINUTES CONTINUED...

October 30, 2025

- If MCSW is running a current deficit should hiring of additional staff be paused?
 - Executive Director/Registrar, Barb Temmerman responded that the strategic plan requires adequate resources to implement its priorities. As a small organization serving approximately 3,000 members, MCSW has fewer staff than many comparable regulatory bodies. Increasing organizational capacity is necessary to fulfill both its legislative mandate and strategic priorities.
- What is the rationale for maintaining a legal reserve of \$1 million when most social workers do not hold individual professional insurance and are therefore without a lawyer at inquiry hearings and there is no protection of practice for social workers?
 - The Treasurer, Tricia Van Denakker, explained that the article (<https://www.winnipegfreepress.com/breakingnews/2018/04/30/nursing-college-reports-1m-deficit-unprecedented-legal-costs-partly-to-blame>) referenced the unexpected legal costs incurred by a nursing regulator. She clarified that MCSW's legal reserve is intended to cover the College's costs of investigating complaints, conducting hearings, and managing appeals—not the legal expenses of members who are the subject of complaints. Appeal proceedings can significantly increase costs, with a single hearing potentially reaching hundreds of thousands of dollars. Maintaining a robust legal reserve helps protect the College from these unforeseen expenses. She also noted that her own regulatory body lacked such a reserve, resulting in a one-time \$500 member levy to establish a legal fund, which was not well received.
 - Jennifer Meixner clarified social workers are required to have professional liability insurance, and the Canadian Association of Social Workers offers a group rate to members.
 - The member asked whether a comparison could be made to a regulatory college without scope-of-practice protection rather than to the nursing regulator, who they assumed had practice protection. The Treasurer, Tricia Van Denakker, clarified that nurses, like social workers, have title protection rather than scope-of-practice protection, noting that physicians may be the only regulated profession with scope-of-practice protection.

11. APPOINTMENT OF AUDITOR

"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 Eveline Milliken and seconded by Mae Choo-Mah. CARRIED.

12. ANNOUNCEMENT OF BOARD OF DIRECTORS OF THE COLLEGE

On behalf of the Nominating Committee, the following new Directors on the Board were welcomed:

Amanda Griffith-Conway (Western Region)

Lance Ludwig (Capital Region)

Jennifer Sherb-Jenkins (Western Region)

ANNUAL GENERAL MEETING MINUTES CONTINUED...

October 30, 2025

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

In addition to new Directors, the following members of the Board of Directors will continue ongoing terms for the 2025-2026 year: Rikki Fontaine, Salina Fukumoto, Wil Hedges, Cecilly Hildebrand, Kaysi Katchmar, Jennifer Meixner, Alexander Sawatsky, Elizabeth Spence , Ashley Vandepoele, Tricia VanDenakker

The following outgoing members were acknowledged for their service, insight and commitment to the organization: Beatrice Campbell, Grace Holwell, Michael Minor, Katherine Rushton

MCSW reported that 54% of the current Board of Directors identify as Indigenous or as members of other diverse groups, with 38% identifying specifically as First Nations or Metis.

14. THANK YOU TO STAFF

College staff were thanked for their commitment and professionalism.

15. NEW BUSINESS

Items for new business not otherwise addressed at this meeting were to be submitted to the College by September 30, 2025. The two items requested by a member were addressed in the context of the established agenda and there were no other submissions received.

16. ADJOURNMENT

The meeting was declared adjourned at 1:35 PM.

JOINT MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR/REGISTRAR

This year gave us a lot to celebrate, while also giving us important reasons to pause and think about the future.

As we marked 100 years of social work in Canada, we had an opportunity to reflect on how far the profession has come and the work that lies ahead. Social workers have made meaningful contributions to individuals, families and communities for generations. We also know that social work has been part of systems that have caused harm. Both are part of our history, and both have something to teach us about the profession we want to be moving forward.

This balance - honouring where we have been while being thoughtful about where we are going - has shaped much of MCSW's work this year.

One of the developments we are most proud of is the establishment of our Indigenous Advisory Circle. Last year, we were just beginning this work. This year, members of the Circle have started to guide and speak into the everyday work of MCSW. The Circle's perspectives are helping us think differently, ask better questions and consider how reconciliation can be reflected not only in what we say, but in how we work and make decisions.

The Circle has also informed how we are refining the implementation of our Strategic Plan. Following the final reports from Indigenous Strategy Alliance, we have taken time to consider what we have learned and how those learnings should shape our priorities and actions. Implementation is not simply about completing commitments. It is about ensuring that those commitments are reflected meaningfully in how MCSW operates, makes decisions and builds relationships.

An important part of building relationships is creating opportunities to **talk about social work** - who social workers are, what we do and why our work matters.

Throughout the year, MCSW engaged in focused efforts to raise awareness about the important role of social workers, including meeting with Manitoba's Official Opposition to talk about the profession and issues affecting social workers and the people and communities they serve. These conversations matter. Social workers are working across virtually every part of our province, often alongside people during some of the most challenging moments of their lives. Their knowledge and experience belong in conversations about the systems and policies that affect Manitobans.





JOINT MESSAGE CONTINUED...

MCSW has continued to engage with social work associations, social work programs, accrediting bodies, employers, Indigenous and community organizations and diverse voices, recognizing that effective regulation is strengthened by listening to those with different experiences, perspectives and areas of expertise. An important example of this collaborative approach has been the work to revise MCSW's Code of Ethics and Standards of Practice. This project has been supported by a Working Group comprised of a diverse group of social workers and community leaders representing a range of practice areas, communities and perspectives. Bringing these voices together, grounded in thoughtful dialogue, diverse experiences and a shared commitment to ethical and accountable practice, will continue to move this project forward.

Our members are also helping shape social work beyond Manitoba. Through our connections with the Canadian Association of Social Workers and the Canadian Council of Social Work Regulators, Manitoba social workers have participated in national projects, including dedicated work on the development of best practice guidance for clinical social work and an anti-racist regulatory practice framework. Last year's report highlighted MCSW's growing national engagement; seeing Manitoba social workers directly contributing their knowledge and experience to this work is an important next step.

Perhaps one of the things we have been reminded of most this year is that the profession is stronger when people participate in shaping it. Regulation will always be at the heart of the College's responsibility to ensure the public is best supported by the social work profession, but a strong profession is also built through relationships, dialogue, learning and participation.

We are grateful to the members and community partners who share their perspectives, sit on committees, participate in consultations and contribute to national initiatives; to our Indigenous Advisory Circle for sharing their knowledge and guidance; to our Board for their leadership; and to MCSW staff for the work they do every day to move this work forward.

There is still plenty of work ahead of us—and that is a good thing. Social work has never been a profession that stands still. As the needs of people and communities change, we will keep listening, learning and asking how our profession can respond.

As we move into another year, we look forward to continuing this work together: honouring where we have been, strengthening the voice of social work today, and being thoughtful about the profession we are building for the future.



Jennifer Meixner, BSW, MA, RSW
MCSW President



Barbara Temmerman, MSW, RSW
Executive Director/Registrar

CELEBRATING THE LIFE AND ACHIEVEMENTS OF

Miriam Browne

1962 - 2026



Miriam Browne dedicated nearly two decades to advancing and strengthening the social work profession. Her vision, determination, and advocacy were instrumental in achieving title protection for social workers in Manitoba.

As the first Executive Director and Registrar of the Manitoba Institute of Registered Social Workers, Miriam was known for her generosity, authenticity, humour, and commitment to bringing people together. She mentored many social workers and leaders, and her influence continues to be reflected in the work of the Manitoba College of Social Workers today.

We are grateful for Miriam's many contributions to our profession and for the lasting legacy she leaves for generations of social workers to come.

2025-2026 BOARD OF DIRECTORS



JENNIFER MEIXNER
PRESIDENT
MEMBER REP
INTERLAKE-EASTERN



RIKKI FONTAINE
VICE PRESIDENT
MEMBER REP
CAPITAL REGION



KAYSI KATCHMAR
SECRETARY
MEMBER REP
NORTHERN REGION



TRICIA VAN DENAKKER
TREASURER
PUBLIC REP
CAPITAL REGION



SALINA FUKUMOTO
CASW MB REP
MEMBER REP
CAPITAL REGION



AMANDA GRIFFITH-CONWAY
MEMBER REP
WESTERN REGION



WIL HEDGES
PUBLIC REP
CAPITAL REGION



CECILLY HILDEBRAND
STUDENT REP
CAPITAL REGION



LANCE LUDWIG
MEMBER REP
CAPITAL REGION



DESIREE MORRISSEAU-KEESICK
PUBLIC REP
CAPITAL REGION



JENNIFER SHERB-JENKINS
MEMBER REP
CAPITAL REGION



ELIZABETH SPENCE
PUBLIC REP
CAPITAL REGION



ASHLEY VANDEPOELE
MEMBER REP
WESTERN REGION

INDIGENOUS ADVISORY CIRCLE



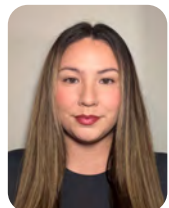
Melanie Bazin, MSW, RSW is the Director of Indigenous Services at the Crisis & Trauma Resource Institute. She has a passion for decolonizing social systems and draws from her Métis heritage to incorporate Indigenous ways of being, learning and helping into training and resources. Melanie provides land-based therapy with Lil' Steps Wellness and has 18 years of experience as a social worker in child protection, addictions and education.

Marti Ford, Ed.D, M.Ed., PBCE, B. Ed., BA, is of mixed heritage with Inuit and settler roots. She is the past President and Board Chair of the Manitoba Inuit Association. Dr. Ford is Associate Dean (Indigenous Education) and Assistant Professor in the Faculty of Education at the University of Manitoba. She has worked locally throughout the province of Manitoba in First Nations and Métis communities.



Sherry Gott, BSW, MSW, RSW hails from Sapotaweyak Cree Nation. A survivor of both the Residential School System and Day School. Sherry is the first Indigenous Cree woman from Northern Manitoba to be appointed to the role of Manitoba Advocate for Children and Youth. Sherry has over 30 years of experience working in the areas of child welfare, education and mental health.

Desiree Morrisseau-Keesick, BA is an Anishinaabe woman and registered member of Grassy Narrows First Nation, with ties to Crane River First Nation and Dauphin. Desiree is the Director of Indigenous Student Recruitment and Community Relations at the University of Manitoba. She is committed to systemic change and collaborative action that supports Indigenous learners and embeds Indigenous ways of knowing and being.



Dayna Park is originally from Little Saskatchewan First Nation. Dayna recently graduated with a Bachelor of Social Work degree and also holds a Bachelor of Arts in Indigenous Studies. Dayna is committed to using her voice to amplify the needs and strengths of communities and to help shape a future that honors the resilience of Indigenous People.

Carole Shankaruk, BSW, RSW is the Indigenous Education Coordinator at Mountain View School Division. Carole has spent decades assisting with the process of educating schools and communities regarding reconciliation. As a Métis leader, Carole brings a great deal of lived experience to the circle and is passionate about reconciliation within Canada.



Elizabeth Spence, BA, MA is research lead and project manager in Admissions at the Max Rady College of Medicine, University of Manitoba. Her work focuses on ensuring the physician workforce is representative of the provincial healthcare needs. Elizabeth is a proud member of the Red River Métis Nation and she considers herself a helper and views her professional, academic and instruction work as both a privilege and a responsibility to her community.

Allen Sutherland, also known by his spirit name Waabshkii Masinazoot Michtaatim (White Spotted Horse), is of the Anishinaabe Bizhiw Doodem (Lynx Clan) and a member of Skownan First Nation. Allen is the Lodge Keeper of Ginew Healing Lodge and provides facilitation and training as a resource person on the history and culture of the Anishinaabe of Turtle Island.



INDIGENOUS ADVISORY CIRCLE

Committee Members

Melanie Bazin, Marti Ford, Sherry Gott, Desiree Morrisseau-Keesick, Dayna Park, Carole Shankaruk, Elizabeth Spence and Allen Sutherland

Summary

The Indigenous Advisory Circle (the Circle) provides strategic guidance to the Manitoba College of Social Workers (MCSW) in advancing reconciliation, Indigenous self-determination and cultural safety. Grounded in Indigenous ways of knowing and the principles of Braiding Knowledges, respect, reciprocity, responsibility and relationality, the Circle supports the integration of Indigenous knowledge systems, governance and practices into MCSW's policy, regulation and decision-making.

The Circle held its inaugural gathering on November 10, 2025. Its first year focused on relationship-building, refining the Terms of Reference, defining the Circle's relationship with the Board and establishing a foundation for future work. The Board approved amendments to the Terms of Reference in December 2025.

A significant milestone occurred in June 2026 when the Indigenous Advisory Circle and Board of Directors came together in ceremony led by Allen Sutherland. The gathering created space for introductions, relationship-building, meaningful dialogue and collaborative discussions.

During the year, the Circle reviewed and provided recommendations on several key initiatives, including the Records and Registry Check Evaluation Policy, the Approved Social Work Program Policy, the MCSW Land Acknowledgement and MCSW's 2023-2028 Strategic Plan. Recommendations included developing a decision-making matrix to support consistent policy application, revising the Land Acknowledgement and offering educational workshops to support members in its use. The Circle also provided guidance to strengthen alignment with reconciliation, Indigenous inclusion and organizational accountability.

To support transparency and shared accountability, the Circle and Board established a recommendation-response protocol through which recommendations and Board responses are tracked and reported regularly.

The Board approved and/or actioned all recommendations brought forward by the Indigenous Advisory Circle during its inaugural year. Through its foundational work, the Circle has established strong relationships, governance processes and a collaborative framework that will continue to guide MCSW's reconciliation journey and integration of Indigenous perspectives into regulatory practice.

Respectfully submitted,

Desiree Morrisseau-Keesick and Elizabeth Spence
Board Liaisons, Indigenous Advisory Circle

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. CASW participates internationally through a 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.

CASW Celebrates 100 Years

In 2026, CASW celebrated its centennial under the theme “Reflecting on our Past, Reimagining our Future.” The anniversary provided an opportunity to recognize the significant contributions social workers have made across Canada while also reflecting critically on the history of our profession and the work that remains to be done.

As part of the CASW centennial year, CASW co-hosted a special celebration on Parliament Hill with the Honourable Senators Wanda Thomas Bernard and Tracy Muggli. The event brought together social workers, educators, students, Members of Parliament, Senators, and other invited guests to recognize and celebrate 100 years of social work leadership, advocacy, and service in Canada.

CASW Awards

CASW celebrated the outstanding contributions of members. In collaboration with CASW federation partner organizations, the 2025-2026 CASW Distinguished Service Award recipients were announced during National Social Work Month. Congratulations to MCSW member Jennifer Whalen and thank you for your many contributions to the profession!

The 2026 Glenn Drover National Award for Outstanding Service was presented at CASW's centennial year celebration on June 3rd, 2026 in Ottawa, Ontario. The award was presented to Honourable Senator Wanda Thomas Bernard. Congratulations!

Canada Student Loan Forgiveness

One of CASW's most significant achievements this year was the successful inclusion of social workers in the Canada Student Loan Forgiveness Program.

As of December 31st, 2025, eligible Registered Social Workers working in qualifying rural and remote communities can receive up to \$30,000 in federal student loan forgiveness over five years.



CASW REPRESENTATIVE'S REPORT CONTINUED...

This achievement follows years of CASW advocacy through government relations, pre-budget submissions, coalition work, and engagement with parliamentarians. It is an important recognition of the role social workers play in rural and remote communities and may support recruitment and retention in these areas.

National Advocacy

During the 2025 federal election, CASW launched an Election Hub to support members in making informed decisions and engaging with key issues from a social work perspective.

CASW also advocated with the Government of Canada on Bill C-2, the Strong Borders Act; the Canada Disability Benefit; Immigration, Refugees and Citizenship Canada processes; and participated in a review of the Lobby Act. CASW provided recommendations to House of Commons and Senate committees on issues including the Safe Third Country Agreement, Bill C-12 Strengthening Canada's Immigration System and Borders Act, Budget 2026, and the recognition of social workers as Public Safety Personnel.

Workforce and Professional Advocacy

A continued priority for CASW is the recognition of social workers as Public Safety Personnel. Social workers frequently work in environments involving trauma, violence, crisis, abuse, suicide, disaster response, and other highly stressful circumstances. CASW continues to advocate for social workers to be included in federal initiatives addressing post-traumatic stress and the mental health needs of public safety personnel.

Equity, Reconciliation and Social Justice

As part of its Reparations for Social Workers of African Descent project, CASW announced the Honourable Senator Wanda Thomas Bernard Legacy in Africentric Social Work Award and the National Africentric Social Work Circle Student Leadership Scholarships, recognizing leadership and supporting the next generation of Africentric social workers.

CASW also engaged in Two-Eyed Seeing Board Training. Two-Eyed Seeing Training teaches participants to bridge Indigenous and western knowledge systems by utilizing the strengths of both for a more comprehensive, holistic perspective.

Social Work and Prevention of Radicalization and Violent Extremism

In 2025, CASW secured \$400,000 from Public Safety Canada for a two-year project focused on strengthening social work responses to radicalization and violent extremism. The SW-PRE project is developing evidence-informed training, tools, and resources to support social workers in prevention and intervention, while emphasizing worker wellbeing and community collaboration.

In 2025-2026, CASW established a national advisory committee, launched a webinar series, and began developing curriculum and practice resources for this emerging area of social work.



CASW REPRESENTATIVE'S REPORT CONTINUED...

Continuing Education and Professional Development

CASW continued to provide opportunities for professional development through webinars, online education, and other learning opportunities. CASW offered 67 online events and webinars attended by 17,152 attendees on live and on demand webinars. This totaled 81 hours of continuing education.

CASW's continuing education provides opportunities to explore issues that are increasingly important to the profession, including reconciliation, anti-racism, culturally responsive practice, mental health, social justice, and emerging areas of social work practice. To access the recorded webinars please visit:

<https://www.casw-acts.ca/en/WEBINARS>

CASW Membership Benefits

MCSW members receive the benefits of CASW membership as part of their membership with the College. These benefits include:

- Access to national advocacy and representation on issues affecting social workers and the communities they serve.
- Professional liability insurance options through BMS.
- Access to continuing education opportunities, including live and recorded CASW webinars.
- Access to the Canadian Social Work Review and Canadian social work journal archives.
- CASW's monthly Reporter newsletter.
- National media monitoring relevant to the social work profession.
- Access to CASW's Private Practice Portal.
- Member discounts and affinity programs, including insurance, technology, and professional development opportunities.
- Access to national awards, scholarships, and recognition programs.
- Automatic affiliation with the International Federation of Social Workers (IFSW).
- Opportunities to connect with social workers and professional organizations across Canada.

It continues to be an honour to represent MCSW on the CASW Board.

As CASW celebrates its first 100 years, it is an exciting time to consider what the next century of social work will look like. The challenges facing individuals, families, and communities continue to evolve, and social workers will remain essential in responding to these challenges.

I am grateful for the opportunity to represent MCSW at the national level and to work alongside colleagues from across the country. I look forward to continuing this work as we reflect on the history of our profession, learn from the past, and collectively reimagine the future of social work in Canada.

Submitted by:

Salina Fukumoto, MSW, RSW

Manitoba Representative



2026 DISTINGUISHED SERVICE AWARD RECIPIENT

Jennifer Whalen

Jennifer Whalen's career is a profound example of a commitment to life promotion, mental health advocacy and Social Work practice in the North. Jennifer is currently the Mental Health Promotion Coordinator within the Northern Health Region and has supported the Region since 1999 in various roles within the scope of mental health.

Jennifer's career demonstrates her dedication to fostering environments where individuals, families and communities can thrive. Jennifer's dedication to her work has allowed her to create partnerships within the community leading to successful events such as the Robb Nash Project and the implementation of Roots of Hope (suicide prevention). Jennifer has invested countless hours providing responsive, inclusive and accessible training to employees with the NRHA, Health Child Manitoba's Towards Flourishing program, Shared Health/AFM and Suicide Prevention Provincial Network. Jennifer also serves as the Ethics Committee facilitator for the NRHA and provides learning opportunities for future Social Workers as a Field Supervisor for the University of Manitoba's Bachelor of Social Work Program and Wilfred Laurier's Master of Social Work program.



"Jennifer is a true champion for youth, a steadfast supporter of mental wellness, and an exemplary representative of the social work profession."

~ Nicole Hrehirchuk, CEO, The Robb Nash Project

Beyond Jennifer's professional accomplishments, her integrity and consistent dedication to the field is inspiring. Colleagues often seek Jennifer out for her knowledge, compassion and ability to translate complex challenges into actionable solutions. Whether through direct clinical support, community programming or collaborative initiatives across agencies and sectors, Jennifer's practice has consistently reflected the highest standards of our profession.

Congratulations Jennifer! Your contributions to the field of social work will leave a lasting impact for years to come.

LEGISLATIVE REVIEW COMMITTEE

Report

Committee Members

Salina Fukumoto (Chair), Mary Heard, Sophia Ali, Darlene MacDonald, Jasmine Masse, Leona Huntinghawk, Emily Rempel, Marla Warkentin

Summary

The Legislative Review Committee was established in May 2024.

The Legislative Review Committee has the responsibility to:

1. conduct regular reviews of MCSW legislation
2. understand the operationalization of the Act, Regulation and By-Law
3. consider updates and changes to legislation
4. propose additions, deletions and/or revisions to legislation for consideration by the Board/government

In 2025, the Committee completed a comprehensive review of the Social Work Profession Act, Social Work Profession Regulation and the MCSW By-Laws. Items for further consideration were flagged for additional review and possible revision.

Regulation of private practice and the inclusion of a retired social worker category were identified as priorities to be further explored. In 2026, MCSW representatives engaged in preliminary dialogue with government regarding potential changes to legislation. Two major projects are currently underway that both support and inform the work of this committee as follows:

- Clinical Best Practices Guidelines
- Standards of Practice revisions

Submitted by:

Salina Fukumoto, MSW, RSW
Chair

STANDARDS AND ETHICS COMMITTEE

Report

Committee Members

Sherry Lyn Lam, Kerri Chomenchuk, Megan Ferguson, Barbara Balshaw Dow, Faith Ugwa, Cynthia Sottie, Lee Anne Deegan, Amanda Conway and public rep Tricia Tyerman.

Summary

The MCSW Standards and Ethics Committee was established in 2020, for the purpose of:

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

In 2025, MCSW engaged Sense and Nous, a consulting company, to undertake a comprehensive review and redevelopment of the Code of Ethics and Standards of Practice. The first phase of the project focused on understanding the Manitoba practice context. To support this understanding, the Standards of Practice Advisory Group (the Advisory Group) was established to provide practice, cultural, and jurisdictional expertise to support the redevelopment. The Advisory Group's terms of reference outline that the Group supports the development of regulatory documents that are actionable, Manitoba-specific, and grounded in reconciliation, equity, and culturally responsive practice. It brings forward perspectives informed by professional and lived experience and supports alignment with key frameworks and commitments, including:

- The Truth and Reconciliation Commission of Canada Calls to Action
- The United Nations Declaration on the Rights of Indigenous Peoples
- Bill C-92
- The Missing and Murdered Indigenous Women and Girls Calls for Justice
- Principles of Equity, Diversity, and Inclusion (EDI)

Members of the Advisory Group are: Trudy Lavallee, Bobbi Pompana, Cynthia Sottie, Jennifer Whalen, Kaylen Lamb, Kelly Gossfeld, Joanne Vielfaure Romaniuk and Indigenous Knowledge Sharer, Bill Hill.

This work will support the development of updated Standards of Practice that align with the 2024 Canadian Association of Social Workers (CASW) Code of Ethics while reflecting the unique realities of social work practice in Manitoba. By aligning with the national ethical framework, MCSW continues to demonstrate its commitment to ensuring that Manitoba social workers are guided by clear, contemporary, and nationally informed ethical and professional standards.

Operationally, MCSW released four new [Practice Notes](#) and provided 100 ethical consultations last fiscal year to support social workers in their delivery of ethical and informed practice.

Submitted by:

Amanda Conway, BSW, RSW
Board Liaison

REGISTRATION COMMITTEE

Report

Committee Members

Lee Anne Deegan (Chair), Mary Heard, Edith Kovacs, Michaela Cardamone, Jennifer Sherb-Jenkins (Board Liaison) and student member Michael Minor

Summary

The Registration Committee’s proposed amendments to the [Temporary Social Worker Policy](#) were approved by the Board of Directors in June 2025. The policy was updated to reflect clarity regarding eligibility, terms and renewal, including revision of the period of registration for temporary service delivery.

The Committee continued their work on the development of a Record and Registry Check Evaluation Policy for consideration by the Indigenous Advisory Circle and the MCSW Board. This policy is intended to provide a fair and transparent process for review and evaluation when a report of an investigation/ charge/offence is received regarding an applicant or member.

Over the last quarter of the year, the Committee continued working to develop re-application provisions within current application policies.

MCSW membership as of March 31, 2026 (with comparison data from 2024-2025):

2025-2026		2024-2025	
Practicing	2522	Practicing	2396
Practicing - Electronic Social Work Practice	44	Practicing - Electronic Social Work Practice	38
Non-Practicing	183	Non-Practicing	182
Corporations	6	Corporations	5
Students	185	Students	196
Total Members*	2940	Total Members	2817

*Total Members includes 124 Members registered through Section 11(1) of the SWPA (approved between 2015 – 2018) and 11 Substantial Equivalency Members

REGISTRATION COMMITTEE

Report Continued...

APPLICATIONS INITIATED APRIL 1, 2025 – March 31, 2026						
Registration Application Types		Registration Application Outcomes				
		Approved	In progress	Not approved	VW	Expired
BSW/MSW from Canada	286	231	22	0	6	27
BSW/MSW From outside Canada/USA	18	16	1	0	0	1
BSW from USA	11	10	1	0	0	0
Canadian Substantial Equivalency	1	0	0	0	0	1
International Substantial Equivalency	3	0	0	1	1	1
RSW in Another Canadian Jurisdiction	40	28	4	0	2	6
TOTAL	359	285	28	1	9	36

This year we extend our gratitude to departing committee member Edith Kovacs and thank the ongoing members for their continued commitment to professional social work registration practices in Manitoba.

In support and promotion of the social work profession,

Lee Anne Deegan, BSW, RSW
Registration Committee Chair

Jennifer Sherb-Jenkins
Board Liaison

CONTINUING COMPETENCE COMMITTEE

Report

Committee Members

Ashley Vandepoele (Chair & Board Liaison), Roy Hardie, Ellyn Dalebozik, Buetta Warkentin, Laura Tanguay (Past-Chair)

Summary

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

April 1, 2025, marked the launch of the 2025-2028 Reporting Cycle. The CCP Toolkit reflects changes to the content-specific requirements aligned with the MCSW's 2023-2028 Strategic Plan.

New Content-Specific Requirements include:

- 8 hours related to Social Work with Indigenous Peoples
- 8 hours related to Equity, Diversity, and Inclusion
- 4 hours related to the Manitoba College of Social Workers Standards of Practice and Code of Ethics

MCSW partnered with CASW to promote numerous webinars during the year and MCSW hosted the following learning opportunities:

- April 11, 2025 - MCSW hosted an Indigenous Engagement Session with individuals and organizations involved in social work, community support, and advocacy for Indigenous well-being.
- Three sessions delivered an overview of the 2025-28 Continuing Competence Program Toolkit (June 11, June 23 and September 17, 2025)
- October 9, 2025 - MCSW Annual Education Event in Winnipeg, Manitoba. This event was MCSW's first hybrid event with 117 in-person and 43 virtual attendees including over 12 exhibitors. The event featured the following sessions:
 - Strong Hearts, Strong Families with Michael Redhead Champagne
 - Using EDI + Truth and Reconciliation as Community Builders – Panel Discussion
 - Speak Up, Level Up: Navigating EDI Tough Conversations with Denise Young
 - Ethical & Professional Considerations for Practice with Chirstina Van Sickle, RSW & Sue Botelho, RSW
- March 24, 2026 - In Partnership with The Manitoba Association of Black Social Workers, MCSW presented: Collaboration Without Compromise: Partnering in Ways That Preserve Voice and Equity with Cynthia Sottie, MSW, PhD, RSW and Shanique Victoria Edwards, BSc, MDiv, RP (Qualifying)

MCSW is supporting registrant completion of the Continuing Competence Program requirements through CCP audits and program monitoring. The Committee will resume meetings as we continue supporting members in the 2025-2028 Reporting Cycle.

I express gratitude to outgoing committee member, Laura Tanguay for her contributions over the years and I look forward to working alongside the Committee members as we extend our commitments to Truth & Reconciliation, Equity, Diversity, and Inclusion, along with safe ethical social work practice.

Submitted by:

Ashley Vandepoele

Continuing Competence Committee Chair and Board Liaison

COMPLAINTS COMMITTEE

Report

Committee Members

MCSW Member Representatives: Kim Morrison (Co-Chair), Margarita Friesen (Co-Chair), Lisa Newman, , Christine Richardson, Cassandra Buchan, Kathy Henderson

Public Representatives: Wil Hedges, Krista Wilson, and Elizabeth Spence

Summary

A key responsibility of the Manitoba College of Social Workers is to review and investigate concerns regarding the conduct of Registered Social Workers or Former Members. As the protection of the public interest is the College's primary mandate, every complaint is assessed through a fair and transparent process.

In accordance with Part 7 of The Social Work Profession Act (SWPA), the Registrar refers all complaints to the Complaints Committee. When informal resolution efforts do not result in a satisfactory outcome, the Complaints Committee must direct a formal investigation into the Social Worker's conduct and appoint an investigator to gather relevant information and evidence.

Upon receiving a complaint, the Complaints Committee evaluates whether the Social Worker's actions align with the expectations set out in the MCSW Code of Ethics, Standards of Practice, Regulations, and the SWPA. In fulfilling its regulatory mandate, the Committee aims not only to uphold professional standards and protect the public but also to support Social Workers in remediating their practice when necessary.

Based upon the evaluation the Complaints Committee must decide on the following actions:

- dismiss the complaint
- refer the matter to mediation
- enter into an agreement with the Member (i.e. may involve additional training, supervision or other practice remediation)
- censure the Member
- accept the Member's voluntary surrender of registration
- refer the complaint to the Inquiry Committee for a Hearing and a binding decision.

Following are the statistics for the calendar year 2025.

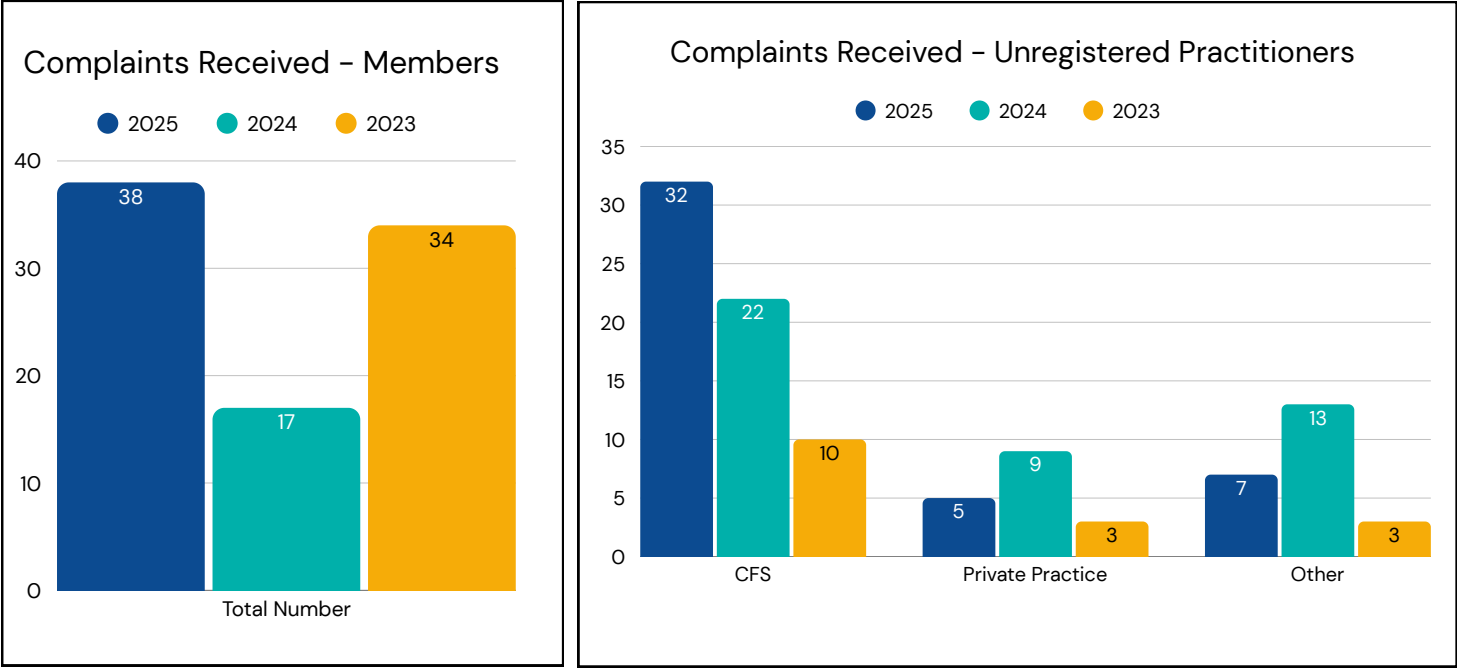
Thank you to outgoing committee members, Margarita Friesen and Krista Wilson.

Submitted by:

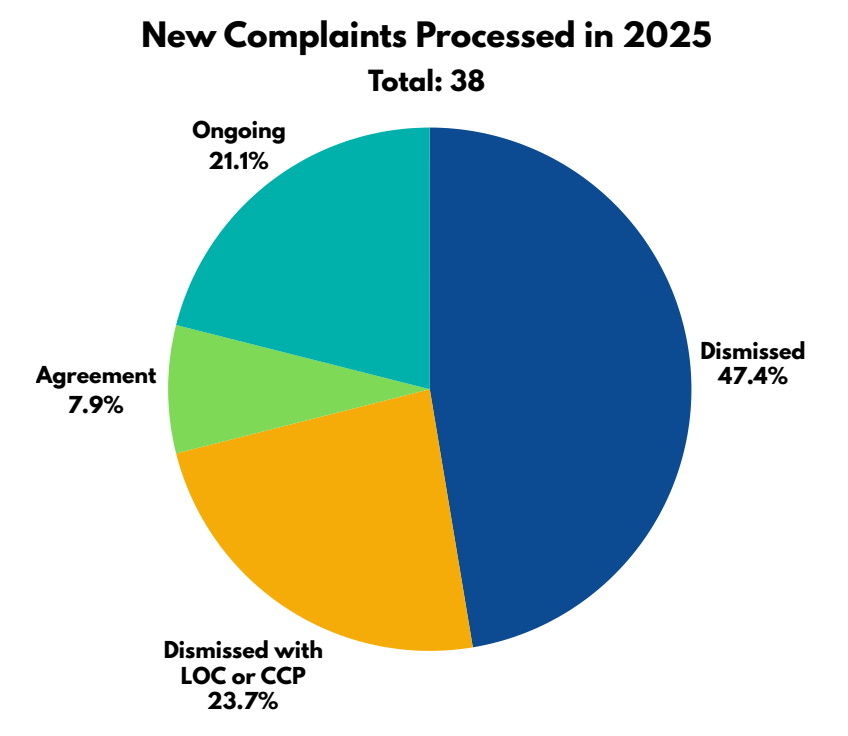
Kim Morrison, BSW, Non-practicing Member
Co-Chair of the Complaints Committee

COMPLAINTS COMMITTEE

Statistics



	New complaints in 2025
Complaints Received	103
→ Incomplete*	65
→ Dismissed	18
→ Dismissed with a Letter of Counsel or CCP recommendations	9
→ RSW entered into an Agreement	3
→ Ongoing	8



*Incomplete includes anonymous complaints; insufficient information to determine jurisdiction

Note: Four decisions of the Complaints Committee were appealed and upheld

INQUIRY COMMITTEE

Report

In 2025, the Inquiry committee was supported by the following volunteers: Kara Moss (Member), David Delay (Member), Arliss Kurtz (Member), Allsion Groening (Member), Regan Spencer (Member), Cynthia Sottie (Member) and Manivan Hanslip (Public Representative), and Corey Wilson (Public Representative).

As outlined in Section 7 of the Social Work Profession Act (SWPA), the Manitoba College of Social Workers (MCSW, the College) Complaints Committee can decide that allegations of professional misconduct about Registered Social Workers, non-practicing Members, or former Registered Social Workers should be referred to the Inquiry Committee for a formal hearing and a binding decision.

As with any regulatory body, MCSW's Inquiry Committee has the legislative responsibility to hold disciplinary hearings related to current and former members of the College. 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.

Inquiry decisions are posted to the MCSW website as per Section 41 of the Social Work Profession Act.

Hearing notices and past decision can be located here: <https://mcsw.ca/complaints-conduct>

In 2025, the Complaints Committee did not refer any matters to the Inquiry Committee for discipline.

Submitted by:
Corey Wilson
Public Representative

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 2026-2027 Board of Directors:

New & Re-Elected Members:

Wil Hedges, Public Representative (Capital Region)
Cecilly Hildebrand, Student Representative (Capital Region)
Michael Minor – Member Representative (Capital Region)

Continuing Members:

Rikki Fontaine, Member Representative (Capital Region)
Salina Fukumoto, Member Representative (Capital Region)
Amanda Griffith-Conway, Member Representative (Western Region)
Kaysi Katchmar, Eye of the Storm, Member Representative (Northern Region)
Lance Ludwig, Member Representative (Capital Region)
Jennifer Meixner, Member Representative (Interlake-Eastern Region)
Desiree Morrisseau-Keesick, Public Representative (Capital Region)
Jennifer Sherb-Jenkins, Member Representative (Western Region)
Elizabeth Spence, Public Representative (Capital Region)
Ashley Vandepoele, Member Representative (Interlake-Eastern Region)
Tricia VanDenakker, Public Representative (Capital Region)

We are pleased to report that 64% of the Board of Directors identify as Indigenous or members of diverse communities, with 43% identifying specifically as First Nations or Metis. This represents a positive 10% increase in diverse representation from the previous year. We extend our sincere appreciation to these Board members for bringing their perspectives, experiences and important voices to our governance, leadership and decision-making.

Thank you to all who have agreed to serve and dedicate their time to our organization. We wish the Board every success in the coming year and look forward to working together to advance the goals and mission of MCSW.

Submitted on behalf of the Nominating Committee,

Rikki Fontaine, MSW, RSW
Salina Fukumoto, MSW, RSW
Kaysi Katchmar, Eye of the Storm, BSW, RSW

Manitoba College of Social Workers
Financial Statements
March 31, 2026

To the Board of Directors 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, 2026, and the statements of revenue 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, 2026, 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 do 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.

When we read the annual report, if 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 17, 2026

MNP LLP

Chartered Professional Accountants

Manitoba College of Social Workers

Statement of Financial Position

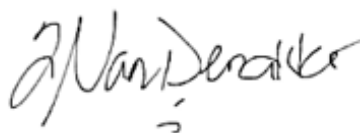
As at March 31, 2026

	2026	2025
Assets		
Current		
Cash	1,124,584	823,324
Accounts receivable	705	1,165
Internally restricted investments (Note 3), (Note 7)	1,475,832	1,331,073
Prepaid expenses and deposits	33,454	32,782
	2,634,575	2,188,344
Capital and intangible assets (Note 4)	62,383	74,438
	2,696,958	2,262,782
Liabilities		
Current		
Accounts payable and accruals (Note 5)	40,768	58,478
Deferred contributions (Note 6)	1,237,554	922,860
	1,278,322	981,338
Net Assets		
Internally restricted (Note 7)	1,475,832	1,331,073
Unrestricted	(57,196)	(49,629)
	1,418,636	1,281,444
	2,696,958	2,262,782

Approved on behalf of the Board



Director



Director

The accompanying notes are an integral part of these financial statements

Manitoba College of Social Workers

Statement of Revenue and Expenses

For the year ended March 31, 2026

	2026	2025
Revenue		
Memberships	1,082,462	1,032,409
Advertising income	15,655	14,430
Member education	42,475	28,475
Interest income	2,208	5,346
	1,142,800	1,080,660
Expenses		
Administrative	5,091	3,263
Advertising and marketing	18,101	17,733
Amortization	23,856	21,275
Bank charges and interest	36,806	28,371
Furniture and equipment	4,169	5,384
Insurance	9,959	6,121
Legal fees	20,840	46,940
Meetings	11,100	3,730
Member education	48,575	20,561
Membership fees	107,050	97,073
Office expense (Note 8)	80,728	79,966
Professional development	5,583	6,306
Professional fees	40,691	36,054
Program development	8,064	110,550
Rent	49,438	48,837
Engagement	18,291	-
Salaries and benefits	588,958	661,602
Social work week	34,577	7,251
Telephone	7,740	8,274
Training and education	574	-
Travel	30,176	17,822
	1,150,367	1,227,113
Deficiency of revenue over expenses before other items	(7,567)	(146,453)
Other items		
Interest and dividend income	40,638	44,841
Gain on disposal of investments	69,797	53,649
Investment management fees	(18,904)	(16,977)
Unrealized gain on investments	53,228	17,748
Cost recovery	-	1,806
	144,759	101,067
Excess (deficiency) of revenue over expenses	137,192	(45,386)

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, 2026

	<i>Unrestricted</i>	<i>Internally restricted</i>	2026	<i>2025</i>
Net assets (deficit), beginning of year	(49,629)	1,331,073	1,281,444	1,326,830
Excess (deficiency) of revenue over expenses	(7,567)	144,759	137,192	(45,386)
Net assets (deficit), end of year	(57,196)	1,475,832	1,418,636	1,281,444

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, 2026

	2026	2025
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	137,192	(45,386)
Amortization	23,856	21,275
Gain on disposal of internally restricted investments	(69,797)	(53,649)
Unrealized gain on internally restricted investments	(53,228)	(17,748)
	38,023	(95,508)
Changes in working capital accounts		
Accounts receivable	460	(810)
Prepaid expenses and deposits	(672)	(2,048)
Accounts payable and accruals	(17,710)	82
Deferred contributions	314,694	31,800
	334,795	(66,484)
Investing		
Purchase of capital and intangible assets	(11,801)	(37,405)
Purchase of internally restricted investments	(470,395)	(397,571)
Proceeds on disposal of internally restricted investments	448,661	369,707
	(33,535)	(65,269)
Increase (decrease) in cash	301,260	(131,753)
Cash, beginning of year	823,324	955,077
Cash, end of year	1,124,584	823,324

The accompanying notes are an integral part of these financial statements

Manitoba College of Social Workers

Notes to the Financial Statements

For the year ended March 31, 2026

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 complaints.

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 assets

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

Cash

Cash include balances with banks.

Internally restricted 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 %
Website	declining balance	55 %

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 (deficiency) 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.

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

Financial instruments *(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 (deficiency) 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 (deficiency) 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 (deficiency) of revenue over expenses in the year the reversal occurs.

Customer's accounting for cloud computing arrangement

The College has applied the simplification approach to account for expenditures in a cloud computing arrangement. Under the simplification approach, the College recognizes expenditures related to the elements in the cloud computing arrangement as an expense as incurred. In the current year, expenses of \$43,922 (2025: \$47,087) have been recognized as database maintenance and IT services and software expenses.

3. Internally restricted investments

	<i>Fair value</i> 2026	<i>Cost</i> 2026	<i>Fair value</i> 2025	<i>Cost</i> 2025
Marketable securities	1,463,379	1,259,324	1,321,348	1,162,454
Cash held in investment portfolios	7,722	7,722	3,609	3,609
Accrued interest	4,731	4,731	6,116	6,116
	1,475,832	1,271,777	1,331,073	1,172,179

Manitoba College of Social Workers
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For the year ended March 31, 2026

4. Capital and intangible assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2026 Net book value</i>
Computer equipment	52,416	36,759	15,657
Office equipment	34,453	21,206	13,247
Leasehold improvements	21,632	20,315	1,317
Member database	78,834	52,544	26,290
Website	17,997	12,125	5,872
	205,332	142,949	62,383

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2025 Net book value</i>
Computer equipment	45,655	31,497	14,158
Office equipment	34,453	17,894	16,559
Leasehold improvements	21,632	18,152	3,480
Member database	73,794	46,601	27,193
Website	17,997	4,949	13,048
	193,531	119,093	74,438

5. Accounts payable and accruals

	<i>2026</i>	<i>2025</i>
Accounts payable and accruals	24,690	21,025
Accrued wages payable	16,078	37,453
	40,768	58,478

6. Deferred contributions

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

	<i>2026</i>	<i>2025</i>
Balance, beginning of year	922,860	891,060
Amount received during the year	1,237,554	922,860
Less: Amounts recognized as revenue during the year	(922,860)	(891,060)
Balance, end of year	1,237,554	922,860

Manitoba College of Social Workers
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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; and
- Capital investment fund based on projected capital expenditures identified by the Board

As at March 31, 2026 the internally restricted fund is \$1,475,832 (2025 - \$1,331,073). During the year, \$nil (2025 - \$nil) was transferred from the unrestricted fund to the internally restricted fund to meet the reserve fund targets.

8. Office expense

	2026	2025
Database maintenance	39,473	37,291
IT services and software	22,610	24,132
Office maintenance	6,568	7,526
Postage	5,607	3,144
Office supplies	2,195	2,291
Other	4,275	5,582
	80,728	79,966

9. Commitments

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

2027	22,308
2028	2,036
2029	2,036
2030	2,036
Thereafter, to 2031	848
	29,264

10. 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.