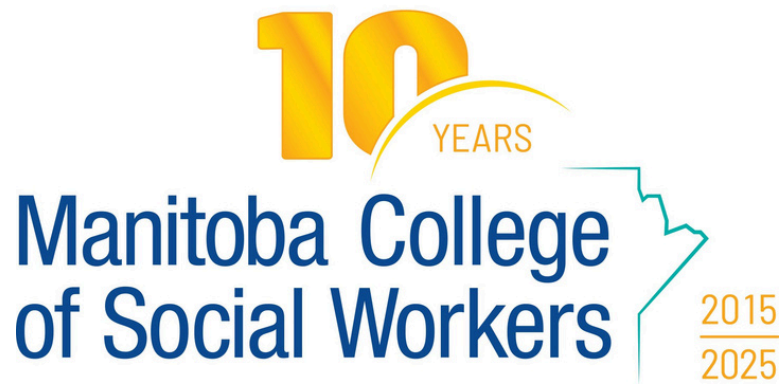




ANNUAL REPORT



2024 - 2025



Manitoba College
of Social Workers

The office of the Manitoba College of Social Workers (MCSW) 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 Metis. Northern Manitoba also includes lands that were and are the ancestral lands of the Inuit.

MCSW honours 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.

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. It is essential to honour self-determined languages, identities, and the historical 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 disrupts the status quo.

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.



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Manitoba College of Social Workers
Annual General Meeting
October 30, 2025 12:00 PM
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 2024 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 2024-2025 BOARD AND COMMITTEE MEMBERS |
| 14 | NEW BUSINESS |

Annual General Meeting Minutes

October 24, 2024

1. WELCOME & OPENING REMARKS

Barb Temmerman, Executive Director/Registrar, welcomed those present and acknowledged that the meeting was taking place on Treaty 1 territory and the traditional land of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples and the homeland of the Red River Metis Nation. Participants joining from Treaty and unceded territories across Manitoba were welcomed and acknowledged with respect for the diverse histories and cultures of Indigenous Peoples across this province in the spirit of reconciliation.

Elder Roger Thomas from Peguis First Nation opened the meeting with a prayer in Cree language.

2. CALL TO ORDER

The meeting was called to order at 12:05 PM.

President, Jen Meixner, opened the meeting.

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 4, 2024. A copy of such Notice with proof of service was filed with the minutes of this meeting.

"BE IT RESOLVED THAT:

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

Moved by Wil Hedges and seconded by Beatrice Campbell. CARRIED.

5. APPROVAL OF AGENDA

The agenda was delivered to all members electronically on September 4, 2024 and was provided to members electronically in a more detailed format in the Annual Report circulated on October 23, 2024.

"BE IT RESOLVED THAT:

The agenda is approved as presented."

Moved by Darin Hovius and seconded by Buetta Warkentin. CARRIED.

6. PRESIDENT'S REPORT

The President provided an overview of the work of the College over the past year. Important accomplishments include:

- [Practice Notes](#) feature introduced to provide support and information to social workers, employers and members of the public regarding social work practice issues.

Annual General Meeting Minutes

October 24, 2024

- The MCSW Board of Directors has approved the future adoption of the national Code of Ethics in Manitoba. Full adoption of the new Code of Ethics in Manitoba is pending, following revision of the MCSW Standards of Practice.
- The MCSW Approved Program Policy was revised to recognize social work programs accredited by the [National Indigenous Accreditation Board](#).
- MCSW engaged in efforts to promote and support Equity, Diversity and Inclusion, including participation with a national Anti-Racism Working Group of the Canadian Council of Social Work Regulators to examine the role of professional regulators in supporting anti-racist social work practice
- The College engaged in active participation through leadership and committees with the Canadian Association of Social Workers (CASW), the Canadian Council of Social Work Regulators (CCSWR), and the Association of Social Work Boards (ASWB).

The 2023-2024 period has marked important steps towards mobilizing our new Strategic Plan, particularly in our commitment to reconciliation, equity, diversity, and inclusion. The College announced a new partnership with a local Indigenous consulting firm, Indigenous Strategy Alliance - a crucial component in advancing our Strategic Plan as we work to amplify voices and promote collaboration to shape our path forward.

These consultants will be working closely with MCSW to identify our strengths, areas for growth, and strategic actions that align with our goals.

Rebecca Chartrand, President and CEO of Indigenous Strategy Alliance, provided an overview of the objectives of their work, a SWOT analysis, the project phases, and the methods to engage stakeholders.

"BE IT RESOLVED THAT:

The President's Report is accepted as presented."

Moved by Salina Fukumoto and seconded by Cecilly Hildebrand. CARRIED.

7. MINUTES OF THE 2023 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:

- the reading of the minutes of the AGM held on October 26, 2023 be dispensed with; and
- the said Minutes are approved as presented."

Moved by Paula Ediger and seconded by Jacqueline Shortridge. CARRIED.

8. BUSINESS ARISING FROM THE MINUTES

No business arising from the minutes.

Annual General Meeting Minutes

October 24, 2024

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:

- The Registration Committee has tracked a 6% increase in membership. At the close of the fiscal year, total membership was 2814, with steady growth from year to year. A review of MCSW Registration Practices by the Fair Registration Practices Office Commissioner identified MCSW as fully compliant in their registration process.
- The Continuing Competence Committee supported the delivery of several webinars and an in-person Education Event in 2023. An audit tool was developed to assist in the evaluation of member participation in the continuing competence program.
- The Complaints Committee received 34 complaints in 2023, which is a slight increase from the 30 complaints received the previous year. Where the Committee has identified concerns regarding the conduct or practice of a social worker, the most common remedy continues to be letters of counsel with practice recommendations and remedial agreements to support practice improvements. As a result, no cases were moved forward to the Inquiry Committee in 2023.
- The Standards and Ethics Committee considered revisions to Standards to guide private practice as members continue to seek guidance in this area of practice.
- The Land Acknowledgement Working Group was established for the purpose of reviewing and developing a renewed land acknowledgement for the Manitoba College of Social Workers.

"BE IT RESOLVED THAT:

The Committee Reports are approved as presented."

Moved by Darlene MacDonald and seconded by Catherine Collette. CARRIED.

10. PRESENTATION OF FINANCIAL STATEMENTS

Jeff Eckstein of MNP, Chartered Professional Accountants, reported on the financial statements for the period ending March 31, 2024. As described in the report labelled "Independent Auditor's Report," it is MNP's opinion that the financial statements present fairly, in all material respects, the financial position of the College as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A high-level overview of the financial statements was presented by Jeff Eckstein. The College is in a positive financial position overall. No questions were asked.

11. APPOINTMENT OF AUDITOR

At the September Board meeting, the Board accepted the recommendation of the Finance Committee to appoint MNP as the auditor for the College for the current fiscal year. No questions were asked.

Annual General Meeting Minutes

October 24, 2024

"BE IT RESOLVED THAT:

MNP is appointed auditor of the College to hold office until the next annual meeting of the Members."

Moved by Tricia Van Denakker and seconded by Florette Giasson. CARRIED.

12. ANNOUNCEMENT OF BOARD OF DIRECTORS OF THE COLLEGE

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

GRACE HOLWELL
MICHAEL MINOR
KATHERINE RUSHTON
ASHLEY VANDEPOELE

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

In addition to our new Directors, the following members of the Board of Directors will continue ongoing terms for the 2024-2025 year:

RIKKI FONTAINE
SALINA FUKUMOTO
KAYSI KATCHMAR
TRICIA VANDENAKKER

The following outgoing members were acknowledged for their contributions:

TRECHELLE BUNN
MARY HEARD
DARIN HOVIUS
HAI LUO
FAITH UGWU
BUETTA WARKENTIN

THANK YOU TO STAFF

College staff were thanked for their dedication and important work. Amelie Findlay, Manager of Administrative Services, and Barb Temmerman, Executive Director/Registrar, were acknowledged for their 10 years of service with MCSW.

14. NEW BUSINESS

Items for new business were to be submitted to the College by September 24, 2024 and there were no submissions received. All of the business for which this meeting was called has therefore been attended to.

15. ADJOURNMENT

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

The meeting was declared adjourned at 12:52 PM.

Celebrating a Decade of Growth & Commitment



The year 2025 marks a significant milestone - our 10th anniversary as the Manitoba College of Social Workers (MCSW). As we reflect on a decade of progress, we do so with deep gratitude for those who laid the foundation of our College, and for the thousands of dedicated social workers who continue to uphold the integrity and heart of our profession every day.

Guided by our Strategic Plan, we have made meaningful progress across our four key priorities: Regulation, Reconciliation, Equity, Diversity and Inclusion (EDI), and Public Awareness and Engagement. Over the past year, our work in each of these areas has been rooted in listening, relationship-building, and creating spaces for dialogue and understanding.

We are proud of the advancements achieved this year. MCSW has strengthened its regulatory framework, deepened partnerships with Indigenous communities, expanded professional learning opportunities, enhanced community engagement, and continued to advocate for ethical, inclusive social work practice. Each accomplishment reflects our shared commitment to a profession that upholds public trust and honours the diverse experiences of Manitobans.

As we celebrate ten years of growth, we also look to the future with optimism and determination. The decade ahead offers new opportunities to build on our achievements - continuing to foster a regulatory framework that is trauma-informed, culturally responsive, and grounded in reconciliation. Together, we will continue to strengthen the social work profession and advance a future where compassion, justice, and integrity remain at the core of all we do.

Thank you to our members, partners, and community for walking alongside us. Your continued dedication and collaboration inspire us to uphold the highest standards of social work and to advance a more compassionate, equitable future for all Manitobans.

Respectfully,

A handwritten signature in cursive script, reading "J Meixner".

Jennifer Meixner, BSW, MA, RSW
MCSW President

A handwritten signature in cursive script, reading "B Temmerman".

Barbara Temmerman, MSW, RSW
Executive Director/Registrar

2024-2025 STRATEGIC PLAN OVERVIEW & OPERATIONAL HIGHLIGHTS



The Manitoba College of Social Workers (MCSW) [Strategic Plan](#) is grounded in the core values of the College and the Seven Sacred Teachings, which together form foundational and interrelated guiding principles. The College's values of accountability, social justice, competence, interrelatedness, communication and ethical practice intertwine with long-standing teachings of honesty, courage, wisdom, humility, respect, love and truth.

2024-2025 STRATEGIC PLAN OVERVIEW & OPERATIONAL HIGHLIGHTS

Strategic Priorities

- Regulation
- Reconciliation
- Equity Diversity and Inclusion
- Public Awareness and Engagement

Partnership and Planning

MCSW partnered with consultants from [Indigenous Strategy](#) in June 2024 to further develop a comprehensive action plan guided by the TRC Calls to Action, MMIWG Calls for Justice, UNDRIP, Spirit Bear Plan, Bill C-92 and the SCO Racism Report.

Guiding Principles

- Two-Eyed Seeing – Valuing both Indigenous and Western knowledge systems equally
- Cultural Safety – Embedding equity and trauma-informed practice in regulation
- Shared Decision Making – Elevating Indigenous and diverse leadership
- Community Accountability – Committing to listen, act and report back

Key Areas of Focus in the Past Year

- Analysis of MCSW's strategic progress, legislation and policies to establish a baseline and identify gaps
- Province-wide stakeholder engagement
- Strategic alignment analysis with ongoing development of actionable recommendations

Overarching Goals

- Regulation – Create inclusive, trauma-informed regulatory tools
- Reconciliation – Advance TRC commitments and strengthen Indigenous partnerships
- Equity, Diversity, and Inclusion (EDI) – Enhance EDI initiatives and anti-racism training
- Public Awareness and Engagement – Enhance communication and elevate professional identity

MCSW Taking Action

While awaiting final recommendations from Indigenous Strategy Alliance, MCSW is acting on its commitment through the following initiatives:

- Establishment of [Indigenous Advisory Circle](#) (see page 17)
- Expanded Continuing Competence Program requirements in reconciliation and EDI
- Recruitment of Indigenous-specific Manager of Advocacy and Engagement
- Renewed Land Acknowledgement (see page 1)
- Increased Indigenous representation on Board of Directors, including President in key leadership position (see Nominating Committee Report)
- Expanded community presence
- Smudge and ceremony-friendly office space

2024-2025 STRATEGIC PLAN OVERVIEW & OPERATIONAL HIGHLIGHTS

STRATEGIC PRIORITY - REGULATION OF THE PROFESSION



GOAL: PROVIDE ACCOUNTABILITY AND REGULATION OF SOCIAL WORKERS AS PRIMARY MANDATE OF THE MANITOBA COLLEGE OF SOCIAL WORKERS

MCSW continues to advocate for the registration of all eligible social work practitioners. Over the past year, 50 letters of caution or guidance were issued regarding unauthorized use of the “social worker” title by unregistered individuals or employers.

The College remains actively engaged with provincial and national partners to address emerging regulatory issues, including scope of practice, substantial equivalency, foreign credential recognition, and labour mobility.

In 2024, MCSW revised its Electronic Social Work Practice (ESWP) policy, simplifying registration verification for out-of-province practitioners.

In 2025, new [Continuing Competence Program](#) requirements were introduced, emphasizing:

- Social work with Indigenous Peoples
- Equity, Diversity, and Inclusion
- MCSW Standards of Practice and Code of Ethics

MCSW also continues its role on the CASW Education Advisory Committee to advance professional development initiatives.

The Board of Directors has approved the future adoption of the national 2024 CASW Code of Ethics, pending revisions to the MCSW Standards of Practice. MCSW has partnered with Sense and Nous Consulting Group to support this review and will engage members and community stakeholders in this process.

To further support ethical and informed practice, MCSW released seven new [Practice Notes](#) and completed 131 ethical consultations to provide practice guidance for social workers.

2024-2025 STRATEGIC PLAN OVERVIEW & OPERATIONAL HIGHLIGHTS

STRATEGIC PRIORITY - RECONCILIATION



GOAL: IMPLEMENT AND INTEGRATE RECONCILIATION ACTIONS, POLICIES AND SERVICES THAT RESPOND TO THE TRC CALLS TO ACTION

Over the past year, MCSW has advanced reconciliation through partnerships, education and community engagement.

MCSW continues regular dialogue with the [National Indigenous Accreditation Board](#) regarding recognition of new social work programs in Manitoba.

Community Engagement and Events

MCSW participated in, sponsored or supported numerous reconciliation-focused events:

- June 2024 & 2025 - Circles for Reconciliation [National Indigenous Peoples Day Event](#)
- September 2024 - Reflection Runs and participation Director/Registrar participated in [Reconciliation Run](#)
- May 2025 - [Red Dress Events](#)
- May & June 2025 - Finding Our Voices: Sixties Scoop Gathering and 60s scoop commemoration ([Anish Healing Centre](#))
- June 2025 - [Keeping the Fires Burning](#) (Ka Ni Kanichihk Inc.)
- August 2025 - [Indigenous Voices in Social Work Conference](#)
- September 2025 - [National Day for Truth and Reconciliation Events](#)
- September 2025 - [Caring Society Gala](#)

Education and Professional Learning

Throughout the year, MCSW hosted or collaborated with the Canadian Association of Social Workers (CASW) to deliver no/low-cost reconciliation workshops:

- September 2024 - [Two-Spirit Knowledge](#)
- October 2024 - Exploring the Path to Reconciliation: Integrating Anti-Racism and EDI in Social Work
- January 2025 - [Foundations for Reconciliation in Social Work](#)
- March 2025 - [Bigidendan "Release it from your Mind" using Indigenous Adapted CBT Mindfulness meditations and imagery techniques](#)
- August 2025 - [Foundations of Cultural Competency](#): Understanding Culture, Colonial Harm and the Call to Rehumanize
- October 2025 - Strong Hearts, Strong Families, Michael Redhead Champagne

Through these initiatives, MCSW continues to strengthen relationships with Indigenous communities, foster cultural understanding, and embed reconciliation into all aspects of regulation and practice.

2024-2025 STRATEGIC PLAN OVERVIEW & OPERATIONAL HIGHLIGHTS

STRATEGIC PRIORITY - EQUITY, DIVERSITY & INCLUSION



GOAL: BUILD THE FOUNDATION NEEDED TO PROMOTE AND SUPPORT EQUITY, DIVERSITY AND INCLUSION

In alignment with the Strategic Plan, MCSW introduced EDI as a required learning component within the Continuing Competence Program and expanded educational opportunities to strengthen member knowledge and practice.

Education and Professional Learning

MCSW hosted and supported several EDI-focused sessions, including:

- October 2024 – Journey to Belonging, Dorota Blumczyńska
- April 2025 – [Culturally Responsive CBT](#)
- June 2025 – [Incorporating Accessibility for Persons who are Blind/Low Vision](#)
- July 2025 – [Embracing Neuroaffirming Practices](#)
- September 2025 – [Becoming Culturally Competent: Walking the 5 Step Path](#)
- October 2025 – Speak Up, Level Up: Navigating EDI Tough Conversations

Community Engagement

MCSW participated in key EDI events, including:

- November 25, 2024 – Women's Walk – [International Day for the Elimination of Violence Against Women and Girls](#)
- March 2025 – [Conversations that Matter Leadership Conference](#)
- July 2025 – [Love in a Dangerous Time, Tour with Intention](#) (MCSW Board, Committees, Staff)

National Leadership & Data Initiatives

MCSW's Executive Director/Registrar serves on the Canadian Council of Social Work Regulators Anti-Racism Working Group, contributing to the development of a national anti-racist regulatory practice framework for social work regulators across Canada.

To strengthen equity monitoring, MCSW expanded its voluntary demographic data collection to include EDI-related complaints data, building on several years of membership data gathering.

2024-2025 STRATEGIC PLAN OVERVIEW & OPERATIONAL HIGHLIGHTS

STRATEGIC PRIORITY - PUBLIC AWARENESS & ENGAGEMENT



GOAL: INCREASE AWARENESS OF THE ROLE OF SOCIAL WORKERS AND ACHIEVE A STRONG PROFESSIONAL IDENTITY FOR THE SOCIAL WORK PROFESSION

In 2025, MCSW focused on relationship-building and community engagement through presentations, events, and collaborative initiatives with members, students, educators, employers, and partners.

Key Highlights

- MCSW 10th Anniversary Celebration: This [gala](#) honoured the history and growth of the MCSW and the social work profession in Manitoba.
- Recognition: Recognized former MIRS Executive Director, Miriam Browne, as the Manitoba recipient of the 2025 [CASW Distinguished Service Award](#)
- Education Partnerships: Continued collaboration with social work programs at the University of Manitoba, Université de Saint-Boniface, Booth University College, and Canadian Mennonite University, including participation in accreditation reviews and advisory committees related to curriculum and programming and delivering student presentations.
- Engagement with Partners: Ongoing, regular meetings with the Manitoba Association of School Social Workers, Manitoba Education and Early Childhood Learning, Indigenous Services Canada (Jordan's Principle, Non-Insured Health Benefits Branch), and the Manitoba Advocate for Children and Youth to promote collaboration and advocacy.
- Policy Advocacy: Responded to revisions of the [Education Administration Act](#) affecting school social workers, promoting fairness and inter-professional collaboration.
- New Partnerships: Invited dialogue with the newly established [Manitoba Association of Black Social Workers](#) and the [Assembly of Manitoba Chiefs \(AMC\)](#) to discuss how MCSW can support their vision of social work in Manitoba

National and International Engagement & Advocacy

MCSW continues active participation with the [Canadian Association of Social Workers](#) (CASW), [Canadian Council of Social Work Regulators](#) (CCSWR) and [Association of Social Work Boards](#) (ASWB). MCSW representatives serve on several committees with each of these organizations and the Executive Director/Registrar serves as President of CCSWR.

MCSW also collaborates with the [Canadian Institute for Health Information \(CIHI\)](#) to learn how MCSW can support national data standards that strengthen social work workforce planning and evidence-based policy decisions.

Looking Ahead

MCSW is recruiting for a [Manager of Advocacy and Engagement](#) to enhance capacity and advance its public awareness and engagement goals.

Rooted in its mandate to protect the public and uphold the integrity of the profession, MCSW remains committed to leading with purpose, fostering inclusive dialogue, and taking actions that reflect its core values and strategic vision.

2024-2025 BOARD OF DIRECTORS



JENNIFER MEIXNER
PRESIDENT
INTERLAKE-EASTERN



RIKKI FONTAINE
VICE PRESIDENT
CAPITAL REGION



KAYSI KATCHMAR
SECRETARY
NORTHERN REGION



TRICIA VAN DENAKKER
TREASURER
CAPITAL REGION



SALINA FUKUMOTO
CASW MB REP
CAPITAL REGION



BEATRICE CAMPBELL
MEMBER REP
CAPITAL REGION



KATHERINE RUSHTON
MEMBER REP
CAPITAL REGION



ALEX SAWATSKY
MEMBER REP
CAPITAL REGION



ASHLEY VANDEPOELE
MEMBER REP
WESTERN REGION



WIL HEDGES
PUBLIC REP
CAPITAL REGION



CECILLY HILDEBRAND
PUBLIC REP
CAPITAL REGION



GRACE HOLWELL
STUDENT REP
CAPITAL REGION



MICHAEL MINOR
STUDENT REP
CAPITAL REGION



ELIZABETH SPENCE
PUBLIC REP
CAPITAL 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.



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.

This year was marked by several significant milestones and achievements.

Canadian Student Loan Forgiveness Program

CASW has been advocating for years for social workers to be included in the Canadian Student Loan Forgiveness Program. Budget 2024 confirms that social workers practicing in rural and remote communities will qualify for student loan forgiveness. CASW has relentlessly advocated for this through pre-budget submissions, government relations, and coalition work.

Social Work in Primary Care

CASW launched its national initiative, *Creating a National Vision and Building Capacity for the Role of Social Work in Primary Care*. This project reimagines the role of social workers within interprofessional health teams and highlights their vital contributions to addressing the social determinants of health. A bilingual e-learning module was launched to support this work.

Advocacy

As the national voice for social workers, CASW continued to advance key advocacy priorities over the past year, including mental health equity, basic income, and 2SLGBTQIA+ rights. CASW remained strongly committed to anti-racism and reconciliation, supporting the establishment of the National Africentric Social Work Circle and endorsing the National Anti-Racism Statement. These efforts reflect CASW's continued dedication to embedding social justice across all areas of its work.

National Social Work Month Highlights

CASW hosted webinars, partnered with Senators and social workers to share video messages and fireside chats and offered contest and merchandise in gratitude and recognition of the essential role of social workers.

- During NSWM, CASW's social media reach and engagement significantly increased and reached record levels with posts reaching over 140,000 users.

National Awards

CASW celebrated the outstanding contributions of members. MCSW member Miriam Browne received the CASW Distinguished Service Award. Miriam was celebrated at the MCSW 10th Anniversary Gala in May 2025. Congratulations Miriam and thank you for your many contributions to the profession!

CASW Representative's REPORT

Continuing Education

CASW offered 61 online events and webinars, with 32,526 attendees, and approximately 78 hours of continuing education content.

Member Benefits

There are many [direct benefits](#) associated with MCSW membership which includes membership with CASW. In addition to discounted professional liability insurance, CASW members can access various home, auto and health insurance options, legal services and a wide range of practice resources and information.

It is an honour to represent MCSW on the CASW Board. Serving alongside fellow CASW Board members has been a rewarding experience, and I look forward to our continued work together in advancing the social work profession.

Respectfully,

Salina Fukumoto, MSW, RSW
CASW - Manitoba Representative

Miriam
BROWNE

Miriam Browne pictured with Barb Temmerman and former
MIRSW Administrative Coordinator, Diane Cullen

**RECIPIENT OF THE 2025 CASW
DISTINGUISHED SERVICE AWARD**

Miriam Browne's career is a profound example of dedication, advocacy, and leadership in the social work profession. As the Executive Director and Registrar of the Manitoba Institute of Registered Social Workers (MIRSW) for 18 years, Miriam was a driving force behind the establishment of mandatory social work regulation in Manitoba. Her unwavering commitment to advancing the profession has left a lasting legacy, and her influence continues to resonate today.

Throughout her tenure, Miriam was at the forefront of efforts that not only raised awareness about social work regulation but resulted in the proclamation of the Social Work Profession Act. This historic achievement closed the loop for social work regulation in Canada as Manitoba achieved title protection for social workers, ensuring that the public's best interests were safeguarded.

Under Miriam's leadership, the MIRSW transitioned into the Manitoba College of Social Workers (MCSW) in 2015. This milestone marked the culmination of her career-long goal and was a testament to her resilience and dedication in overcoming numerous challenges. Miriam's ability to engage others in the organization's work was one of her greatest strengths. She created a culture of collaboration and inclusivity that advanced the goals of the MCSW.

Though Miriam officially retired in 2016, her commitment to the profession has remained steadfast. Since her retirement, she has continued to support the College through consultation and guidance, particularly in the area of regulatory practice. In addition to her work with the MCSW, Miriam's career has been marked by her dedication to social justice and professional regulation. Her work with the Law Society of Manitoba is a notable example of her commitment to ensuring ethical standards and fairness across all professions.

Miriam's influence remains felt throughout the social work community in Manitoba. Due to her early leadership, the social work profession in Manitoba is stronger and more unified, and it continues to build upon the foundation she established. As the Manitoba College of Social Workers celebrates ten years since the Social Work Profession Act was brought into force in 2015, the 2025 Distinguished Service Award is a fitting recognition of Miriam Browne's extraordinary contributions to the profession. Her work in advancing the regulation of social work in Manitoba, along with her continued support for the College, has left an indelible mark on the profession and the communities it serves. Her steadfast determination has shaped the future of social work regulation in Manitoba, making her a true leader in the field. Miriam's legacy will continue to inspire social workers and regulatory leaders for generations to come.



Registration Committee REPORT

Committee Members

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

Summary

The Registration Committee's workplan for this reporting year included ongoing review of registration policies and fee comparisons across jurisdictions and professions.

The Committee's proposed amendments to the Electronic Social Work Practice Policy were approved September 2024. Revisions to the 2016 Temporary Social Worker Policy continued through the first half of the current reporting year.

The Committee completed a review of the application and registration fees from other jurisdictions across Canada, including consideration of other regulated professions in Manitoba.

Points for consideration when evaluating the implementation of fees and proposed increases were prepared for review by the Registrar and Board.

After completing a literature review and jurisdictional scan of other regulatory bodies in social work and other professions, the Committee is currently drafting recommendations to the Board for a Good Character/Criminal Record Evaluation Policy.

Future work for the Committee includes developing recommendations for a re-application policy.

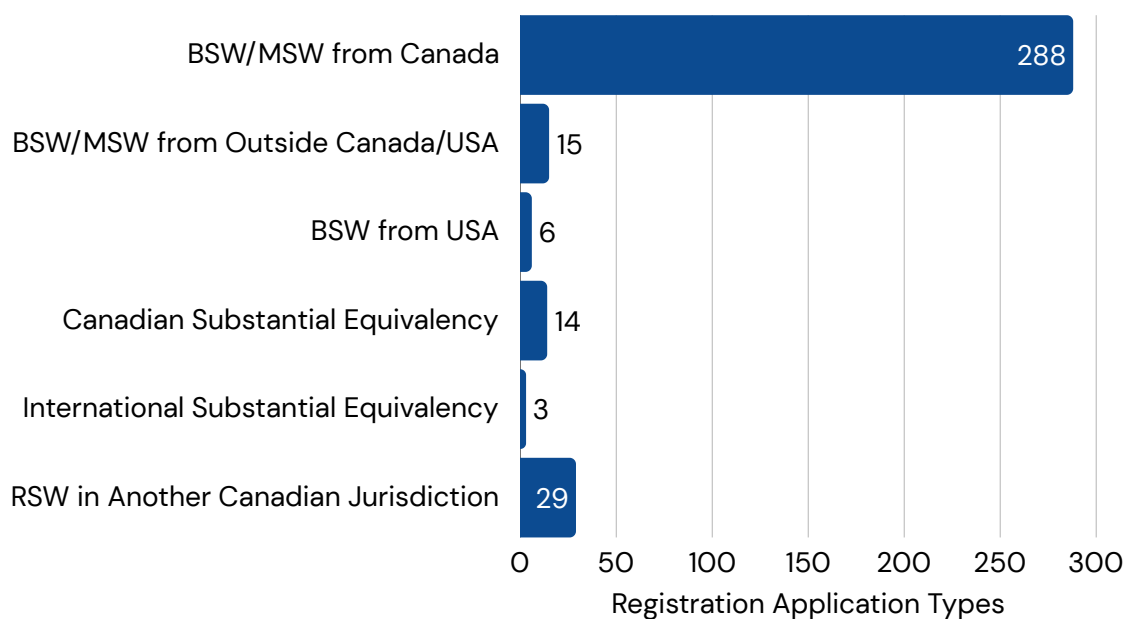
A sincere thank you to the committee members for their contributions to professional social work registration practices in Manitoba.

MCSW membership and application data as of March 31, 2025, continued on next page...



2024-2025		2023-2024	
Practicing	2396	Practicing	2410
Practicing - Electronic Social Work Practice (ESWP)	38	Practicing - Electronic Social Work Practice (ESWP)	33
Non-Practicing	182	Non-Practicing	181
Students	196	Students	190
Corporation	5	Corporation	3
Total Members	2817	Total Members	2817

*Total Members includes 132 Grandparented Members (approved between 2015-2018) and 13 Substantial Equivalency Members



In support and promotion of the social work profession,

Lee Anne Deegan, BSW, RSW
Registration Committee Chair

Michael Minor, BAH, MA, PhD
MCSW Board Liaison



Continuing Competence Committee REPORT

Committee Members

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

Summary

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

In anticipation of the end of the 2022-2025 Reporting Cycle on March 31, 2025, the Committee participated in preparation for the April 1, 2025, launch of the 2025-28 Reporting Cycle. An updated CCP Toolkit was created reflecting 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.

The Committee aims to identify educational content and workshop opportunities that fulfill the content-specific requirements.

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

- October 10, 2024 – MCSW Annual Education Event in Brandon, Manitoba
 - 89 participants/guests attended including over 10 exhibitors & featured the following sessions:
 - Journey to Belonging with Dorota Blumczyńska
 - Ethics and Social Media with Vicki Verge, MSW, RSW
 - Exploring the Path to Reconciliation: Integrating Anti-Racism and EDI in Social Work with Rebecca Chartrand
 - Ethics of Helping – Boundaries and Relationships with Heather Woodward, MSW, RSW
- January 15, 2025 – Technology, Social Media, & Social Work Ethics: Risks & Considerations with Vicki Verge, MSW, RSW
- January 31, 2025 – Foundations for Reconciliation in Social Work with Rebecca Chartrand
- March 28, 2025 – Abuse of Older Adults with Lori Pickerl, BSW, RSW & Katherine Nelson-Thomson, BA, BSW, RSW from A & O Support Services for Older Adults.

I look forward to working alongside the Committee members as we all move forward in our commitments to Truth & Reconciliation, Equity, Diversity, and Inclusion, along with safe ethical social work practice.

Respectfully,

Ashley Vandepoele, BSW, RSW

Continuing Competence Committee Chair & Board Liaison



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:

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

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.

The Committee discussed key priorities and trends in social work regulation including regulation of private practice, the inclusion of a retired social worker category, the addition of social service worker designations and labour mobility considerations. Regulation of private practice and the inclusion of a retired social worker category were identified as priorities and are being further explored to determine possible updates and revisions to legislation.

The Committee acknowledges the importance of aligning legislation, policies and practices with the Truth and Reconciliation Calls to Action, Equity, Diversity and Inclusion and Anti-Racism frameworks in line with the College's Strategic Plan. The Committee will consider the recommendations of Indigenous Strategy Alliance consultants when the final reports are available and will engage with the Indigenous Advisory Circle to guide this work when the Circle is fully established.

Respectfully,

Salina Fukumoto, MSW, RSW
Legislative Review Committee Chair



Standards and Ethics Committee REPORT

Committee Members

Megan Ferguson (Chair), Sherry-Lyn Lam, Kerri Chomenchuk, Ruth BZ Thomson, Barbara Balshaw-Dow, Pamela Jackson, and Student Representative of the MCSW Board, Faith Ugwu

Summary

The 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

The Committee, supported by staff representative Jacqueline Shortridge, Director of Professional Practice, continued reviewing Standard 7 – Private Practice. This work is essential to ensuring our standards reflect the realities and complexities of modern social work practice.

In fall 2024, the College issued a call for proposals to bring in external expertise for a broader review of all MCSW Standards of Practice.

This initiative will ensure our Standards of Practice are aligned with the national framework of the new 2024 Canadian Association of Social Workers Code of Ethics, reinforcing our commitment to uphold the highest ethical and professional benchmarks for social work in Manitoba.

I extend my appreciation to the outgoing Committee Members for their commitments and valued expertise. I look forward to next steps as the Committee begins collaborating with external consultants.

Respectfully,

Megan Ferguson, BSW, MSW, RSW
Standards and Ethics Committee Chair



Complaints Committee REPORT

Committee Members

MCSW Member Representatives: Kim Morrison, Margarita Friesen, Lisa Newman, Elizabete Halprin, Christine Richardson, Cassandra Buchan, Kathy Henderson

Public Representatives: Wil Hedges, Krista Wilson, Elizabeth Spence, Kerri Ranson

Summary

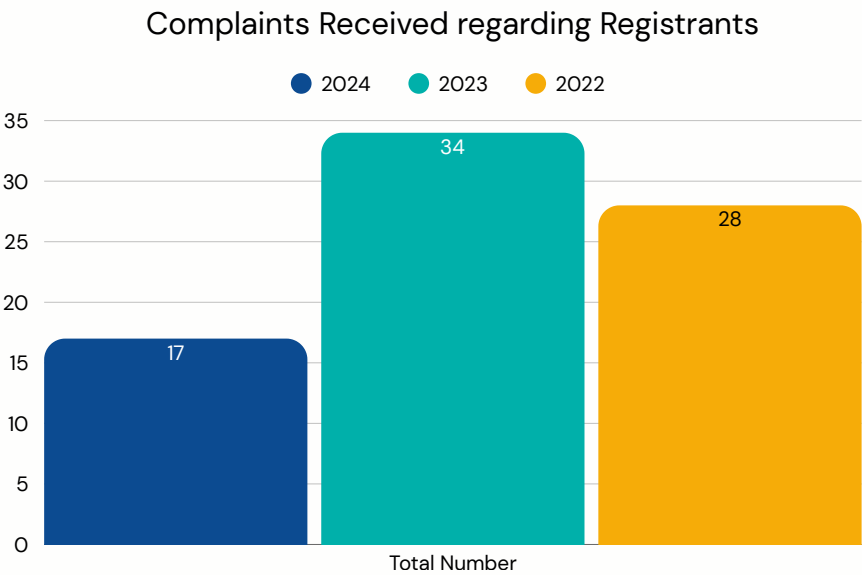
A key responsibility of the College is to review and investigate complaints regarding the conduct of Registered Social Workers.

In accordance with Part 7 of the 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. The Committee contracts staff and external investigators to investigate complaints.

In 2024, a total of 39 complaints were received or continued from the previous year. Of the 17 new complaints received in 2024, 41% were dismissed by the Committee, some of which included a letter of counsel to support Members and their practice. In accordance with section 36 of the SWPA, complainants can request an appeal. There were no Appeals submitted in 2024.

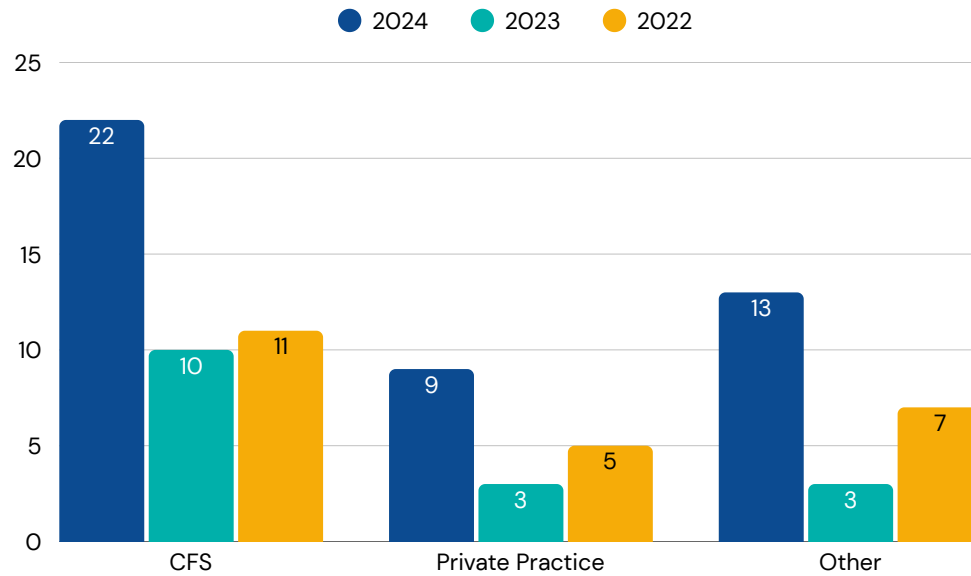
In 2024, the Committee managed a total of 39 complaints that spanned the years from 2019 to 2024.

Following are the statistics for the calendar year 2024:





Complaints Received regarding Unregistered Practitioners



	Carried over from 2019 into 2024	Carried over from 2022 into 2024	Carried over from 2023 into 2024	New complaints in 2024	2024 Totals
Complaints Processed	1	5	16	17	39
Complaints Dismissed			9 (2022-2023)	7	16
Complaints Dismissed with a Letter of Counsel			4 (2023-2024)	3	7
Closed because the RSW completed the Agreement conditions	1 (opened in 2019, closed in 2024)				7
RSW entered into an Agreement to remediate practice					7
Voluntary Surrender of Registration					0

Respectfully,

Kim Morrison, BSW, RSW
Complaints Committee Co-Chair

Margarita Friesen, BSW, RSW
Complaints Committee Co-Chair



Inquiry Committee REPORT

Committee Members

Jan Christianson-Wood (Co-Chair), Regan Spencer, Kara Moss, David Delay, Arliss Kurtz
Public Representatives: Corey Wilson (Co-Chair), Manivan Hanslip

Summary

As outlined in Section 7 of *The Social Work Profession Act (SWPA)*, the Manitoba College of Social Workers (MCSW, the College) Complaints Committee can refer allegations of professional misconduct to the Inquiry Committee for a formal hearing and a binding decision.

MCSW's Inquiry Committee has the legislative responsibility to hold disciplinary hearings related to current and former members of the College.

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

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

In 2024, the Complaints Committee referred one matter to the Inquiry Committee which resulted in a hearing. The Committee concluded that the RSW was guilty of professional misconduct and had breached the MCSW's Standards of Practice and Code of Ethics

Respectfully,

Jan Christianson-Wood, MSW, Non-Practicing Member
Inquiry Committee Co-Chair

Corey Wilson, BA, LLB/JD
Inquiry Committee Co-Chair



Land Acknowledgement Working Group **REPORT**

Working Group Members

Eveline Milliken (Chair), Beatrice Campbell, LeeAnne Deegan, Salina Fukumoto, Mary Heard, Kaysi Katchmar, Monique Lariviere (Treaty Relations Commission of Manitoba), Jennifer Meixner, Michael Yellow Bird, Barbara Temmerman

Summary

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

The Land Acknowledgement Working Group developed a renewed Acknowledgement (Page 1) for the Manitoba College of Social Workers, which was reviewed and approved by the Board of Directors.

The Working Group appreciates the feedback and assistance from members, Elders, Knowledge Keepers, community partners and our consultants at Indigenous Strategy in engaging this important work.

The Land Acknowledgement is recognized as a living, evolving reflection of our ongoing relationship with Indigenous Peoples and territories. This work recognizes that a land acknowledgement is not a static statement, but an active, thoughtful, and responsive practice informed by learning, engagement, and accountability.

Building on this foundation, the Working Group will engage with the newly established Indigenous Advisory Circle to deepen this work and ensure it reflects diverse Indigenous perspectives and experiences. Feedback from MCSW members, community partners, Elders, Knowledge Keepers and Grandmothers will help guide future land acknowledgment revisions and practices.

The Land Acknowledgement Working Group remains committed to ensuring that the MCSW Land Acknowledgement is grounded in truth, accountability, and action. As we move forward, we recognize that this is a continual process of listening, learning, and evolving. We are grateful for the guidance received and look ahead with humility and responsibility for the work that lies ahead.

Respectfully,

Eveline Milliken, MSW, RSW
Land Acknowledgement Working Group Chair



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 2025-2026 Board of Directors:

New Members:

Amanda Griffith-Conway, Member Representative (Western Region)

Lance Ludwig, Member Representative (Capital Region)

Jennifer Sherb-Jenkins, Member Representative (Western Region)

Continuing Members:

Rikki Fontaine, Member Representative (Capital Region)

Salina Fukumoto, Member Representative (Capital Region)

Wil Hedges, Public Representative (Capital Region)

Cecilly Hildebrand, Student Representative (Capital Region)

Kaysi Katchmar, Eye of the Storm (Northern Region)

Jennifer Meixner, Member Representative (Interlake-Eastern Region)

Alexander Sawatsky, Member Representative (Capital Region)

Elizabeth Spence (Capital Region)

Ashley Vandepoele, Member Representative (Interlake-Eastern Region)

Tricia VanDenakker, Public Representative (Capital Region)

Currently, 54% of the Board of Directors identify as Indigenous or as members of other diverse groups, with 38% identifying specifically as First Nations or Metis. The Board invites recommendations for one vacant Public Representative position.

We extend our sincere gratitude to our outgoing Board members Beatrice Campbell, Grace Holwell, Michael Minor and Katherine Rushton. Your leadership, insight, and commitment have played a vital role in guiding our organization's mission and growth. Thank you for your time, passion, and lasting impact.

Respectfully,

Wil Hedges, BA, BTh, JD
Nominating Committee Member

Kaysi Katchmar, Eye of the Storm, BSW, RSW
Nominating Committee Member

Alex Sawatsky, MSW, PhD, RSW
Nominating Committee Member

Manitoba College of Social Workers
Financial Statements
March 31, 2025

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, 2025, 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, 2025, 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 25, 2025

MNP LLP

Chartered Professional Accountants

Manitoba College of Social Workers

Statement of Financial Position

As at March 31, 2025

	2025	2024
Assets		
Current		
Cash	823,324	955,077
Accounts receivable	1,165	355
Internally restricted investments (Note 3), (Note 7)	1,331,073	1,231,812
Prepaid expenses and deposits	32,782	30,734
	2,188,344	2,217,978
Capital and intangible assets (Note 4)	74,438	58,308
	2,262,782	2,276,286
Liabilities		
Current		
Accounts payable and accruals (Note 5)	58,478	58,396
Deferred contributions (Note 6)	922,860	891,060
	981,338	949,456
Net Assets		
Internally restricted (Note 7)	1,331,073	1,231,812
Unrestricted	(49,629)	95,018
	1,281,444	1,326,830
	2,262,782	2,276,286
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, 2025

	2025	2024
Revenue		
Memberships	1,032,409	980,134
Advertising income	14,430	8,400
Member education	28,475	34,125
Interest income	5,346	9,546
	1,080,660	1,032,205
Expenses		
Administrative	3,263	2,891
Advertising and marketing	17,733	12,794
Amortization	21,275	16,035
Bank charges and interest	28,371	27,523
Furniture and equipment	5,384	5,463
Insurance	6,121	7,759
Legal fees	46,940	16,476
Meetings	3,730	2,955
Member education	20,561	45,072
Membership fees	97,073	91,075
Office expense (Note 8)	79,966	71,145
Professional development	6,306	5,417
Professional fees	36,054	46,562
Program development (Note 9)	110,550	20,825
Rent	48,837	48,542
Salaries and benefits	661,602	634,666
Social work week	7,251	13,579
Telephone	8,274	5,369
Training and education	-	3,018
Travel	17,822	20,491
	1,227,113	1,097,657
Deficiency of revenue over expenses before other items	(146,453)	(65,452)
Other items		
Interest and dividend income	44,841	43,361
Gain on disposal of investments	53,649	15,824
Investment management fees	(16,977)	(15,051)
Unrealized gain on investments	17,748	107,075
Cost recovery	1,806	-
	101,067	151,209
Excess (deficiency) of revenue over expenses	(45,386)	85,757

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, 2025

	<i>Unrestricted</i>	<i>Internally restricted</i>	<i>2025</i>	<i>2024</i>
Net assets, beginning of year	95,018	1,231,812	1,326,830	1,241,073
Excess (deficiency) of revenue over expenses	(144,647)	99,261	(45,386)	85,757
Net assets (deficit), end of year	(49,629)	1,331,073	1,281,444	1,326,830

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, 2025

	2025	2024
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	(45,386)	85,757
Amortization	21,275	16,035
Gain on disposal of investments	(53,649)	(15,824)
Unrealized gain on investments	(17,748)	(107,075)
	(95,508)	(21,107)
Changes in working capital accounts		
Accounts receivable	(810)	525
Prepaid expenses and deposits	(2,048)	(3,246)
Accounts payable and accruals	82	1,476
Deferred contributions	31,800	41,000
	(66,484)	18,648
Investing		
Purchase of capital and intangible assets	(37,405)	(11,071)
Purchase of investments	(397,571)	(282,416)
Proceeds on disposal of investments	369,707	254,106
	(65,269)	(39,381)
Decrease in cash resources	(131,753)	(20,733)
Cash resources, beginning of year	955,077	975,810
Cash resources, end of year	823,324	955,077

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, 2025

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 companies.

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 reserves

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

Cash

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less.

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 \$47,087 have been recognized as database maintenance and IT services and software expenses.

3. Internally restricted investments

	<i>Fair value</i> 2025	<i>Cost</i> 2025	<i>Fair value</i> 2024	<i>Cost</i> 2024
Marketable securities	1,321,348	1,162,454	1,211,350	1,051,528
Cash held in investment portfolios	3,609	3,609	15,192	15,192
Accrued interest	6,116	6,116	5,270	5,270
	1,331,073	1,172,179	1,231,812	1,071,990

Manitoba College of Social Workers
Notes to the Financial Statements
For the year ended March 31, 2025

4. Capital and intangible assets

	Cost	Accumulated amortization	2025 Net book value
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

	Cost	Accumulated amortization	2024 Net book value
Computer equipment	40,979	26,432	14,547
Office equipment	34,453	13,754	20,699
Leasehold improvements	21,632	15,989	5,643
Member database	59,063	41,644	17,419
	156,127	97,819	58,308

5. Accounts payable and accruals

	2025	2024
Accounts payables and accruals	21,025	28,376
Accrued wages payable	37,453	30,020
	58,478	58,396

6. Deferred contributions

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

	2025	2024
Balance, beginning of year	891,060	850,060
Amount received during the year	922,860	891,060
Less: Amounts recognized as revenue during the year	(891,060)	(850,060)
Balance, end of year	922,860	891,060

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, 2025 the internally restricted fund is \$1,331,073 (2024 - \$1,231,812). During the year, \$nil (2024 - \$nil) was transferred from the unrestricted fund to the internally restricted fund to meet the reserve fund targets.

Manitoba College of Social Workers
Notes to the Financial Statements
For the year ended March 31, 2025

8. Office expense

	2025	2024
Database maintenance	37,291	33,635
IT services and software	24,132	20,467
Office maintenance	7,526	6,041
Postage	3,144	4,777
Office supplies	2,291	2,352
Other	5,582	3,873
	79,966	71,145

9. Program development

During the year, the College incurred a one-time expense of \$110,250 for services provided by Indigenous Strategy Alliance consulting group for the purpose of establishing programming to operationalize the College's strategic plan with particular emphasis on reconciliation and EDI initiatives.

10. Commitments

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

2026	39,872
2027	9,800
	49,672

11. 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.

Below:

Jen Meixner, Peter Donahue and Barb Temmerman
at the University of Manitoba Alumni Awards
September 2024



Prairie Child Welfare Consortium Conference
June 2024

Below:

5th Annual MMIWG2S+
Walk for Justice
Grand Chief Kyra Wilson
pictured with
Barb Temmerman



Reconciliation Run Founder
Tréchelle Bunn and
Barb Temmerman

MCSW IN THE COMMUNITY



Circles for Reconciliation Indigenous Peoples Day Celebration June 2024