

**Board of Directors Meeting
December 4, 2025
MINUTES
9 a.m.**



Present: Jennifer Meixner (President), Cecilly Hildebrand, Rikki Fontaine, Salina Fukumoto, Amanda Griffith-Conway, Wil Hedges, Kaysi Katchmar, Lance Ludwig, Jenn Sherb-Jenkins, Elizabeth Spence, Tricia Van Denakker, Ashley Vandepoele

Regrets: Alex Sawatsky

I. Land Acknowledgement

II. Welcome & Introductions

III. Additions or changes to the Agenda

Addition: Anonymous Complaints Policy

Be it resolved that the December 4, 2025 Agenda is accepted as amended. CARRIED.

IV. Minutes

No changes to the minutes.

Be it resolved that the Minutes of the September 25, 2025 Meeting are approved as presented. CARRIED.

V. Meeting Evaluation Summary

No meeting evaluation from previous meeting.

VI. Election of Officers

The By-Laws allow 4 consecutive one-year terms as Treasurer. Tricia Van Denakker has completed all 4 terms. No other Board members interested in taking on the role.

Be it resolved that the Board approves an extension of Tricia VanDenakker's term as Treasurer beyond the 4-year limit in the By-Law in order to fill the required officer positions. CARRIED.

Be it resolved that the following Board members are elected or appointed to the following positions for a period of one year:

- *Vice President – Rikki Fontaine*
- *Secretary – Kaysi Katchmar*

CARRIED.

VII. Standing Items

a) President's Report

Barb and Jen recently attend the Association of Social Work Boards (ASWB) meeting of delegates. Jen had an opportunity to meet with different groups to talk about social work regulation across

USA and Canada. Great opportunity to network with others across jurisdictions. Signing up for ASWB bulletins will help board members understand the climate of regulation.

b) Operational Update

- Recruitment of new staff members is ongoing. Compensation review pending, collecting interest from consultants to complete the review. Ethical consults are on hold for the moment until positions are filled.
- New office space required to support full staff compliment. Lease expires in June 2026. Barb is working with a realtor to find a new space.
- New national Code of Ethics approved in principle with minor amendments. The Standards of Practice flow from Code of Ethics, consultants from Ontario have been secured to work on the redevelopment of the Standards. The consultants are currently speaking with partners to understand Manitoba context. A working group will be established to work alongside the consultants.
- MCSW is engaging more in the community – Barb has recently attended many events including Caring Society Gala, Red Dress Day, TRC, Animikii CFS AGM.
- MB Alliance of Regulated Health Professions – MCSW not a part of the group, they are declining to add MCSW to their By-Laws.
- Ongoing work with post-secondary students. MCSW is presenting orientations regarding the registration process.
- Barb will attend the exam implementation meeting in New Brunswick in January. MCSW uses the exam for Booth and other approved program graduates because they are not accredited. Both ON and NB are moving to full implementation for all registrant types. Different types of exams are administered by ASWB. ASWB exam item writers are from Canada and USA.
- Social Work Month coming up in March – will plan event based on where CASW Distinguished Social Worker award recipient resides.

Be it resolved that the Board will enter an in-camera session. CARRIED.

Be it resolved that the Board will exit the in-camera session. CARRIED.

c) Committee/Working Group Reports

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

Be it resolved that the Board approves withdrawal of reserve funds up to \$200,000 to support the transition and implementation of a new member database. CARRIED.

- iii. Registration Committee
Report previously circulated. 3144 current members. Committee requires a board liaison.

Be it resolved that Jenn Sherb-Jenkins is appointed as Board Liaison to the Registration Committee. CARRIED.

- iv. Continuing Competence Committee
No report since last meeting.
- v. Complaints Committee
Report previously circulated and now includes themes of types of complaints.

- vi. Inquiry Committee
No cases before the Inquiry Committee.
- vii. Standards & Ethics Committee
Has not been meeting as work is with consulting group. Will be work ahead as standards project progresses.

Be it resolved that Amanda Griffith-Conway is appointed as Board Liaison to the Standards & Ethics Committee. CARRIED.

- viii. Legislative Review Committee
Report previously circulated.
- ix. Indigenous Advisory Circle
First meeting held and provided an overview of what to the establishment of the Circle. Circle has proposed revisions to Terms of Reference. Discussion of two-eyed seeing and braiding knowledges.

Be it resolved that the revisions to the Indigenous Advisory Circle Terms of Reference are approved as presented. CARRIED.

d) CASW Report –Salina Fukumoto

Report previously circulated.

e) Social Work Topics and Trends

- [Regulation of Counselors](#)
In 2022, counselors requested to become regulated under Health Professions Act. Recently this was brought forward to the Minister's Office, where it is under review.
- Deprofessionalization of Social Work
 - [US Trends](#)
 - Social Work not considered a professional degree, in terms of eligibility for student aid.
- [Manitoba Certification of Child Welfare Workers](#)
 - The Manitoba government recently announced funding for a Child Welfare Worker diploma program
 - MCSW continues to reach out to AMC and Minister's Office, with no response.
- [Alberta Bill 13](#) – Regulated Professions Neutrality Act

f) Feature: Policy/Statement/Practice Note

- [Social Work Student - Title and Representation](#)

VIII. Financials

a) 2nd Quarter Financials

In line with all budget items, no questions were asked.

Be it resolved that 2nd quarter financials are approved as presented. CARRIED.

IX. Business Arising

- a) [Social in Primary Care Update](#) – Ashley Vandepoele

Met in Toronto for a conference in primary care.

b) Legislative Review

- Clinical Designation/Standards
Legislative Review Committee reviewed the Act, Regulation and By-Laws and considered priorities. Many jurisdictions have a clinical designation or endorsement that requires advanced qualifications.

Supervision standards could be built into Standards of Practice project.

- Retired SW Category
Allow eligible members to maintain a professional affiliation while no longer engaged in active practice.
 - [OCSWSSWW](#)

Be it resolved that the Board of Directors supports the establishment of a Clinical Social Worker designation, including the development of the required regulatory framework, competencies, and criteria. CARRIED.

Be it resolved that the Board of Directors supports the establishment of a Retired Social Worker category, allowing eligible members to maintain a recognized professional affiliation while no longer engaged in active practice. CARRIED.

X. New Business

a) Distinguished Service Award

2 nominations received. Decision making matrix to be circulated and a survey to follow by Dec. 11/25 for a board vote.

b) CASW 100th Anniversary

Collecting artifacts.

- [Video Campaign](#)

c) Anonymous Complaints Policy

Draft policy circulated.

Be it resolved that the Anonymous Complaints Policy is accepted as presented. CARRIED.

XI. Adjournment – 12:15 PM