

**Board of Directors Meeting
April 18, 2024**



Minutes

Present: Jen Meixner (President), Mary Heard (Past-President), Darin Hovius (Vice-President), Tricia Van Denakker (Treasurer), Salina Fukumoto (CASW Rep), Rikki Fontaine, Wil Hedges, Cecilly Hildebrand, Alex Sawatsky Faith Ugwu, Buetta Warkentin, Barb Temmerman (Executive Director/Registrar), Amelie Findlay (Administrative Services Manager)

Regrets: Tréchelle Bunn, Beatrice Campbell, Kaysi Katchmar

Called to order at 9:20 AM

I. Welcome and Board Meeting Opening

Acknowledgement: The land on which we gather is Treaty 1 territory - the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Red River Métis Nation. The College acknowledges and respects the diverse histories and cultures of Indigenous Peoples across Manitoba in the spirit of reconciliation.

II. Additions or changes to the Agenda

No additions or changes.

Be it resolved that the April 18, 2024 Agenda is approved as presented. CARRIED.

III. Minutes

No changes to minutes.

Be it resolved that the Minutes of the December 7, 2023 Meeting are approved as presented. CARRIED.

Be it resolved that the Minutes of the January 25, 2024 email confirming MCSW Executive Committee are approved as presented. CARRIED.

IV. Meeting Evaluation Summary

Reviewed the meeting evaluation summary from December 7, 2023. Virtual meetings will continue to be offered to ensure all board members are able to attend. Technological challenges may arise which will be worked through.

V. Standing Items

a) Committee/Working Group Reports

- Executive Committee
Report previously circulated.
- Finance Committee
Report previously circulated.

The Finance Committee is seeking a board representative to join the committee. The committee meets 4 times per year for 1 hour. It is an oversight committee to review investments, budget, quarterly reports. Cecilly Hildebrand volunteers to join the committee.

Be it resolved that Cecilly Hildebrand is appointed to the Finance Committee. CARRIED.

- Registration Committee
Report previously circulated.
- Continuing Competence Committee
Report previously circulated.
- Complaints Committee
Report previously circulated.
- Inquiry Committee
The Inquiry Committee is the panel that reviews discipline hearings. One hearing scheduled for May. Committee meets as needed but at least one annual training is required. No policy work on this committee, a board liaison not required to report back to Board. Request to share flow map of inquiry process.
- Standards & Ethics Committee
Report previously circulated.
Standards and Ethics Committee meets monthly and is seeking a board representative. Committee is tasked with reviewing the Standards of Practice. Faith Ugwu has volunteered.

Be it resolved that Faith Ugwu is appointed as Board Liaison to the Standards and Ethics Committee. CARRIED.

- Legislative Review Committee
Report previously circulated.
This committee was established by the Board at the last meeting, first meeting will be in May.
- Nominating Committee
Report previously circulated.
Oversight over elections process, recruitment of new board members. Committee meets by email only to review board terms.

Be it resolved that Buetta Warkentin, Wil Hedges, Mary Heard are appointed to the Nominating Committee. CARRIED.

- Land Acknowledgement Working Group
Report previously circulated.
Survey to collect feedback from members did not provide any results. Work continues and will be meeting again to discuss a new strategy to engage members.

b) CASW Report – Salina Fukumoto
Report previously circulated.

c) Operational Update - Barb Temmerman

Renewals have closed with a renewal rate over 93%.

Jen Meixner and Barb Temmerman met with Minister Nahanni Fontaine, the Manitoba Child Advocate's Office and the First Nations Family Advocate's Office. MCSW and MACY are working together on guidance for serious injury reporting. MCSW and FNFAO are discussing collaborating on a webinar about services they offer.

Board discussed the Regulated Health Professions Act and whether social work can be included.

Board discussed the strategic plan operationalization using consultants for government relations, EDI, reconciliation, engagement strategies with community partners.

d) Social Work Topics and Trends

Article in Winnipeg Free Press today – a bill introduced to bring transparency at the discipline level. Discussion of Regulated Health Professions Act.

VI. Business Arising

a) Board Compensation – Working Group

The working group reviewed policies from other jurisdictions, compared the value to the public rep to volunteer vs. a member (eg: CCP hours) and determined where legislated to be a part of the board or committee, or where directed by the ED/Board, public reps are entitled to compensation as per the proposed policy.

The Board clarified that only in cases where it is desired for a public rep to act as a public rep on a particular committee, they would be eligible for compensation.

Revision to wording: where legislated or where directed to act as a public representative on a committee.

Policy to come into effect April 19, 2024. Guiding document to support policy and outlines which committees are eligible will be developed.

Be it resolved that the Board Public Representative Compensation Policy is approved as amended. CARRIED.

b) 3rd & 4th Quarter Financials

Board reviewed the 3rd and 4th quarter financials. No questions were asked.

Be it resolved that 3rd & 4th quarter financials are approved as presented. CARRIED.

c) 2024-2025 Budget

Deficit predicted for this year; MCSW has not had a fee increase in 10 years.

Be it resolved that the 2024-2025 Budget is approved as presented. CARRIED.

d) Governance Discussion Items

- Board Performance Evaluation

Executive committee looked at the evaluation tool that was used in the past. Discussed reducing the number of options, adding name and type of representation on the Board and additional question whether board member would like to meet with ED/President. When

circulating the summary to the full Board, it would remain anonymous, however individual responses would not be anonymous when submitted to ED.

- New Board Member Training
 - June 13-14, 2024 online
 - October 3-5, 2024 Washington, DC

e) Code of Ethics – Barb Temmerman

Barb sat on the committee with CASW, which was a 4 year project. Board can choose to adopt the CASW Code as is or with amendments. If Board chooses to adopt with amendments, Barb would make the request to CASW. MCSW has been operating under the 2005 version of the Code of Ethics.

Discussion of language used: service user vs. service participant; and equity deserving.

Board decision to have the Standards and Ethics Committee look at the following specific amendments they would like the Board to consider:

- Service user language
- Equity deserving language
- Anything related to private practice
- Should a definition of ethics or ethical be included
- Remove section 5.4.5 *limiting the fee to what was agreed upon at the onset of the professional relationship*
- Amendment to 7.2.2 *seeking appropriate professional consultation or supervision for professional social work practice whenever possible.*

After Code is adopted, the CCP committee would look at new code and decide if changes may be needed for the program.

VII. New Business

a) Travel & Expense Policy

Review of amendments including mileage rate.

Be it resolved that the revisions to the MCSW Travel & Expense Policy are approved as presented. CARRIED.

b) Preferred Name Policy

Amendment to recognize traditional names.

Be it resolved that the revisions to the Preferred Name Policy are approved as presented. CARRIED.

c) Temporary Social Worker Policy

Existing policy in effect since 2016. In legislation as a registration category. The Registration Committee reviewed other jurisdictions and proposed the changes in the pre-circulated document. Fee associated with temporary registration is \$30/month (up to 90 days). Electronic social work practice category is an alternative for an individual wishing to be registered beyond 90 days.

Board discussed educators, presenters and researchers providing services across multiple jurisdictions and whether the policy fits or if changes are needed in the Regulation. Barb and Jacqueline will review the legislation and see where there might be flexibility. If needed, will send to Legislative Review Committee to look at whether a change needs to be made in the Regulation.

d) Electronic Social Work Practice Policy

Tabled for future meeting.

e) Private Practice Standards

The Standards and Ethics Committee has developed a draft of the Private Practice Standards. The committee's goal is having the standard approved in principle so a guideline can be developed to support the standard in practice and work towards the implementation phase of the new Private Practice Standards. The draft standard was developed with the new Code of Ethics in mind.

The Clinical Social Worker designation does not exist in Manitoba. The draft is clear in the language and definitions. Clinical social work is an area where there is a known public protection issue. There is an increase in social workers in private practice and a need to consider additional standards.

The draft includes general private practice standards which applies to any scope of practice and a separate section for those providing clinical services.

CASW is working on national clinical best practices, targeting newer BSW grads providing counselling services.

Clinical private practitioners would be subject to a clinical exam.

Board discussed and suggested the following: reflect community-based practice/consultation; define consultation; define supervision (different for clinical vs. community); possibly develop the private practice standard for clinical social work only. Also review possibility of adding clinical designation in the legislation. Look at the general standards of practice and review whether it covers community-based practice and consultation. The standard will require a legal consultation to ensure MCSW is in line with what the organization is allowed to do.

Once developed a grandparenting provision will be required to roll out the new standard.

VIII. Adjournment of Board Meeting 1:12 PM