

**Board of Directors Meeting
April 24, 2025
Minutes**

Present: Rikki Fontaine (Vice-President), Kaysi Katchmar (Secretary), Tricia VanDenakker (Treasurer), Salina Fukumoto (CASW Rep), Beatrice Campbell, Wil Hedges, Cecilly Hildebrand, Grace Holwell, Michael Minor, Katherine Rushton, Alex Sawatsky, Elizabeth Spence, Ashley Vandepoele

Barb Temmerman (Executive Director/Registrar), Amelie Findlay (Administrative Services Manager)

Regrets: Jen Meixner (President)

Meeting called to order at 9:05 AM

I. Welcome & Introductions

Welcome to new board member Elizabeth Spence.

II. Land Acknowledgement

The Land Acknowledgement Working Group has reviewed the statement, consulted MCSW members, and engaged with the community. Recognizing it as a living document, the statement will be regularly updated. Key terminology—such as “visitors” vs. “settlers” and “privileges and opportunities” vs. “privileges and responsibilities”—was discussed and will be finalized by the Working Group. Action statements must reflect MCSW’s commitments and should be clearly presented on the website. The Board will review the acknowledgement regularly, with input from the Indigenous Strategy and Working Group.

III. Additions or changes to the Agenda

Addition of Reserve Fund Briefing Note.

Be it resolved that the April 24, 2025 Agenda is accepted as amended. CARRIED.

IV. Minutes

Be it resolved that the Minutes of December 12, 2024 board vote appointing Elizabeth Spence; board vote confirming 2025 Executive Committee positions; board vote approving the establishment of an Indigenous Advisory Circle are approved as presented. CARRIED

V. Meeting Evaluation Summary

Reminder to complete meeting evaluation surveys.

VI. Standing Items

a) Operational Update

The Indigenous Strategy contract is concluding, with final reports due in June. The April 11 Indigenous Engagement Session was a success, drawing nearly 100 in-person attendees and 100 online registrants. Following the event, there was a strong interest in the Indigenous Advisory

Circle. MCSW is hiring a Manager of Advocacy and Engagement and an Administrative Support role. Barb is contributing to the CASW/CCSWR Clinical Best Practices with national guidelines in development. MCSW is also involved in anti-racism work through CCSWR, the ASWB standards committee, and is collaborating with CIHI on data standards, emphasizing care in collecting Indigenous data. The 10th Anniversary Gala will take place on May 15, with past CASW Distinguished Service Award recipients and greetings from Minister Nahanni Fontaine. The Standards of Practice RFP is in its final stage.

b) Committee/Working Group Reports

- a. Executive Committee
Report previously circulated
- b. Finance Committee
Report previously circulated. 3rd quarter financials reviewed. Noted loss in investments due to current market trends.
- c. Registration Committee
Report previously circulated.
- d. Continuing Competence Committee (no report)
- e. Complaints Committee
Report previously circulated. Elizabeth Spence volunteered to be a public rep.
- f. Inquiry Committee
Report previously circulated.
- g. Standards & Ethics Committee
Report previously circulated.
Reviewed changes to the Terms of Reference.
Be it resolved the revisions to the Standards & Ethics Committee Terms of Reference are approved as presented. CARRIED.
- h. Legislative Review Committee
Report previously circulated.
- i. Land Acknowledgement Working Group
Report previously circulated.

c) CASW Report

2025 National Social Work Month in March with the campaign “Social Work is Everywhere.” The campaign highlighted social workers in different areas of practice and CASW also hosted/collaborated on a variety of webinars including topics on AI ethics and responsible use, client care and AI, Indigenous adapted CBT mindfulness meditations and imagery techniques, fireside chat with social workers at the Senate and abuse of older adults – members can view these webinars on the CASW website. Work continues on the National Clinical Best Practices committee and the Board approved funding for the project. CASW secured a grant from Public Safety Canada for a project: Social Work – Building Practice Resilience and Knowledge on Preventing and Addressing Radicalization and Violent Extremism. EDIB committee work continues – MB Director Chairs this committee.

d) Social Work Topics and Trends

Indigenous Engagement Session Overview – Some participants felt vulnerable during the session and were encouraged to share their thoughts. It became clear that many attendees lacked understanding of the College's role. During the open discussion, most online participants kept their cameras off, and many non-Indigenous participants felt unsure about how to respond to the questions.

Two board members attended the ASWB training and found it very beneficial in learning about regulation.

e) Feature: Policy/Statement/Practice Note

- *Spending Authority Policy*
Review of policy to provide a refresher as budget discussions are upcoming. As budgets are a framework, this policy provides flexibility and guidelines for over expenditure on a budget line.
- *College-Union-Employer Roles*
Recent practice note issued to the members on this issue. Provided an explanation of the differences between the roles of the College vs. unions and employers. All practice notes are available in the Members section on the MCSW website.

VII. Financials

a) 3rd Quarter Financials

Reviewed and no questions were asked.

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

b) Fee Schedule Review

The current fee structure has been in place for the past 10 years. During this time, the organization has faced increasing financial pressures, including an operational deficit last year. To effectively implement a robust strategic plan and continue engaging meaningfully with the community, additional resources are needed. Notably, our fees remain the lowest in Canada among social work regulators with a dual regulatory and association mandate, as well as the lowest among all regulatory bodies in Manitoba. Since the implementation of fees in 2015, the cost of living in Manitoba has risen by approximately 26.3%. While incremental fee adjustments were considered, it was ultimately decided to proceed with a one-time fee increase to address these challenges. Both a 20% and a 25% fee increase was reviewed, including projections showing a continued budget deficit with the 20% option. Even with a 20% increase, our fees would remain low compared to those in other provinces. The Board is interested in exploring options for automatic payments or allowing the annual fee to be split into multiple installments. A communication plan will be developed and shared with members prior to the increase coming into effect.

Be it resolved that the revised fee schedule is approved as amended at 25% increase in fees. 2 abstentions. CARRIED.

c) 2025-2026 Budget

Review of proposed budget with same fees vs proposed 20% increase. Noted that even with 20% increase there is a projected deficit. Also discussed funding two projects (standards of practice project and database migration project) through the reserve fund.

Indigenous Advisory Circle to be developed and board will need to determine honorarium structure.

Be it resolved that the 2024-2025 Budget is approved as amended considering a 25% increase in fees and the additional cost of supporting the Indigenous Advisory Circle. 2 abstentions. CARRIED.

d) Reserve fund

The reserve fund is designated to cover annual deficits, address unforeseen expenses, support legal and program-related costs, and finance specific projects or one-time expenditures and ensure succession planning. Two upcoming initiatives—database migration up to \$50,000 and the Standards of Practice project up to \$65,000—fall into the category of one-time expenses. This will be the first instance of utilizing the reserve fund.

Be it resolved that withdrawals of reserve funds for the purpose of the standards of practice project and the database migration project are approved as presented. CARRIED.

VIII. Business Arising

a) Strategic Plan Update

The Indigenous Strategy team will submit its final report in June. The board will then review the recommendations to develop action plans.

IX. New Business

a) Student Membership Policy

Revised to allow for students enrolled in Council on Social Work Education or National Indigenous Accreditation Board programs.

Be it resolved that the revisions to the Application for Student Membership Policy are approved as presented. CARRIED.

b) Indigenous Advisory Circle

Review of draft terms of reference. Board discussed changes to the draft and made several amendments to be incorporated in final document and brought to June meeting for approval along with honorarium options.

X. Meeting adjourned at 12:45 PM