

Board of Directors Meeting
September 29, 2022
9 a.m.



Minutes

Present: Mary Heard, Tricia VanDenakker, Hai Luo, Kaysi Katchmar, Beatrice Campbell, Salina Fukumoto, Rikki Fontaine, Isaac Ansah, Darlene MacDonald, Buetta Warkentin, Tara-Lee Procter

Regrets: Sherry Ritchot, Michaela Cardamone, Voula Karlaftis, Darin Hovius

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 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**

Addition to Agenda: review section of Code of Conduct

Be it resolved that the September 2022 Agenda is accepted as amended. CARRIED

III. **Minutes**

No changes or additions.

Be it resolved that the Minutes of the June 23, 2022 Meeting are approved as presented. CARRIED

IV. **Meeting Evaluation Summary**

Positive feedback received from the last meeting. Committee reports to be circulated ahead of time.

V. **Strategic Planning Session**

Mission: amend the word "achieving" reconciliation to "pursuing" reconciliation.

Vision: consensus as presented.

Values: amend to "MCSW is guided by the values of the College and the Seven Grandfather Teachings."

Barb will ask for a legal opinion to ensure MCSW can reference the Seven Grandfather Teachings.

Accountability: consensus as presented

Social Justice: change social fairness to social equity

Competence: change due care to care

Interrelatedness: consensus as presented

Communication: consensus as presented

Ethical Conduct: change to Ethical Practice

Pillar 1: amend from “seek to further understand the position of stakeholders, including Indigenous and newcomer communities, regarding professional regulation” to “seek to further understand the position of stakeholders, including equity groups, regarding professional regulation.”

Pillar 2: consensus as presented

Pillar 3: consensus as presented

Pillar 4: consensus as presented

VI. **Audit review**

a) Audit Review – Jeff Eckstein, Jessica Neil, MNP

- 2021-2022 Audited Financial Statement
- 2022 Audit Findings

Be it resolved that the Board will enter in-camera session with auditor to confirm results of audit. CARRIED

b) In-Camera Session – Board Member Questions for Auditor

MOVE OUT OF IN-CAMERA SESSION

Be it resolved that the Board approves that the 2022 investment income of \$90, 947 be transferred to internally restricted funds for the purpose of meeting the targets identified in the Reserve Fund Policy. CARRIED

Be it resolved that the audit report for the period of April 1, 2021 to March 31, 2022 is approved as presented. CARRIED

c) Appointment of Auditor

Be it resolved that MNP shall be recommended as auditor for the April 1, 2022 - March 31, 2023 fiscal year at the 2022 Annual General Meeting. CARRIED

VII. **Organizational Review**

a) **Barnes Management Group Presentation**

Rhonda Hallberg and Katie Madore from Barnes Management Group presented on the MCSW organizational review including the project purpose and methodology, project findings, compensation review findings, and the proposed organizational structure.

Addition of 3 positions overall. The College has had a surplus of funds for several years. Being a non-profit the funds must be used. The College has never had a fee increase. A proposed revised budget will be discussed later in the meeting.

Operational consideration – salary increments based on hours worked vs merit.

b) **Budget Review**

Overview of proposed budget changes in relation to organizational review/addition of new positions. 3 new offices rented upstairs to accommodate new staff.

Be it resolved revisions to the 2022-2023 are approved as presented. CARRIED

VIII. **Standing Items**

a) Committee Reports

- Executive Committee Report – Mary Heard
Report previously circulated.
- Registration Committee – Darin Hovius
Report previously circulated.
- Continuing Competence Committee - Tara-Lee Procter Maciusonek
Report previously circulated.

Board had made previous decision to change requirements in the CCP program in content-specific areas. Rather than introducing the changes quickly, developing a communication strategy to roll out the new requirements for the next cycle and develop the process for recording in the Member Portal is best. Changes to the database take a significant amount of time. The committee has decided to roll-out the new program for the 2025-2028 CCP cycle. Members will be encouraged to complete hours in the new categories for the current cycle.

A new board representative is required for the CCP committee. The CCP committee meets monthly. Please submit your interest to Barb.

- Complaints Committee – Beatrice Campbell
Report previously circulated.
Beatrice's term will end in June. There will be a need for another Co-Chair next year. Allison Groening is the other Co-Chair, along with Beatrice.
- Inquiry Committee – Sherry Ritchot
Report previously circulated. No matters before the Inquiry Committee.
- Standards & Ethics Committee – Hai Luo
Report previously circulated.
- Finance Committee – Tricia VanDenakker, Mary Heard, Rikki Fontaine
Report previously circulated.
Non-profits must be careful about having too much revenue. Must only have the maximum reserve fund targets as set by the policy.
- Land Acknowledgement Sub-Committee – Beatrice Campbell
A new board representative is required for this committee. The committee meets as needed every 1 – 2 months. Please submit your interest to Barb.
- Strategic Planning Working Group – Multiple Board members
Report previously circulated.

b) CASW Report – Darlene MacDonald

CASW is drafting an anti-racism statement. Feedback is due January 3, 2023.

CASW published a statement on abortion August 2022.

Next meeting is October 21, 2022 in Ottawa. Darlene's last meeting will be in June 2023 and will need a new CASW – MB representative. Please reach out to Barb and Darlene if you are interested in taking on this exciting role.

c) Operational Update - Barb Temmerman

Organizational review completed with Barnes Management Group. Proposed increases in staffing and office space.

HR Policy review and revisions completed with assistance of HR lawyer with Pitblado and now in effect.

Successful summer student – filing and scanning. Recruitment in progress for Manager of Regulatory Practice.

Strategic Plan draft completed. Land Acknowledgement Sub-Committee met on September 19 – teachings and ceremony with Allen Sutherland.

Met with Shared Health social work leadership regarding transition of AFM to Shared Health and implications for requirements to register with MCSW. Continue to refuse to complete reference forms. Discussion will continue.

Applied to participate in virtual public presentations regarding regulation of counselors. Date TBA fall 2022.

Re-entry to Practice Policy completed. Team currently reviewing Booth UC Program review.

Barb joined 2 national committees - CASW fee formula, Indigenous Learning Series

Barb attended meeting with USB accreditation team on September 21, 2022. Attended U of M Homecoming by invitation of Dr. Michael Yellow Bird on September 22, 2022.

SW health leadership presentation next week.

d) Reconciliation and Anti-Racism

CASW commitment to anti-racism document was previously circulated.

Quote at bottom of page 3 by Desmond is one view of a hierarchy showing Black people at the bottom of the hierarchy. Board member suggests making space for other views that would show Indigenous people at the bottom. Barb will submit this feedback to CASW.

Any additional feedback, please send to Barb. Barb will forward it on to CASW.

IX. Business Arising

a) 2022-2023 – 1st quarter Financial Report

Review of 1st quarter report. Finance committee had no concerns. No questions were asked.

Be it resolved that the 2022-2023 1st quarter financial report is approved as presented.
CARRIED

b) Re-entry to Practice Policy

There was consensus to add social work licensing examination at last board meeting. Now added to policy. Policy to be amended to clarify definition of active practice to include volunteer hours, which would be included in the 1200 hours.

Be it resolved the Re-Entry to Active Practice Policy is approved as amended, to be implemented on a date determined by the Registrar. CARRIED

c) AGM Planning Update

Election results confirmed. Student member position remains open and two expressions of interest were submitted. Deferred to online vote. Arrangements were made for Board members to make motions at online AGM.

d) Code of Conduct

Code of Conduct was an addition in the library. Section 6 Accountability meeting attendance reviewed. Should be limitation of co-chair absences. Anything longer may be burdensome for the other co-chair. Suggestion that percentage of meetings over course of year may show lack of commitment. Where a complaint is made against a board or committee member, there is a policy that they have to step away from committee over the course of the complaint. If that would happen, we would not want to disclose why the member had to step away. Complaints can take months or over a year to resolve. Suggestion to build in co-chair requirements in the Complaints Committee Terms of Reference.

Review policy a next meeting to determine whether it needs to be changed to a case by case basis or at the recommendation of the complaints committee for a committee member who has a complaint filed against them.

X. New Business

a) Application for Registration Policy revision

Bring policy in line with a policy change at the Association of Social Work Boards. Students in their last term of their social work degree are allowed to sit for the exam.

Be it resolved that the revision to the Application for Registration Policy is approved as presented. CARRIED

XI. In-Camera Session

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

XII. Adjournment 2:02 p.m.

Outgoing Board members thanked for their contributions to MCSW. Board members encouraged to complete meeting evaluation survey.

THANK YOU TO 2021 -2022 OUTGOING BOARD MEMBERS

Tara-Lee Procter (Maciuszonek)

Voula Karlaftis

Michaela Cardamone