

ANNUAL REPORT

OF THE OFFICERS AND COMMITTEES

APRIL 1, 2016—MARCH 31, 2017

PRESENTED AT THE
ANNUAL GENERAL MEETING
OCTOBER 19, 2017



In This Report

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MANITOBA COLLEGE OF SOCIAL WORKERS
ANNUAL GENERAL MEETING
OCTOBER 19, 2017 12:00 PM
VISCOUNT GORT HOTEL, 1670 PORTAGE AVE, WINNIPEG

AGENDA

1. Welcome and Opening Remarks
2. Call to Order
3. Notice of Meeting
4. Approval of the Agenda
5. President's Report
6. Minutes of the 2016 Annual General Meeting
7. Business Arising from the Minutes
8. Committee Reports
9. Indemnification of the Board
10. Approval of Financial Statements
11. Appointment of Auditor
12. Amendments to By-Law
13. Introduction of Board of Directors
14. Thank you to 2016/2017 Board and Committee Members
15. New Business

Adjournment

Minutes of the Annual General Meeting of the Manitoba College of Social Workers

Thursday, October 6, 2016

Holiday Inn Airport West, 2520 Portage Avenue, Winnipeg

1. WELCOME & OPENING REMARKS:

Richard De La Ronde, President, welcomed those present.

2. CALL TO ORDER: 12:13 PM

Richard De La Ronde stated:

"The meeting will come to order. The Secretary of the College, Tanis Newsham, will act as Secretary of the meeting."

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

REPORT FROM SECRETARY-TREASURER RE: QUOROM FOR AGM:

The President called upon Tanis Newsham, the College's Secretary, to report on the members present at the meeting and directed that such report be annexed to the minutes of this meeting as a schedule.

The Secretary reported to the President that in accordance with the By-Law of MCSW, *"5% of all Members, Students and Public Representatives are required to be present to constitute quorum for the transaction of business at any meeting of Members, provided that at least 2 Officers of the College are present at such meeting, and there are more than 110 Members, Students and Public Representatives of the College present, being more than 5% of all Members, Students and Public Representatives of the College, and 2 or more Officers of the College are present."*

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

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

3. NOTICE OF MEETING:

The President stated that *"notice calling this meeting was delivered to all of the Members in good standing, Students and Public Representatives of the College on August 12, 2016. I direct that a copy of such Notice with proof of service be placed in the minute book with the minutes of this meeting."*

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

Moved by Stacie Karlowsky and seconded by Christi Morcombe.

The resolution was declared carried.

4. APPROVAL OF AGENDA:

BE IT RESOLVED THAT: The Agenda is approved as presented.

Moved by Tana Ducharme and seconded by Alexander Sawatsky.

The resolution was declared carried.

5. PRESIDENT'S REPORT:

Richard De La Ronde, President, highlighted portions of his report including the transitional phase of the College,

implementation of the By-Law, registration of members and promoting inclusiveness of members in the work of the College.

No questions were asked.

BE IT RESOLVED THAT: the President's Report is accepted as presented.

Moved by Susan Edmond and seconded by Arlene Robinson.

The resolution was declared carried.

6. MINUTES OF Nov. 19, 2015 ANNUAL GENERAL MEETING:

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

No questions were asked.

BE IT RESOLVED THAT: The reading of the Minutes of the Annual General Meeting of Members held Nov 19, 2015 be dispensed with; and the said Minutes be approved as presented.

Moved by Roxane Anderson and seconded by Sherrie Winstanley.

The resolution was declared carried.

7. BUSINESS ARISING FROM THE MINUTES:

No business arising from the minutes.

8. COMMITTEE REPORTS:

Copies of the Committee Reports were distributed to each Member in the "Annual Report."

No questions were asked.

BE IT RESOLVED THAT: The Committee Reports be approved as presented.

Moved by Joshua van Mulligan and seconded by Kimberly Storeshaw.

The resolution was declared carried.

9. BOARD INDEMNIFICATION:

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

BE IT RESOLVED THAT: All by-laws, contracts, acts and proceedings of the College's Board enacted, made, done or taken since November 19, 2015, being the date of the last AGM, be approved; and the members of the Board are hereby indemnified and saved harmless from and against losses and costs which they may incur as a result of a legal action arising from the fulfillment of their duties on the Board, except those losses and costs which are a result of their own willful neglect or default.

Moved by Penny McKinnon and seconded by Elizabeth Ann Harry.

The resolution was declared carried.

10. FINANCIAL STATEMENTS:

Osborne Accounting Group presented the financial statements as circulated in the annual reports for the period ending March 31, 2016.

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

Ryan Rawluk, Osborne Accounting Group, expressed the audit opinion on the financial statements for the year ended

March 31st, 2016. Osborne Accounting Group conducts the audit in accordance with Canadian auditing standards, which require the auditor to plan and perform the audit to obtain reasonable assurance that the financial statements are free from material misstatement. As described in the report labelled "Independent Auditor's Report", it is Osborne Accounting Group's opinion that the financial statements presented by the management of Manitoba College of Social Workers has presented fairly, in all material respects, the financial position, the results of operations and its cash flow for the year ended March 31st, 2016 in accordance with Canadian accounting standards for not-for-profit organizations.

Overall, the College experienced revenues of \$742,000 and expenses of \$623,000 and ran a surplus for the year ended March 31, 2016 of \$109,000 and the College has transitioned well to its new operating model. The financial statements as a whole present the College in a healthy financial position and well positioned with sufficient reserves to operate through the year and beyond.

A member asked if the province continued funding to MCSW following the start-up amount provided to the College to assist with the transition. MCSW President, Richard De La Ronde, responded that the College has not received any additional funds from government and is self-sufficient going forward. The College is cautious regarding its expenditures and quarterly financial updates are provided to the Board.

No questions were asked.

BE IT RESOLVED THAT: the financial statements of MCSW for the period ended March 31, 2016 and the Report of the Auditor, are hereby approved and adopted.
Moved by Christopher Hildebrand and seconded by Mary Heard.
The resolution was declared carried.

11. APPOINTMENT OF AUDITOR FOR 2016-17:

BE IT RESOLVED THAT: The Osborne Accounting Group LLP CGA are appointed auditor of MCSW to hold office until the next annual meeting of the Members at a remuneration to be fixed by the Board.
Moved by Gloria Dixon and seconded by Merilee McClelland.
The resolution was declared carried.

12. AMENDMENTS TO BY-LAW:

The President introduced the amendments to the By-Law, enacted by the Board on March 23, 2016 and July 18, 2016. The purpose of these amendments is to improve the governance of the College and the management and conduct of its affairs.

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

The Board can pass By-Laws related to the governance of the college, which are in effect until the membership votes. The Board amends By-Laws subject to approval of the members.

The first amendment is related to Sections 2-7 and 2-8 of the By-Law and divides the Secretary-Treasurer into two separate positions. This change reflects the way work is being done and provides for an additional officer on the Board. No additional costs are incurred as positions are volunteer.

The second amendment is related to sections 5-1(a), 5-3.1(a), 5-4.1(a) and the legal identification of members. Certificates are issued in legal name and Social Workers are therefore required to identify themselves by their legal name when representing themselves as Social Workers. With any regulated profession, the public is entitled to know the name of the person from whom they are receiving service. Those that identify themselves with another name or alias, must present themselves to the public with their legal name as issued on government identification.

If there are safety concerns regarding the use of a legal name, a member may contact the College for exceptional accommodation, to be determined on a case by case basis.

MCSW member raised a question about how this might impact the transgender community and those who undergo significant challenges in changing names. Andrew Buck suggested that would be a situation where one would contact the College for special consideration.

The motion to approve the By-Law requires a majority vote and students are not entitled to vote on motions related to the By-Law.

BE IT RESOLVED that:

1. the Amended and Re-stated By-Law of the College, in substantially the form presented to the Members, is hereby authorized and approved by this Resolution passed by an affirmative majority of the Members of the College who voted on the question; and

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

Moved by Christie Morcombe and seconded by Kathleen McDonald.

The resolution was declared carried by an affirmative majority.

20 opposed, 8 abstained.

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

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

As a result, a call for nominations for election of Members, Students and Public Representatives, to the College's Board of Directors, was sent out July 8, 2016. Nominations closed August 8, 2016 and a list of candidates was posted on the College's website on August 12, 2016. Voting began September 6, 2016 and closed September 27, 2016.

Based on the results of voting, I am pleased to announce the following newly elected and re-elected members of the Board of the College.

- Raymond Hildebrand, Member Representative, Southern Region (2nd term, serving a 3-year term)
- Joshua Van Mulligan, Member Representative, Western Region (2nd term, serving a 3-year term)
- Maxine Jean-Paul, Student Representative, Capital Region (1st term, serving a 1-year term)

As no nominations were received for the vacant public representative position, the Board accepted recommendations until September 6, 2016. The Board received a recommendation and appointed Virginia Hnytka as Public Representative to the Board.

14. THANK YOU TO THE 2015-16 BOARD OF DIRECTORS:

The President thanked the 2015-16 Board members for their time and energy to the development of the College in the best interest of the Social Work profession in Manitoba.

In addition to those elected and re-elected, the following members of the Board of Directors will continue their ongoing terms for the 2016-17 year and need not be re-elected:

Marlyn Bennett
Marleny Bonnycastle
Janet Brady
Jan Christianson-Wood
Adam Chrobak
Florette Giasson
Wil Hedges
Tanis Newsham
Alexander Sawatsky
Vicki Verge
Richard De La Ronde

Kathleen McDonald was thanked as the outgoing student representative.

15. THANK YOU TO 2015-16 COMMITTEE MEMBERS:

The President thanked the volunteer committee members who dedicated their time and expertise to the work of the College between April 1, 2015 and March 31, 2016.

Registration Committee

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

Complaints Committee

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

Continuing Competence Committee

Vicki Verge (Chair)
Karole Ducharme
Stacie Karlowsky
Kara Moss
Christine Richardson

16. THANK YOU TO STAFF:

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

Barb Temmerman, Executive Director/Registrar
Liisa Cheshire, Manager of Registration and Professional Practice
Susan Jurkowski, Administrative Coordinator
Megan Reynes, Administrative Assistant
Miriam Browne, Social Work Consultant

Amelie Findlay, currently on parental leave, was thanked for her work as MCSW Administrative Coordinator as well as former MIRSWS staff member, Diane Cullen, who is assisting with today's AGM.

17. NEW BUSINESS:

No new business.

18. ADJOURNMENT:

BE IT RESOLVED THAT: the 2016 Annual General Meeting of the Manitoba College of Social Workers is hereby adjourned.

Moved by Hilary Omichinski and seconded by Shannon Maclaren

The resolution was declared carried.

The AGM was declared adjourned at 1:19 PM.

2016-2017 Manitoba College of Social Workers Board of Directors:

Executive Committee

President: Richard De La Ronde (Capital Region)
Vice President: Janet Brady (Northern Region)
Secretary: Tanis Newsham (Capital Region)
Treasurer: Florette Giasson (Capital Region)
Member at Large: Alexander Sawatsky (Capital Region)

Member Representatives

Marleny Bonnycastle (Northern Region)
Jan Christianson-Wood (Capital Region)
Raymond Hildebrand (Southern Region)
Joshua Van Mulligen (Western Region)
Vicki Verge (Capital Region)

Public Representatives

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

Student Representative

Maxine Jean-Paul (Southern Region)

PRESIDENT'S REPORT

It's hard to believe that another fiscal year has passed. I am excited to recall some of the conversations I have had with social work professionals from around the world and more importantly, to recall some of the highlights about the work completed by your Manitoba College of Social Workers (MCSW) Board of Directors and its various committees.


Over the last year, the MCSW continued discussions with the government via Minister Scott Fielding, as an employer, regarding registration of provincial employees with social work degrees engaged in the practice of social work. The College continues to advocate for protection of practice (as opposed to limited protection of title and representation) when meeting with government. I am hopeful that this government will work with the Manitoba College of Social Workers to find solutions to this very important issue dismissed by the previous government.

Operationally, MCSW is now 2 years young and the Board, its committees, and staff continue to work on the implementation of *The Social Work Profession Act*. Tasks over the past year have focused on establishing programs and procedures to bring the legislation to life, which is continuing into 2017/18. Some of the key projects include:

- the development of the criteria for substantial equivalency applicants in preparation for the expiry of the grandparenting provision.
- a full review and re-development of Complaints and Inquiry processes
- By-Law review

The Board of Directors will engage in strategic planning in the fall of 2017 with a view to further define the objectives of MCSW and determine priorities for the future. I want to thank my colleagues on the Board of Directors and the staff for their continued hard work in developing and growing the MCSW. I encourage members to consider participating in your College as terms expire and we look for fresh faces and fresh ideas.

Miigwech,



Richard De La Ronde, MSW, RSW

President



EXECUTIVE DIRECTOR/REGISTRAR'S REPORT

The Manitoba College of Social Workers continues to expand under its new legislation with increasing growth in membership and ongoing program and policy development. Under the leadership of a strong Board of Directors and through the diligent work of many valued volunteers and a small but highly skilled staff team, the College is extremely pleased with the progress it has made over the past year.

Committees currently established under the College include the Executive, Nominating, Finance, Registration, Continuing Competence, Complaints, Inquiry and By-Law Committees.

One of the 2016 highlights was the establishment of the Continuing Competence Program, which came into effect on April 1, 2016 and introduced a number of new requirements for Social Workers. In response to these legislated requirements, the College launched the MCSW Ethics and Standards E-Learning Workshop in December 2016, which was very well-received by members. In addition to hosting educational workshops at the 2016 AGM & Education Event, the College proudly partnered with the Canadian Association of Social Workers (CASW) to offer 2 webinars during Social Work Month in 2017, including an Ethics in Social Work and an Indigenous Perspectives in Social Work series.

The College maintains its affiliations with the CASW, the Canadian Council of Social Work Regulators (CCSWR), the Association of Social Work Boards (ASWB) and the Council on Licensure, Enforcement and Regulation (CLEAR). MCSW was honoured to host the 2016 Annual General Meetings of CCSWR and CASW in Winnipeg in June 2016, at which time MCSW Board member, Jan Christianson-Wood was elected President of CASW. With the change in Jan's position, Board member Raymond Hildebrand assumed the role as the Manitoba Director of CASW.

In 2016, MCSW was consulted and responded to new legislation related to Medical Assistance in Dying (MAID) through its participation on the provincial MAID Implementation Group. In November 2016, MCSW released MAID guidelines to assist members in navigating this new area of practice.

MCSW hosted the annual Member Appreciation and Awards Reception on March 23, 2017 in honour of the CASW Distinguished Service Award recipients, Fred Nelson and Megan McLeod – MAID Specialists with the Winnipeg Regional Health Authority. Government representative, MLA James Teitsma brought greetings on behalf of Honourable Scott Fielding, Minister of Families, and announced the official proclamation of Social Work Week in Manitoba.

The College continues to incur expenses related to the transition from the Manitoba Institute of Registered Social Workers to the Manitoba College of Social Workers, including legal, program development and infrastructure costs. Financial assets are beginning to grow and the College is in the process of establishing a reserve fund to ensure resources are available for ongoing development and in the event of unpredictable costs, such as legal fees and staff changes. Overall, the College is in a healthy financial position in terms of its day-to-day operational needs. As trends in registration and operational costs (i.e. management of complaints) are currently being monitored, the College continues to be conservative in its spending.

In addition to projects highlighted in the President's report, the following priorities have also been identified and are in progress based on legislative/operational requirements and the work plan and direction provided by the Board:

- Implementation of the MCSW Indigenous Accord Partnership Plan
- Ongoing development of the Continuing Competence Program
- Database Redevelopment Project
- IT (Information Technology) Analysis
- Review of registration practices with particular attention to International applicants

As the Board of Directors prepares to engage in strategic planning, 2017 promises to be another exciting year of growth and development for the College. Thank you to staff, Board members, committee members and volunteers for your ongoing leadership and commitment to the social work profession.



Barb Temmerman, MSW, RSW

Executive Director/Registrar

CASW REPRESENTATIVE'S REPORT

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

The CASW Board meets throughout the year and the Annual General Meeting brings together the CASW Board and the Presidents of the Provincial and Territorial Partners. The 2017 AGM was hosted in Banff, Alberta and was a great success. The event included meetings of the CASW Board, the Presidents and Executive Directors of the CASW Partners and additional meetings with the Canadian Council of Social Work Regulators and the Canadian Association for Social Work Education. This year welcomes 7 newly elected board members to the CASW federation which are: Hazel Berg (Saskatchewan), Ajay Pandhi (Alberta), Debbie Reimer (Nova Scotia), Kelly McWilliams (Prince Edward Island), Leya Eguchi (British Columbia), Vicki Coy (New Brunswick), and Ray Hildebrand (Manitoba). Jan Christianson-Wood continues her role as the President, Margaret Kennedy (PEI) was acting Vice-President with her term over in June 2017, and Joan Davis-Whelan (NL) as the CASW Treasurer.

Membership in CASW provides MCSW with a connection with Social Workers across Canada through ongoing communication between the partner organizations as reflected in the monthly CASW reporter at www.casw-acts.ca. Canadian Social Work (CSW) journal offers an annual publication of current social issues impacting social work practice. CASW offers resources including information related to social work employment opportunities. Those in the private practice have access to a portal that can provide a wealth of information to help start and grow their private practice. CASW has changed to BMS as their broker for CASW liability insurance program. CASW is also an active member with the International Federation of Social Workers (IFSW).

CASW continues to provide ongoing continuing education and professional development for social workers across Canada. This past year during National Social Work Month, CASW partner organizations provided webinars that members accessed from all provinces and territories. MCSW was a key contributor with webinars presented by MCSW members Vicki Verge (Ethics in Social Work), Kara Moss and Mitch Bourbonniere (Indigenous Perspectives in Social Work). CASW's partnership with Mental Health Coalition of Canada (MHCC) provides members with access to webinars focused on mental health and wellness. New to CASW's ongoing professional development is the TRAIN learning network bringing together professionals from agencies and organizations in the public health sector. Through the Social Work Reference Centre, members now have access to EBSCO health which provides current best practice and evidence based research and information pertaining to adolescent health, aging, behavioral and mental health, end of life care, clinical social work, diversity and equality and more.

The CASW 2017 distinguished service awards for Manitoba were awarded to the MAID team social workers Fred Nelson & Megan McLeod who were nominated by their colleagues.

CASW continues to influence social policy and advance social justice through stakeholder and government relations. CASW is actively involved on several social policy and social active fronts thanks to its affiliations, organization, and several national coalitions and alliances. Through media monitoring, CASW is keeping members informed and aware on social issue fronts. CASW is currently developing a research paper focused on a Child Welfare Project and also a second research project on Universal Basic Income Guarantee: The next BIG thing in Canadian Social Policy, which will be available to members.

The change in government at the national level in 2015 continues to provide increased opportunities for CASW to promote and advocate for social justice in legislation and for an increased profile of the social work profession in Canada. CASW welcomed the new government in November 2015 and is watching with interest the implementation of the recommendations of the Truth and Reconciliation Commission, the national inquiry into the issue of missing and murdered indigenous women and girls, medical assistance in dying, and the impacts of the legalization of marijuana. CASW also continues to monitor election promises to end violence against children and to admit

refugees while balancing Canadian security and humanitarian initiatives. Canada's new Minister of Health, the Honourable Ginette Petipas Taylor, is a former RSW from New Brunswick. CASW welcomed the Minister in a letter expressing our commitment to working with her toward improving the socio-economic conditions for all Canadians.

I am excited for the opportunity to represent MCSW as a CASW director and to share the unique perspectives and challenges of members in Manitoba at a national level.

Raymond Hildebrand, BSW, RSW

CASW Director

Manitoba Recipients of the 2017 CASW Distinguished Service Award



In February 2016, experienced Social Workers, Fred Nelson and Megan McLeod, agreed to delay their retirement plans to assist in the development and implementation of interdisciplinary services related to Medical Assistance in Dying (MAID). Mr. Nelson and Ms. McLeod quickly and competently began providing clinical support to the MAID team and its clients, navigating through uncharted territory in their effort to ensure that patients and clients were both informed of their rights and all of their end of life treatment options, while respecting the inherent worth and dignity of all individuals and supporting client self-determination and autonomy.

Both Mr. Nelson and Ms. McLeod are exemplary social workers, demonstrating skilled ability to show compassion, empathy and commitment to assessing and addressing the non-physical elements of distress. They both put the patient and family first while being balanced and cognizant of their own needs, supporting each other, the multiple team needs and the needs of the community.

COMPLAINTS COMMITTEE REPORT

Nine complaints of unprofessional conduct were received between 01 April 2016 and 31 March 2017.

Three of these complaints did not proceed to investigation for the following reasons:

- One complaint was dismissed because the person was not a registered social worker, and therefore the MCSW has no jurisdiction
- One complainant withdrew the complaint.
- One complaint was dismissed as the issue of concern did not constitute a complaint, as there was no allegation of misconduct of any kind.

The following is a summary of the progress/outcomes of the remaining six complaints referred to the Complaints Committee:

- A complaint was investigated and the Committee concluded that it would not be referred to the Inquiry Committee and closed the file. This Complaints Committee decision was appealed and is in the process of further review.
- A complaint involved an RSW allegedly resigning from her place of employment without giving sufficient notice and allegedly inappropriately transferring a client to her new place of employment. Upon conclusion of the evaluation of this complaint, the Committee was of the opinion that the information provided did not support the allegations made against the Social Worker and the matter was dismissed.
- A complaint involved a client alleging that the RSW was verbally abusive, lacked sufficient knowledge and was dishonest. Upon conclusion of the evaluation of this complaint, the Committee was of the opinion that the information provided did not support the allegations made against the Social Worker and the matter was dismissed
- At the close of the fiscal year, 3 cases referred to the Complaints Committee remained under investigation.

The areas of practice that elicited complaints this past year included: private practice, education, child welfare and mental health.

I would like to extend my continued gratitude to the Complaints Committee members who provide their support, on a volunteer basis, to the Committee. Your efforts and dedication to this challenging work are very much appreciated.



Tanis Newsham, MSW, RSW

Complaints Committee Chair

CONTINUING COMPETENCE PROGRAM COMMITTEE REPORT

The Continuing Competence Program Committee (CCPC) was developed in August 2015. The present members of the committee are: Vicki Verge (Chair), Stacie Karlowsky, Karole Ducharme, Christine Richardson, Kara Moss, Gloria Dixon and Jodi Phipps with support from MCSW Manager of Registration and Professional Practice, Liisa Cheshire.

The purpose of the Continuing Competence Program is to promote excellence in social work practice and support the continual development of professional competence throughout Social Workers' careers.

Over the last year the CCPC completed Phase 1 of the Continuing Competency Program which included the following activities:

1. Develop and implement the 8 hour content specific CCP requirements
2. Develop and implement an approved provider list
3. Develop and implement the MCSW Ethics e-learning course
4. Develop and implement a compliance statement added to the annual registration
5. Develop and implement an online record of activities
6. Provide regular communication through e-bulletins

By April 2017, almost all College members had met the new 8-hour content specific Continuing Competency requirements that are required in year 1 and every 5 years. The College worked with members who had not met the requirements to support them in complying with the 8 hour content specific requirements that is mandated by the Social Work Profession Regulation, section 17(4).

The CCPC has been actively working on Phase 2 of its work plan. Section 18(1) of The Social Work Profession Regulation outlines that "Every three years, a member required to complete the continuing competence program must complete and submit a learning plan to the committee, in a form satisfactory to the committee and as required by the board, that (a) includes a self-assessment; (b) identifies goals for knowledge and skill development; and (c) describes learning activities to achieve the identified goals."

The CCPC will continue to meet monthly with the goal to share a preview of the self-assessment and learning plan tools at the 2017 Annual General Meeting.



Vicki Verge, MSW, RSW

Continuing Competence Program Committee Chair

REGISTRATION COMMITTEE REPORT

After Florette Giasson stepped down after serving 12 years on the Registration Committee, there was a need for a board member to be involved with this important committee. I have found myself taking on this role and have had the privilege of working with a very valuable and efficient group of people this past year who currently include:

Clare McArton, Erin Egan, Jennifer Hedges, Shannon Maclaren, Deborah Pearson, Paula Ediger and, of course, the MCSW staff Liisa Cheshire who keeps us all on task.

Furthermore, I want to take a moment to thank Bonnie Bryant, Karen Kyliuk, and Jenna Kroeker, who have resigned from the committee this past year.

The Registration Committee provides advice or recommendations to the Registrar regarding assessing applicants' education and work experience. The Registrar may refer an application to the Committee for an evaluation of whether the applicant meets the legislative requirements for registration with the college. The Committee then reviews the application and makes recommendations for approval, denial, or approval with conditions for the applicant.

The Committee may provide advice or recommendations to the Registrar relating to the assessment of the safe, competent, and ethical conduct of applicants seeking registration. Advice may also be requested if applicant has had previous professional disciplinary action or an allegation of a breach of the standards of social work practice.

MCSW membership as of March 31, 2017 (with comparison data from 2016):

March 31, 2016	March 31, 2017
Practicing: 1,711 <i>(1,651 SW Degree, 60 Grandparented)</i>	Practicing: 1,830 <i>(1,642 SW Degree, 188 Grandparented)</i>
Non-Practicing: 157	Non-Practicing: 152
Students: 144	Students: 167

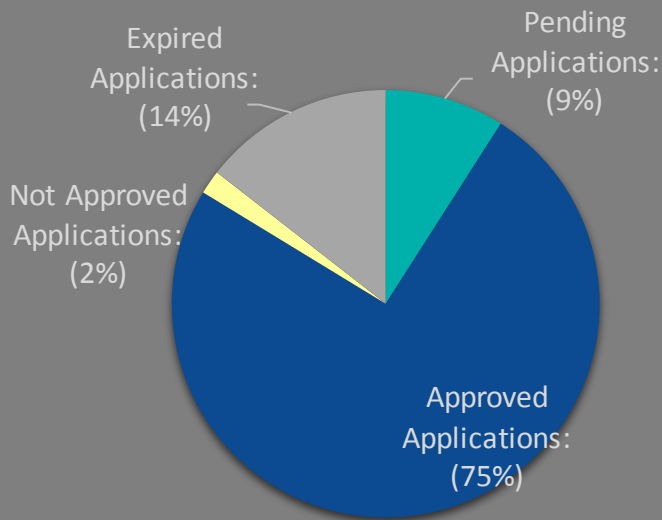
I am pleased that the second year of the College's implementation continues to see an increase in membership. I thank the Registration Committee members for their time, dedication, and service to this important facet of College operations. I look forward to another year of learning, valuable dialogue, and promoting the social work profession.

Respectfully,

Joshua Van Mulligen, MSW, RSW

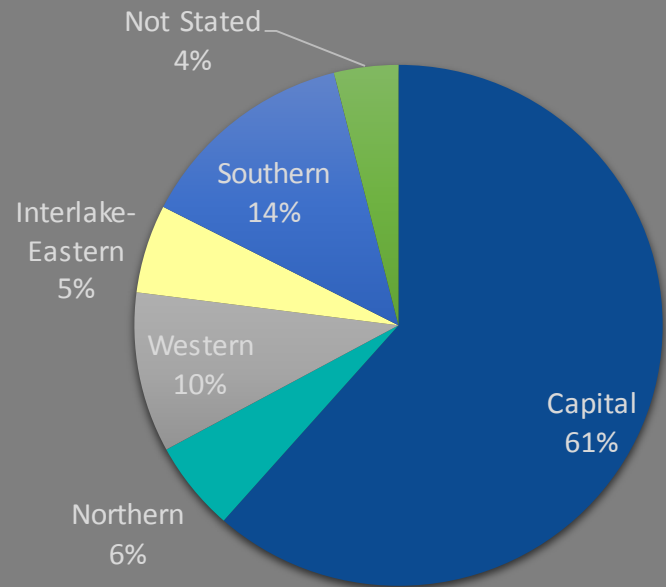
Registration Committee Chair

2016-17 Applications for Registration



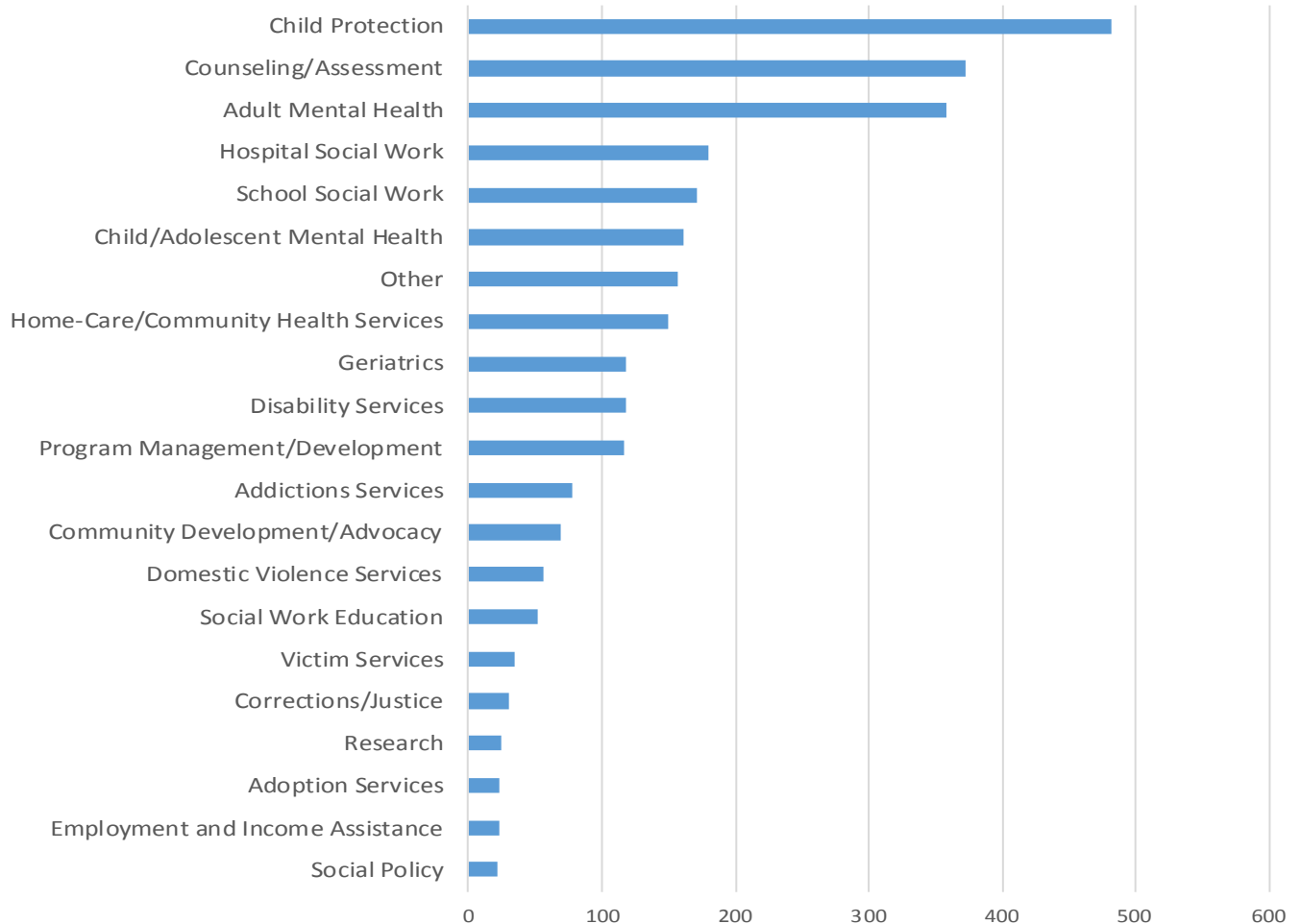
Based on 387 applications

Geographic Practice Areas



Based on 1830 Practicing Members

Members Primary Practice Areas



2016-2017 Manitoba College of Social Workers Committee Members:

Complaints Committee

Tanis Newsham (Chair)
Beatrice Campbell
Rhonda Chegus Hjorleifson
Dawn Gair
Wil Hedges
Gayle Hryshko
Karen Kyliuk
Eveline Milliken
Leona Schroeder

Continuing Competency Committee

Vicki Verge (Chair)
Gloria Dixon
Karole Ducharme
Stacie Karlowsky
Kara Moss
Jodi Phipps
Christine Richardson

Finance Committee

Florette Giasson (Treasurer)
Marleny Bonnycastle
Adam Chrobak

Inquiry Committee

Adam Chrobak
Mary Heard
Arliss Kurtz
Noel Larocque
Meredith Mitchell

Nominating Committee

Marleny Bonnycastle
Jan Christianson-Wood
Tanis Newsham

Registration Committee

Joshua Van Mulligen (Chair)
Clare McArton
Paula Ediger
Erin Egan
Jennifer Hedges
Shannon Maclaren
Deborah Pearson

MANITOBA COLLEGE OF SOCIAL WORKERS
Financial Statements
Year Ended March 31, 2017

MANITOBA COLLEGE OF SOCIAL WORKERS
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Year Ended March 31, 2017

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Rawluk & Robert

Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

To the Members of Manitoba College of Social Workers

We have audited the accompanying financial statements of Manitoba College of Social Workers, which comprise the statement of financial position as at March 31, 2017 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

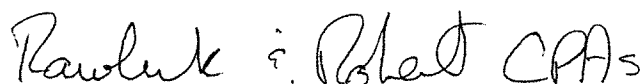
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba College of Social Workers as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Winnipeg, Manitoba
September 11, 2017

Rawluk & Robert Chartered Professional Accountants Inc.
Chartered Professional Accountants

Rawluk & Robert Chartered Professional Accountants Inc.

Ryan Rawluk, CPA, CGA
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MANITOBA COLLEGE OF SOCIAL WORKERS
Statement of Financial Position
March 31, 2017

	2017	2016 <i>(Restated)</i>
ASSETS		
CURRENT		
Cash and cash equivalents	\$ 1,068,481	\$ 743,232
Term deposits <i>(Note 3)</i>	12,269	12,046
Accounts receivable	900	925
Prepaid expenses	6,120	72,925
	1,087,770	829,128
CAPITAL ASSETS <i>(Note 4)</i>	26,646	8,656
	\$ 1,114,416	\$ 837,784
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities <i>(Note 5)</i>	\$ 17,675	\$ 7,886
Unearned revenue <i>(Note 6)</i>	647,715	624,255
	665,390	632,141
NET ASSETS	449,026	205,643
	\$ 1,114,416	\$ 837,784
COMMITMENTS <i>(Note 7)</i>		

APPROVED ON BEHALF OF THE BOARD

_____ *Director*

_____ *Director*

The accompanying notes are an integral part of this statement

MANITOBA COLLEGE OF SOCIAL WORKERS
Statement of Revenues and Expenditures
Year Ended March 31, 2017

	2017	2016 <i>(restated)</i>
REVENUES		
Membership fees	\$ 770,650	\$ 724,283
e-Learning income	21,600	-
Workshop income	12,550	-
Interest income	8,287	4,717
Advertising income	8,265	3,450
	<u>821,352</u>	<u>732,450</u>
EXPENSES		
Advertising and promotion	3,742	31,108
Amortization	2,868	1,838
Audit fee	5,887	6,215
Consulting fees	2,160	744
e-Learning expenses	18,769	-
Equipment rentals	5,583	3,270
Insurance	2,737	3,800
Interest and bank charges	20,742	32,089
Legal fees	54,401	42,593
Meeting expenses	20,383	9,246
Memberships	71,141	53,423
Office expenses	8,588	18,505
Rent	31,188	25,578
Repairs and maintenance	3,084	1,918
Salaries and wages	292,272	350,459
Social Work Week	1,231	1,458
Telecommunications	5,314	3,854
Training	3,079	1,289
Travel expenses	13,073	16,820
Website expenses	11,727	14,161
	<u>577,969</u>	<u>618,368</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 243,383</u>	<u>\$ 114,082</u>

The accompanying notes are an integral part of this statement

MANITOBA COLLEGE OF SOCIAL WORKERS
Statement of Changes in Net Assets
Year Ended March 31, 2017

	2017	2016
NET ASSETS - BEGINNING OF YEAR		
As previously reported	\$ 205,643	\$ 87,732
Prior period adjustments (<i>Note 2</i>)	-	3,829
As restated	205,643	91,561
EXCESS OF REVENUES OVER EXPENSES	243,383	114,082
NET ASSETS - END OF YEAR	\$ 449,026	\$ 205,643

The accompanying notes are an integral part of this statement

MANITOBA COLLEGE OF SOCIAL WORKERS

**Statement of Cash Flow
Year Ended March 31, 2017**

	2017	2016 <i>(restated)</i>
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 243,383	\$ 114,082
Items not affecting cash:		
Amortization of capital assets	2,868	1,838
Interest income reinvested	(223)	(222)
	<u>246,028</u>	<u>115,698</u>
Changes in non-cash working capital:		
Accounts receivable	25	(925)
Accounts payable and accrued liabilities	9,789	(14,801)
Unearned revenue	23,460	274,470
Prepaid expenses	66,805	(58,675)
	<u>100,079</u>	<u>200,069</u>
Cash flow from operating activities	<u>346,107</u>	<u>315,767</u>
INVESTING ACTIVITY		
Purchase of capital assets	<u>(20,858)</u>	<u>(6,665)</u>
INCREASE IN CASH FLOW	325,249	309,102
Cash - beginning of year	<u>743,232</u>	<u>434,130</u>
CASH - END OF YEAR	\$ 1,068,481	\$ 743,232
CASH FLOW SUPPLEMENTARY INFORMATION		
Interest received	<u>\$ 8,064</u>	<u>\$ 4,495</u>
Income taxes paid	<u>\$ -</u>	<u>\$ -</u>
CASH CONSISTS OF:		
Cash on hand and balances with banks	<u>\$ 1,068,229</u>	<u>\$ 742,983</u>
Cash equivalents	<u>252</u>	<u>249</u>
	<u>\$ 1,068,481</u>	<u>\$ 743,232</u>

The accompanying notes are an integral part of this statement

MANITOBA COLLEGE OF SOCIAL WORKERS

Notes to Financial Statements

Year Ended March 31, 2017

1. PURPOSE OF THE COLLEGE

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

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

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

Changes in accounting policies

During the year, the College adopted the provisions of the Chartered Professional Accountants of Canada (CPA Canada) Handbook Section 4431, "tangible capital assets held by not-for-profit organizations", which requires that capital assets be capitalized and amortized over their estimated useful lives. In the past, the College expensed certain assets in the year they were acquired in accordance with Handbook Section 4431.38. The adoption of this policy required the College to assess the remaining useful life of assets and the possible residual values that may remain when the assets' service potential ends, and to determine amortization rates to be used. As a result of adopting this standard, the College has begun amortizing capital assets effective January 1, 2010 at the rates and methods disclosed in Note 2.

The cumulative effect of this policy change at March 31, 2015 was an increase in net assets of \$3,829 and at March 31, 2016 was an increase in excess of revenues over expenses of \$4,827 and an increase in capital assets of \$8,656.

Cash equivalents

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

(continues)

MANITOBA COLLEGE OF SOCIAL WORKERS

Notes to Financial Statements

Year Ended March 31, 2017

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

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets are amortized over their estimated useful lives at the following rates and methods:

Computer equipment	30%	declining balance method
Office equipment & furniture	20%	declining balance method
Leasehold improvements	10 years	straight-line method

The College regularly reviews its capital assets to eliminate obsolete items. Government grants are treated as a reduction of capital assets cost.

Capital assets acquired during the year but not placed into use are not amortized until they are placed into use. Computer equipment and office equipment & furniture are amortized at half the stated rate in the year of acquisition.

Revenue recognition

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

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

Workshop and e-Learning income are recognized as revenue when the workshops are held and when the e-Learning session is registered.

Contributed services

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

Measurement uncertainty

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

Financial instruments

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

MANITOBA COLLEGE OF SOCIAL WORKERS
Notes to Financial Statements
Year Ended March 31, 2017

3. TERM DEPOSITS

	2017	2016
Short Term Investments		
Term Deposit, matures March 8, 2018, interest rate of 1.750%	\$ 12,269	\$ -
Term Deposit, matures March 8, 2017, interest rate of 1.850%	-	12,046
	\$ 12,269	\$ 12,046

4. CAPITAL ASSETS

	Cost	Accumulated amortization	2017 Net book value
Computer equipment	\$ 9,338	\$ 5,562	\$ 3,776
Office equipment & furniture	2,990	1,000	1,990
Leasehold improvements	21,632	752	20,880
	\$ 33,960	\$ 7,314	\$ 26,646

	Cost	Accumulated amortization	2016 Net book value
Computer equipment	\$ 9,338	\$ 3,943	\$ 5,395
Office equipment & furniture	2,990	503	2,487
Leasehold improvements	774	-	774
	\$ 13,102	\$ 4,446	\$ 8,656

5. GOVERNMENT REMITTANCES (OTHER THAN INCOME TAXES)

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

MANITOBA COLLEGE OF SOCIAL WORKERS
Notes to Financial Statements
Year Ended March 31, 2017

6. UNEARNED REVENUE

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

	2017	2016
Balance, beginning of the year	\$ 624,255	\$ 349,785
Add: Unearned revenue collected during the year	647,715	624,255
Subtotal	1,271,970	974,040
Less: Amounts recognized as revenue in the year	(624,255)	(349,785)
Balance, end of the year	\$ 647,715	\$ 624,255

7. COMMITMENTS

The College has entered into a lease with respect to its premises. The ten-year lease commenced in July 2016 and expires in June 2026. The lease contains renewal options and provides for payment of utilities, property taxes and maintenance costs by the College. Future expected minimum lease payments as at March 31, 2017, are as follows:

2018	\$ 24,800
2019	24,800
2020	24,800
2021	24,800
2022	24,800
	\$ 124,000

8. SUBSEQUENT EVENTS

Subsequent to the fiscal year end, the College entered into a Master Services Agreement with a third party to provide certain goods and services for the College related to the purchase, set-up, and maintenance of a new database for the College. The agreed price for this agreement is \$75,000.

9. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments, which consist of receivables, investments and payables. The following analysis provides information about the College's risk exposure and concentration as of March 31, 2017.

(a) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The College is exposed to interest rate risk primarily through its floating interest rate cash balance.

It is management's opinion that the College is not exposed to significant other price risks arising from these financial instruments.