



Annual Reports

of the Officers and Committees

to the

19th Annual General Meeting

of the joint

Manitoba Association of Social Workers

and the

Manitoba Institute of Registered Social Workers

May, 2009

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ANNUAL MEETING

of the
Manitoba Association of Social Workers
and the
Manitoba Institute of Registered Social Workers

May 13, 2009, 5:00 p.m.

Centro Caboto Centre, 1055 Wilkes Ave., Winnipeg, Manitoba

AGENDA

1. Welcome and President's report: *Leona Schroeder, President.*
2. Minutes of May 8, 2008 Annual General Meeting.
3. Business arising from the minutes.
4. Committee reports.
5. Financial report: *Alex Sawatsky (for Alan Ladyka, Treasurer).*
 - 5.1 Membership Fee Increase proposal.
6. Nominating Committee Report: *Darlene MacDonald, Nominating Committee Chair.*
7. *The Social Work Profession Act: update.*
8. New business.
9. Adjournment.

Minutes of the MASW/MIRSW Annual General Meeting
Held Thursday, May 8, 2008, 5:15 pm
MASW/MIRSW Office, 101 - 2033 Portage Ave., Winnipeg

There were 49 MASW/MIRSW members present, including 9 by teleconference in Brandon.

1. **Welcome/President's Remarks:** President Pam Robb welcomed members present, and thanked Board, Executive, Committee chairs and members and staff for their hard work over the past year. She noted several highlights, including the news that the "Social Work Profession Act" will soon appear on the Order Paper.
2. Presentation of an **MASW Honourary Membership to John Chudzik**. Pam presented the award to John, whose wife Pauline and daughter Jacquie were also in attendance. She spoke to John's many contributions to the Association over the years, including terms as President, Past-President, Member-at-large, CASW representative, and Treasurer of CASW. John graciously accepted and spoke about his career and the many excellent social workers he has worked with over the years.
3. **Minutes of May 24, 2007 AGM:**
MSC: T. Hryniuk/C. Enns, that the minutes be accepted as circulated.
4. **Business arising:**
Terry Hryniuk suggested that MASW partner with the Faculty of Social Work to better honour outstanding social workers. Miriam responded that our Board has just established an ad hoc committee to look at the various awards we do have and how we honour them. She thanked Terry for his excellent suggestion which would be passed along to that committee.
5. **Committee reports:**
MSC: D. Beattie/E. Downey, that the committee reports be accepted as circulated.
6. **Financial report:** Treasurer, Alan Ladyka, highlighted the financial statement as written in the annual report.
 - 6.1 **MSC:** A. Ladyka/J. Shortridge, that the 2007 MASW financial statement be accepted as presented.
 - 6.2 **MSC:** A. Ladyka/D. MacDonald, that the 2007 MIRSW financial statement be accepted as presented.
 - 6.3 **MSC:** A. Ladyka/C. Magnusson-Schimnowski, that Gordon Elvers be appointed as auditor for the 2008 fiscal year.
7. **Nominating report:** Dianna Bussey presented the nominees to the 2007/08 Board:
President: Leona Schroeder (1st - 1 year term - 2009)
Past President: Pam Robb (1st - 1 year term - 2009)
CASW Representative: Darlene MacDonald (continuing CASW term, expires 2009)
Winnipeg Electoral District Representatives: (maximum - 13)
Continuing Board Members (term expiry date): **Chris Enns** (2009); **Neta Friesen** (2010); **Kathy Jones** (2010); **Alex Sawatsky** (2010); **Jacqueline Shortridge** (2009)
Nominees to the Board (proposed term):
Ithan Bullard (2011) **Betty Grier** (2011); **Eveline Milliken** (2011); **Barbara Temmerman** (2011)
Western Electoral District Representatives: (maximum - 2)
Nominee to the Board: Denise McDonald (2011)
Continuing Board Member (term expiry date): **Caroline Corbin** (2010)
Northern Electoral District Representatives: (maximum - 2)
Continuing Board Member: Maureen Mosionier (2nd 3 year term) (2011)
Lay Representatives: (maximum - 2)
Continuing Board Members: Alan Ladyka (2nd - 3 year term - 2010); **Brian Anderson, CA** (2010)
BSW Student Representative:
Nominee to the Board: Nicole Doiron (2011)
MSC: Dianna Bussey/J. Carrasco, that the slate of nominees to the 2008-2009 Board of Directors be accepted as presented.

8. **Executive Director's Report:** Miriam Browne announced that we have just heard that the "Social Work Profession Act" will be placed on the Legislative Order Paper. She asked members present to have their agencies send letters in support of the legislation to our office as soon as possible.

9. **By-law amendments:**

ARTICLE 6 - MEMBERSHIP ELIGIBILITY [MASW ONLY]

PROPOSED

1. Full and equal membership in the Association may be granted to any person who applies and;
 - (a) who has been granted the degree of B. S. W., M. S. W., or D. S. W. from a recognized Canadian institution of learning; or
 - (b) who meets the academic requirements for MIRS.W.

ARTICLE 7 - RIGHTS, PRIVILEGES AND RESPONSIBILITIES OF THE MEMBERSHIP

PROPOSED

1. All members of MASW/MIRS.W are required;
 - a) to observe the CASW Code of Ethics, The Preamble and Social Work Declaration as published by the Canadian Association of Social Workers (2005).

ARTICLE 16 - DUTIES OF THE OFFICERS

PROPOSED

delete 3 (f) (Is now the responsibility of the Executive Director.)

ARTICLE 18 - STANDING COMMITTEES

PROPOSED

5. The Nominating Committee shall be comprised of *up to* five (5) persons, no more than two (2) of whom shall be members of the Board, and one of whom shall be the *Past*-President.

ARTICLE 19 - DUTIES OF THE STANDING COMMITTEES

PROPOSED

4. The Membership Committee shall:

- d) record, in writing and file with the *Registrar*, all applications which are refused, within 15 days of the decision being made;

PROPOSED

7. The Strategic Planning Committee shall:

- b) *delete b)*

ARTICLE 21 - MEETINGS

PROPOSED

6. All notices of intention to call any meeting shall be filed with the *Executive Director/Registrar* who shall cause the notices to be forwarded to the appropriate membership group. All notices shall include matters to come before that meeting and shall be forwarded to the address of each member and each lay Board member as shown on the records of the MASW/MIRS.W and shall be conclusive evidence as being a valid notice to such member.

ARTICLE 28 - AMENDMENTS

PROPOSED

2. The *Executive Director* shall forward a copy of such proposed amendment to each member of the Board as soon as is practical after receipt thereof.

MSC: A. Sawatsky/M. Gibbens, that the MASW/MIRS.W by-law amendments be accepted as presented.

10. **Incoming President's remarks:**

Leona Schroeder thanked Pam Robb for her word as President of the Board over the last two years. She also thanked board members and especially Westman and Norman Board members. She noted that there are difficult challenges ahead, but these are exciting times. She is looking forward to attending the CASW meetings and conference later this month to learn more about the national scene.

Adjournment 6:10 pm

Minutes recorded by Diane Cullen.

President's Report

It is difficult to believe that the first year of my term has slipped by so quickly. It has been a very interesting year filled with lots of learning and new experiences for me. I want to thank the Staff and Board members for helping me.

Two Board members will be completing their terms and I want to thank them for their contribution to the board and the social work community. **Darlene MacDonald** has been on the Board for 9 years. She has been our CASW representative and vice-president of CASW since 2005. Darlene has decided to run for the office of President of CASW and the Board supports her in this and wishes her good luck. **Jacqueline Shortridge** has been on the Board for 3 years and been the Chair of our Education Committee. Jacqueline and her committee have organized very successful workshops over the past 3 years providing education and networking to our members.

To our returning members, thank you for your continued support and commitment. To our new members, welcome aboard.

We also welcomed a new staff member, **Albert Hajes** who was hired for a six-month term to assist the Board to prepare for the new Social Work legislation.

Manitoba will be hosting the Canadian Association of Social Workers Meeting from June 17th to 21st, 2009 and we look forward to meeting with the National and Provincial representatives.

The Staff and Board continue to work hard to forward our pending legislation. Meetings have been conducted with various groups, organizations, employers, educators and individuals. The Board has prepared a report to present to committee when the Bill receives 2nd reading and we encourage all of our members to support the Bill by sending their own letter of support to the committee.

Committees have been very busy as you can see from the following reports. I want to thank all of the committee chairs and their committees for their hard work and time. The organization has been very busy in promoting the Social Work profession and our commitment is to continue with this work and hopefully be able to report soon that our Social Work Legislation Bill has passed and the new Manitoba College of Social Workers is finally a reality. We appreciate your support and encourage anyone who wants to become involved, to do so.

Have a great summer.

Respectfully submitted, **Leona Schroeder, BSW, RSW**, President

Executive Director's Report

The following highlights the ongoing work of the association in 2008, including work of the Board of Directors, staff and Standing Committees comprised of MASW members serving in a volunteer capacity. As Executive Director of the Manitoba Association of Social Workers, it is my pleasure to report on an extremely busy and productive year.

In 2008, the extensive work done by the provincial Social Work organization in collaboration with the provincial government on development of new social work legislation resulted in the introduction of **The Social Work Profession Act** on December 4, 2008. This was a major achievement for MASW/MIRSW after many years of concerted effort from many board members, staff and volunteers on the Licensing Committee. It is anticipated that the bill will proceed through the legislative process in spring 2009 and members are encouraged to participate in the upcoming Legislative Hearings process.

The creation of the Manitoba College of Social Workers will benefit all social workers in the province and enhance protection of the public interest. Key concepts that will serve as guiding principles for the formation of a College of Social Workers include: serving the Social Work profession and the public interest through

acting as a **unifying entity** for all sectors of the Social Work community and acting as an **integrated organization** conducting both regulatory and association functions. The Manitoba College of Social Workers will uphold as its **principle purpose, protection of the interests of the public** through both the regulatory functions and the enhancement of the Social Work community. Finally, the Manitoba College of Social Workers will strive to operate as an **open and inclusive organization**, which seeks to engage representation from all sectors of the Social Work community for active participation in the affairs of the College. The College intends to foster collaborative and consultative relationships with other organizations to represent the unique or special interests of collegial Social Worker groups.

MASW continued work on behalf of our members in a variety of other areas. Although MASW did not host its own professional development event in 2008, it entered into a new community partnership with the newly formed Centre for Anti-Oppression Studies. This partnership includes community groups such as CEDA, unions CUPE and MGEU and the U of M Faculty of Social Work. The collaboration has been very positive and began with a highly successful event in October 2008 on **Allies in Anti-Oppression**. A spring 2009 follow-up workshop is in the planning process. The MASW Education/Program committee was again chaired in 2008 by board member **Jacqueline Shortridge**. The Education/Planning committee concentrated its efforts on securing **Dr. Michael Ungar**, who is a Canadian Social Work researcher and educator in the area of Resilience. The committee has been planning both community and professional development events for April 2009. The next Professional Development workshop is entitled **Strengths-based Counselling with At-risk Children & Families - Interventions to Nurture Hidden Resilience across Cultures & Contexts**.

The MASW/MIRSW Aboriginal Advisory Committee was established in 2008 and is chaired by former board member **Glenda Peebles**. This group has met several times and issues have included how the Aboriginal Advisory Committee should work in conjunction with MASW/MIRSW to address cultural issues regarding the new legislation and the need for diversity among MASW/MIRSW membership, particularly in leadership positions. The Committee continues to move forward in positive ways and is looking to recruit new members.

Maureen Mosionier continued as the Northern representative for the MASW/MIRSW Board of Directors in 2008. In addition to promoting MASW/MIRSW membership to Social Workers in Northern Manitoba and hosting an event during Social Work week, the northern representative will be presenting information on the *Social Work Profession Act* to groups of Social Workers in both Flin Flon and The Pas in spring 2009.

The MASW/MIRSW Westman Liaison Committee in Brandon, has continued its work with **Corinne Elliott** as Chairperson in 2008. This group continues to meet periodically to share practice information and receive updates about provincial and national issues. Events included a Christmas luncheon with updates about the Social Work Profession Act and participation in the annual Career Symposium.

The Editorial Committee was chaired in 2008 by **Seema Stefaniuk**. This was a year of significant change for the committee with the addition of several new members and a change of name for the newsletter. Following a solicitation for names from our members, *The Manitoba Social Worker* was changed to *Prairie Insights* for 2009. The MASW/MIRSW newsletter hopes to become a more responsive information-sharing source between members. It will continue to be published quarterly and is MASW/MIRSW's most widely distributed communications tool. The Editorial committee welcomes articles and news from all members.

In March, 2008, Social Work Week was celebrated with a reception at the Caboto Centre in Winnipeg, where Membership Committee Chair and long-time Member **Ruth Rachlis** received the CASW Distinguished Service Award for a Manitoba Social Worker with exemplary service to the association, and the community. This was a lively event, with many of Ruth's family and colleagues in attendance.

Administrative Coordinator **Diane Cullen**, together with Treasurer **Alan Ladyka**, has provided able leadership of the MASW/MIRSW financial situation. The Finance committee, established several years ago, was again active in 2008, and continues to monitor MASW/MIRSW's present and future financial picture.

MASW/MIRSW remained involved on the national social work scene in 2008 with **Darlene McDonald** continuing in the role of CASW Representative where she is currently serving as Vice-President of the national association. Darlene's term as Manitoba's CASW Representative will be ending in June 2009. The organization has greatly benefited from her contributions in this position over the years.

MASW/MIRSW is involved in several national committees with volunteer committee members participating in

the Children's Interest Group and the Health Interest group. Board President **Leona Schroeder** represented Manitoba at the CASW President's Meetings in Toronto. Leona has had to assume many new responsibilities in 2008 and has provided effective and supportive leadership in her first year as president.

Respectfully submitted, *Miriam Browne, MSW, RSW*, Executive Director/Registrar

Registrar's Report

In 2008, **Betty Grier** assumed the Chair of the MIRSW Membership committee. Throughout the year, the committee accepted 97 new members into the Institute and the Registrar reviewed the professional development hours submitted by all registered social workers as part of the annual renewal process. Again in 2008, there was a rise in new registrants from the previous year, and registration has clearly become a necessary part of professionalism for an increasing number of Manitoba social workers.

In 2008, the Complaints Committee was chaired by board member **Barb Temmerman**. The committee dealt with three new complaints, two of which were against registered social workers and one against an MASW only member. The issues arising in two complaints centered on custody and access assessments and the preparation of reports. The Complaints committee has had to deal with an increasing number of complex and lengthy complaints and has taken careful measures to ensure that the investigations focus on the **process** utilized by the RSW and their adherence to the Code of Ethics and Standards of Practice documents. Best practice documents and literature in the area of assessments have been reviewed in order to guide these investigations.

The Professional Consultation committee was again chaired in 2008 by Brandon Social Worker **Kerry Skinner**. There were two requests for professional consultations in the past year which were responded to in a confidential and timely fashion. The committee hopes to expand its services in 2009 by increasing the number of consultants from a variety of practice backgrounds.

As Registrar for MIRSW, I attended the national meeting of Canadian Social Work Registrars in Banff, Alberta in late September, 2008. As in the past, the national Registrars meeting was very informative, with the agenda covering a significant range of issues of concern to Social Work regulatory bodies across Canada including electronic practice, assessment of international credentials, competency, advancements and challenges in other social work regulatory colleges and matters concerning complaints and discipline.

In reflecting upon the organizational activities of the past year, MASW/MIRSW has been responsive to both to our members and the public interest. The organization continued to work toward full regulation of the Social Work profession and we look forward to implementation of new legislation in 2009. Many thanks to Administrative Coordinator **Diane Cullen**, the MASW/MIRSW board of directors lead by President **Leona Schroeder** and numerous committee members who continue to work diligently on behalf of the organization. We would not be able to accomplish the many projects outlined above without your efforts.

Respectfully submitted, *Miriam Browne, MSW, RSW*, Executive Director/Registrar

CASW Representative's Report

The Canadian Association of Social Workers (CASW) was founded in 1926 and is a federation of nine provincial and one territorial organizations. CASW provides a national leadership role in strengthening and advancing the social work profession in Canada. The Board consists of a President and one representative from each member organization. By joining your provincial/territorial organization, social workers are automatically affiliated with CASW and are connected to an organized network of social workers at a national and international level.

Highlights of the past year:

CASW celebrated National Social Work Month in March, highlighting this year's theme "Social Workers Making a Difference in Seniors' Lives". As in previous years, CASW participated in and hosted many successful activities and initiatives that promoted the profession, its knowledge, and its contribution to society. Jointly

with Canadian Association of Social Work Educators, we developed and circulated a proclamation to honour the difference social workers in all fields and modes of practice are making in the lives of seniors.

A key event this year was the educational webcast hosted by CASW entitled “Seniors’ Mental Health: A Social Work Perspective through the Social Inclusion/Exclusion Lens”. Registration for the one-hour webcast reached the maximum of 250. The workshop included participants from all provinces and territories.

Special Issue of Canadian Social Work (CSW) Journal:

In conjunction with the Director of Partnerships and Knowledge Transfer, Citizen and Immigration Canada, CASW is exploring the publication of a fully bilingual special issue of *CSW* on the theme of settlement of newcomers and its implication for social workers. This collaborative endeavour, which would be revenue/expenditure neutral for CASW, will be funded by the Metropolis Joint Initiative Program of Citizenship and Immigration Canada and the Social Sciences and Humanities Research Council of Canada. We are hopeful circulation will occur in May 2010.

Social Policy/ Social Justice:

Activities related to social policy and social justice, a CASW priority, are reported monthly in the *CASW Reporter*. One main initiative is our involvement with the Dignity for All Campaign. The CASW Executive Director is a member of the Steering Committee, composed of 15 people representing business, education, faith, “first voice”, health, labour, law, policy groups, poverty action, social policy, and social work.

Participating organizations expect to mobilize a multi-year, multi-partner, non-partisan Dignity for All Campaign, to be launched in May.

The vision of the campaign is to make a poverty-free and more socially secure and cohesive Canada a reality by 2020. The conviction behind the campaign is that Canadians must respect and defend the right of every person to dignity and security.

Goals of the campaign include:

1. A comprehensive, integrated federal plan for the elimination of poverty. Linked to and in support of current and future provincial and territorial poverty action plans, a federal plan will provide a pan-Canadian blueprint for reducing and eventually eliminating poverty. The comprehensive plan, intended to inspire other efforts to combat poverty and promote a fair and just society, will include themes such as income security, housing security, child care, and early childhood development, to name a few.
2. A federal Act intended to eliminate poverty, promote social inclusion, and strengthen social security. Inspired by similar legislation in other jurisdictions, this Act will ensure an ongoing federal role and responsibility for social development, while demonstrating a lasting federal commitment to leadership and government accountability.
3. Sufficient federal revenue to invest in social security. In this regard, the campaign will promote public understanding of the link between the taxes Canadians pay and the supports and services from which we benefit as a result. The campaign will also advance policy proposals for sufficient and fair taxation.

I am completing my last term as the Manitoba Director for CASW. June will bring a new representative. I just want to thank MASW/MIRSW for this incredible opportunity. It has been a wonderful learning experience and I will continue to network and maintain contacts with Board members I have met from all across Canada.

For more information about CASW, visit www.casw-acts.ca.

Respectfully submitted, ***Darlene MacDonald, MSW, RSW***, CASW Representative

Complaints Committee Report

The 2008 committee members included **Barbara Temmerman (Chair)**, **Miriam Browne (Registrar)**, **Billy Brodovsky**, **Dianna Bussey**, **Jan Christianson-Wood**, **Nicholas Chubenko**, **Neta Friesen**, **Kerri-Lynn Greeley**, **Cheryl Maxsom**, **Tannis Newsham**, and **Claudette Pelland**.

Five complaints were investigated in 2008.

- Complaint 07-02 was carried over from 2007 as the committee had concluded that there was merit to the complaint and the RSW agreed to an informal resolution that required follow-up. The RSW has since successfully completed the required period of supervision and this matter is now closed.
- Complaint 07-04 was also carried over from 2007 and involved a complaint regarding a custody-access report. This matter remains open as the committee continues to assess whether there is merit to the complaint.
- Complaint 08-01 involved concerns regarding a custody-access report. This case was dismissed, as there was no evidence that the RSW violated the CASW Social Work Code of Ethics/Guidelines for Ethical Practice or the MASW/MIRSW Standards of Practice.
- Complaint 08-02 also involved concerns regarding a custody-access report. This case was dismissed, as there was no evidence that the RSW violated the Code or Standards as noted above.
- Complaint 08-03 was initially reviewed for "information only" as the social worker was not a registered member in this province. The province in which the social worker was registered subsequently requested that this committee investigate the complaint on their behalf as the social worker was employed in Manitoba. The complainant then withdrew the complaint and the matter was closed.

Complex and lengthy complaints regarding custody/access and guardianship assessments continue to be presented to the committee. The committee has taken careful measures to ensure that the investigations focus on the **process** utilized by the RSW in compiling the report rather than the conclusions reached by the RSW. Best practice documents and literature in the area of assessments have been reviewed in order to guide these investigations. In an effort to assist members practicing in this area, a proposal was submitted to the Education Committee requesting that they consider offering parent-child/custody-access assessment training to our members.

In the event that the committee finds there is merit to a complaint, the matter is most commonly resolved through an informal resolution that includes a period of supervision and/or additional training for the RSW. The Complaints Committee has developed a list of supervisors who have agreed to provide this service to our members if required.

Respectfully Submitted, **Barbara Temmerman, BSW, RSW**, Chair, Complaints Committee

Editorial Committee Report

The past year has brought a few changes to the Editorial Committee and newsletter. **Nora Cristall** has finished her term as Editor and **Seema Stefaniuk** has assumed that role. The Editorial Committee has expanded and now includes: **Miriam Browne, Angela Cavers, Caroline Corbin, Nora Cristall, Diane Cullen, Tuula Heinonen** and **Seema Stefaniuk**. In response to member feedback, the newsletter has undergone a bit of an update including a change of name. After submissions from and a vote amongst the membership, "*The Manitoba Social Worker*" is now "*Prairie Insights*." In keeping with MASW/MIRSW's attempts to go green, the committee is trying a new meeting format that includes "electronic meetings" which not only reduce paper waste and the environmental costs associated with transportation, but also facilitates participation from members in outlying areas and the province as a whole.

Another suggestion from the membership was to have articles that were not only timely, but that had more of a Canadian focus and explored issues of interest to Manitoba Social Workers. The committee has worked together to increase the number of local, regional and provincial pieces and continues to gather relevant, high-interest articles.

I would like to thank the contributors and the general membership for taking the time to share their feedback and articles. I would also like to thank the committee members for all of the time, effort and energy they have put into the newsletter, as well as the patience that they have shown me as I attempt to find my footing in my new role of editor.

I am proud of the evolution of *Prairie Insights*. We as a committee are looking forward to receiving and incorporating more of members' feedback in our efforts to create a product that is reflective of the diversity

that encompasses Social Work as a whole, yet highlights the things that make Social Work in Manitoba uniquely challenging and satisfying.

The committee is always interested in expanding. We invite anyone interested in joining the committee or contributing to the newsletter in any way to contact Diane Cullen at the office.

Respectfully submitted, **Seema Stefaniuk, MSW(abd), RSW**, Chair, Editorial Committee

Education/Program Committee Report

The Education/Program Committee spent the past year planning our most recent educational event held just a few weeks ago, April 29-30th, 2009. The committee was able to secure internationally renowned Social Work researcher and educator; Dr. Michael Ungar of Halifax, NS. MASW/MIRSW sponsored a free evening presentation with Dr. Ungar who offered an interactive evening to 75 parents and professionals entitled “**We Generation - Raising Socially Responsible Children and Teens**”, highlighting the many themes found in his most recent book released earlier this year of the same title. The following day over 90 professionals attended his resilience workshop entitled, **Strengths-based Counselling with At-risk Children & Families - Interventions to Nurture Hidden Resilience across Cultures & Contexts**. The day was filled with practical applications, open discussion, case examples and documented research from over a dozen countries on six continents in which Dr. Ungar is performing his research through the Resilience Research Centre.

The committee has continued to welcome new faces to our meetings this past year, while maintaining a steady core group of tireless individuals who strive to ensure a broad range of educational opportunities are sought for the membership. I would like to thank all the members for their time, hard work and continued dedication to organizing and planning exciting educational opportunities for MASW/MIRSW members. The current committee members include; **Don Fuchs, Heather Mutcheson, Sandra Loewen, Haley Schroeder, Chris Willette, Ithan Bullard, Sandi Taylor, Lyndsay Hersikorn and Miriam Browne (Executive Director)**. At this time Miriam will be stepping away from her committee involvement to focus her energies on the pending legislation awaiting second reading. As I have reached the end of my term as committee chair, **Haley Schroeder** has agreed to act as interim chair for the committee, while **Ithan Bullard** will be our committee representative on the Board until a new chair has been appointed who can fulfill both roles.

The committee is eagerly planning our next workshop set for November 2009 - watch your email inbox and for upcoming copies of *Prairie Insights* - our new MASW/MIRSW newsletter - for further information and details.

The Education/Program Committee continues to seek education program suggestions to meet the needs of members seeking to fulfill professional development requirements. If you would like to offer suggestions for future program topics, please contact Diane Cullen at 888-8477 or e-mail masw@mts.net and your suggestions will be forwarded to the committee for discussion.

As a final note - it has been a pleasure to serve as Committee Chair 2006-2009 and as a member of the Board these past 3 years. I wish all the current and incoming Board members the very best as they endeavour to negotiate our path to new legislation. Enjoy the summer season ahead and stay safe.

Respectfully Submitted, **Jacqueline Shortridge, BSW, RSW**, Chair, Education/Program Committee

MASW/MIRSW Aboriginal Advisory Group

The MASW/MIRSW Aboriginal Advisory includes **Glenda Peebles (Chair), Amanda Johnson, Corrine Warkentin, Jillian Richard, Karole Ducharme, Leona Huntinghawk, Marilyn Linklater, Nicole Doiron and Roslyn Amendt**. The Committee has met several times throughout the year. The meetings included discussion around the purpose of this group, who would/should be included, and how this group's voice can be heard and have its concerns addressed. Other issues included how the Aboriginal Advisory Committee should work in conjunction with MASW/MIRSW to address cultural issues regarding the new legislation. The need for diversity among MASW/MIRSW membership was highlighted, particularly in leadership positions. Questions such as

“How might this be achieved?” and “How would this group go about addressing this issue?” were reviewed. The Committee continues to move forward in positive ways, always looking to recruit new members.

The Aboriginal Advisory Committee will continue to move forward, working closely with the MASW/MIRSW staff, board and membership with regard to a variety of issues. These include the new legislation, recruitment of new members, developing group membership, and work towards advancing cultural issues within the organization, job environments, and in school/university practices.

Respectfully submitted, *Glenda Peebles, BSW, RSW*, Chair, Aboriginal Advisory Group

CASW Children’s Issues Interest Group

The CASW Children’s Issues Interest Group, established in May 2004, is an active group with broad representation from across the country. During the past year, **Janice Christianson-Wood** (Manitoba) has chaired. Darlene MacDonald continued as the CASW Board liaison. The Interest Group has undergone a change in membership during 2008/2009.

Some of the ongoing accomplishments of the Interest Group over the past year include:

Empowering Social Workers in the Workplace: A Strengths-Based Strategy for Child Welfare (pilot project)

CASW and the Interest Group continued working with the developers of *Empowering Social Workers in the Workplace*, a Relationship Based Strengths Approach to improving the workplace of child welfare workers in Canada. The General Child and Family Services Authority of Manitoba also continued its support of the project. The Interest Group recently received and reviewed the draft Facilitator’s Manual. The project is being implemented in a Manitoba child welfare agency. The project’s developers presented at the 2008 CASW conference in Toronto and at the March 2009 Alberta College of Social Workers conference in Calgary.

Conference Presentation

The Organization for the Protection of Children’s Rights conference, *International Summit on Sustainable Best Practices in Programs for Children and Youth*, (Montreal, May 27-28, 2009) includes a presentation tentatively titled “A Youth Engagement Strategy in Child Welfare; The General Child and Family Services Authority of Manitoba.” This presentation is made with the support of CASW and the Children’s Issues Interest Group.

Success Stories in Child Welfare

The Children’s Issues Interest Group invites its members to post success stories from across the country highlighting unique advances and initiatives in child welfare.

Provincial/Territorial Regional Reports

Interest Group representatives are asked to submit regional reports twice a year (March and October) to share information pertaining to new developments in their regions that might be of relevance to other areas across the country. These reports are posted on the CASW website.

Current Issues in Child Welfare

In partnership with CASW, the Children’s Issues Interest group responds to national and international concerns as they arise, including issues with social and legal ramifications for children and their families.

Child Welfare Deaths Presentation and Position Paper

The Interest Group reviewed publicly released reports on child welfare deaths and other related documents. The group focused on a number of primary themes. The first stage, an analysis of primary themes, was presented as a workshop at the 2008 CASW Conference.

The CASW Children’s Issues Interest Group acknowledges with sincere thanks the support of the CASW Board members and staff, with particular thanks to Board Liaison **Darlene MacDonald**, whose counsel and support are invaluable. Special thanks are extended to **Eugenia Moreno**, Executive Director of CASW and the staff of

CASW's national office for their support during the past year. We also acknowledge the many volunteer hours our members have contributed to keep projects moving forward.

Respectful submitted, *Janice Christianson-Wood, MSW, RSW*, Chair

MASW Children's Issues Interest Group

The Manitoba Children's Issues Interest Group (CIIG) was formed in December of 2005. The committee meets monthly to discuss a wide variety of issues and interests concerning Canada's children. The CASW Board liaison, **Darlene MacDonald**, and CASW staff social worker, **Esther Doucette**, communicate with the Board on social work matters affecting children; which, in turn influences the direction of the Manitoba CIIG.

The membership of Manitoba's CIIG is comprised of Social Workers from various fields of practice who meet regularly to discuss current national and provincial issues. During the year of 2008, the CIIG committee continued to explore what role they may have in responding to the Canadian Child Death Review Report, media reports and licensing. The committee will be submitting a letter of support for licensing in Manitoba in addition to submitting a letter to support a National Child and Youth Commissioner. The committee spent a number of meetings touring and meeting with the National Child Protection Center of Canada to discuss the lack of use of child abuse checks within some volunteer organizations. The committee enjoyed an overview of the "Commit to Kids" and "Kid in the Know" programming offered by the National Child Protection Center of Canada. The committee recently began discussing issues related to child protection and new Canadians.

The committee has continued to try and increase its membership. At present, there are approximately eight active members. Interested participants should contact Vicki Verge to discuss membership on this committee.

Respectfully submitted, *Vicki Verge, MSW, RSW*, Chair

MASW Health Interest Group Report

The Health Interest Group of MASW/MIRSW was established to promote and support Social Work practice in Health Care. The goals of the Health Interest Group include:

1. To ensure the MASW/MIRSW board and the profession are informed regarding the impact of Health Care issues on the profession and the public.
2. To implement health related projects of importance to the profession.
3. To provide consultation and advise on issues referred by MASW/MIRSW and CASW Health Interest Group.
4. To create a network for support to Social Workers in Health Care.

Over the past year the Health Interest Group has looked at ways to reach out to social workers in order to obtain a provincial perspective of the issues and challenges facing social workers across all sectors of the health care field. The Health Interest Group also hoped to create a network so that social workers in health can share issues, concerns, innovations and best practices. We have encountered some challenges but will continue to work towards these goals.

Respectfully submitted, *Marie McKie, MSW, RSW*, Chair, MASW/MIRSW Health Interest Group

Membership Committee Report

The Membership Committee consists of **Miriam Browne (Registrar)**, **Betty Grier, (Chair)**, **Clare McArton**, **Ruth Rachlis**, **Florette Giasson** and **Richard Grunfeld**.

Membership as of **December 31st, 2008** (with comparison to 2007) is as follows:

	(2008)	(2007)
Joint MASW/MIRSW	612	556
MASW only	72	78
MIRSW only	79	81
MASW (students)	<u>66</u>	<u>77</u>
Total Membership	<u>829</u>	<u>792</u>

The main responsibility of the committee is to review applications for membership. The committee also reviews policy and procedures related to membership applications and fee structures, making recommendations to the Board for their approval. The committee meets monthly. **97** new Registered Social Workers were approved during 2008. (There were 44 approved in 2006 and 86 during 2007.)

Special thanks to Ruth Rachlis for her continued support to this committee. Ruth opens her home and provides lunch for all of our meetings. This makes our work enjoyable by providing good energy and camaraderie to complete the tasks at hand.

Thanks to **Diane Cullen** for preparing the files for the committee, a task that continues to grow steadily. Thanks to **Miriam Browne** for her continued support and enlightenment. We are forever grateful for the work of these women.

Finally, thank you to all members who continue to show their support to the organization and to their profession by becoming registered.

Respectfully submitted, **Betty Grier, BSW, RSW**
Chair, Membership Committee

Northern Report

A group of 15 social workers met on March 5, 2009 for dinner at the Good Thymes Restaurant to celebrate Social Work Week in The Pas, MB. The upcoming legislation was discussed. There was much interest expressed in learning about what the legislation will mean for Social Workers in Manitoba. Three door prizes were generously donated by local businesses. We also discussed having displays in the community next year during Social Work Week to promote the good work that Social Workers do.

In addition to telephone participation in a number of MASW/MIRSW board meetings throughout the year, I also attended the presentation by Executive Director, Miriam Browne, in Thompson on March 6, 2009. There was a banquet held that evening to celebrate the 25th anniversary of the Faculty of Social Work in Thompson.

As the Northern representative of the MASW/MIRSW Board of Directors, I will be presenting information on the *Social Work Profession Act* to groups of Social Workers in both Flin Flon and The Pas this spring. I am also working on promoting MASW/MIRSW membership to Social Workers in Northern Manitoba.

Respectfully submitted, **Maureen Mosionier, BSW, RSW**
MASW/MIRSW Board Representative, Northern Manitoba

Professional Consultation Committee

MEMBERSHIP

The Professional Consultation Committee, which oversees the provision of the consultation service to MASW/MIRSW members, consists of: **Ben Berkal**, Victoria General Hospital, Winnipeg; **Cindy Audette**, Child and Family Services, Winnipeg; **Kerry Skinner**, Family Conciliation, Brandon; and **Fae Simon**, Child and Family Services, Winnipeg.

Members of the profession who have been selected by the Board to serve as consultants are (with apologies if any have changed places of employment): **Laura Crookshanks**, Retired, Brandon; **Gloria Dixon**, Concordia

General Hospital, Winnipeg; **Mary Heard***, Central Region RHA, Carman; **Sherrill Hershberg**, Private Practice, Winnipeg; **Leona Huntinghawk***, Brandon RHA, Brandon; **Arliss Kurtz**, Private Practice, Winnipeg; **Jane Markesteyn**, Private Practice, Winnipeg; **Ernie Masiowski**, Private Practice, Winnipeg; **Geri McGrath**, Private Practice, Winnipeg; **Elizabeth McLeod**, Brandon Regional Health Authority, Brandon; **Barb Quesnel**, Victoria General Hospital, Winnipeg; **June Slobodian***, Private Practice, Winnipeg; **Ruth B.Z. Thomson***, Private Practice, Winnipeg; **Maria Wasylkewycz**, Age and Opportunity Centre, Winnipeg .
* denotes newly appointed in 2008-2009

MEETINGS

We have not been able to maintain a regular meeting schedule. We have maintained contact primarily by e-mail.

PROMOTION

Articles concerning ethical dilemmas and professional consultations have appeared in *Manitoba Social Worker/ Prairie Insights*.

Members of the Professional Consultation Committee are available for presentations about the role of consultants and the consultation process to groups of Social Workers on request. We have asked all consultants to let people know that we would be willing to provide short informational presentations at staff meetings or other gatherings of Social Workers.

TRAINING:

We held a training session for new and continuing consultants at the MASW/MIRSW boardroom on April 21, 2009.

CONSULTATIONS:

There have been two requests for professional consultations in the past year. One was completed May 15, 2008 and the other was completed January 7, 2009. There was also one request from a member which did not lead to a Professional Consultation, but to a suggestion that the member consult with the office of the Ombudsman concerning the *Freedom of Information and Protection of Privacy Act*.

RECRUITMENT:

Although we have been able to add four new members, recruiting and retaining consultants is an ongoing issue. We need to replenish our list of members willing and able to offer this service to the membership. We anticipate that the *Social Work Profession Act* will lead to an increase in the size of our organization and a concurrent increase in the need for consultations about ethical issues.

Our policies and procedures outline a process for recruiting members. Criteria for consultants are: Registered Social Workers; Minimum of 5 years professional experience; Management/Supervisory experience in field of practice (we have not applied this strictly).

You will note the areas of practice already represented by our consultants. We would hope for a broad cross section of expertise among our consultants. Areas that are under-represented are: Probation/Parole/Corrections; First Nations and Metis services/agencies; Visible minorities or services to immigrants/refugees; Services to persons with disabilities; Isolated rural and northern communities.

The Committee has not had a direct link with the Board since Maria Wasylkewycz completed her term on the Board. We would encourage Board members to consider volunteering to serve on our Committee.

Respectfully submitted, **Kerry Skinner, MSW, RSW**
Chair, Professional Consultation Committee

Westman District Liaison Committee Report

The MASW/MIRSW Liaison Committee in Brandon, with **Corinne Elliott** as Chairperson, continues to meet periodically to receive updates about provincial and national issues. **Andy Kiazzyk** again organized a Christmas Luncheon for social workers at a local restaurant which was well attended and enjoyed. The group was

fortunate to have Miriam Browne and Diane Cullen attend this event and share information regarding the introduction of the new “Social Work Act” in the Legislature.

The group also met to provide a written presentation from the Westman District Liaison Group to support the new legislation.

Caroline Corbin, Board Representative for Western Manitoba, accepted a position in Winnipeg and left Brandon, thus leaving a vacancy. This Board vacancy is being filled by former President, CASW Representative, and MASW/MIRSW Board Representative, **Liz McLeod**.

Social Work Week was recognized again this year through participation in the Brandon Career Symposium. Several social workers from Western Manitoba took part by staffing the MASW/MIRSW booth to promote the profession of Social Work. Students, parents and the general public attend the event from Western Manitoba and South-Eastern Saskatchewan. Thank you to MASW/MIRSW for paying the registration fee and also to the social workers who so willingly gave of their time.

Kerry Skinner was honored with the CASW Social Work Award during Social Work Week. This event took place at the Victoria Inn Brandon, and was well attended by Kerry’s family, friends, and Social Work Colleagues. Greetings were provided by MLA, Drew Caldwell, and Kerry was featured in the Brandon Sun.

Brandon and Area social workers were pleased to be able to participate in the 2008 AGM by teleconference and look forward to having a group attend the 2009 AGM.

Respectfully submitted, **Denise McDonald, BSW, RSW and Elizabeth McLeod, BSW, RSW**,
MASW/MIRSW Board Representatives, Western Manitoba

MASW/MIRSW Nominating Committee Report

The MASW/MIRSW Nominating Committee wishes to confirm the return of the following Board members and to recommend the following new Board members for election at the **Annual General Meeting on May 13, 2009:**

PRESIDENT: Leona Schroeder (2nd one-year term, expires 2010)

PAST-PRESIDENT: vacant.

CASW Representative: **NOMINEE TO BOARD:** Janice Christianson-Wood (2012)

WINNIPEG ELECTORAL DISTRICT REPRESENTATIVES: (*maximum - 13*)

CONTINUING BOARD MEMBERS (*term expiry date*): Ithan Bullard (2011), Caroline Corbin (2010), Neta Friesen (2010), Betty Grier (2011), Kathy Jones (2010), Eveline Milliken (2011), Alex Sawatsky (2010), Barbara Temmerman (2011).

NOMINEES to the BOARD (*proposed term*):

Chris Enns (2nd 3-year term)(2012)

Seema Stefaniuk (2012)

EASTERN ELECTORAL DISTRICT REPRESENTATIVES: (*maximum - 2*)

WESTERN ELECTORAL DISTRICT REPRESENTATIVES: (*maximum - 2*)

CONTINUING BOARD MEMBER (*term expiry date*): Denise McDonald(2011)

NOMINEE TO THE BOARD (*term expiry date*): Elisabeth McLeod (2012)

NORTHERN ELECTORAL DISTRICT REPRESENTATIVES: (*maximum - 2*)

CONTINUING BOARD MEMBER (*term expiry date*): Maureen Mosionier (2011)

LAY REPRESENTATIVES: (*maximum - 2*)

CONTINUING BOARD MEMBER (*term expiry date*): Alan Ladyka (2010)

STUDENT BSW REPRESENTATIVE:

CONTINUING BOARD MEMBER (term expiry date): Nicole Doiron (2011)

Respectfully submitted, *Darlene MacDonald, MSW, RSW*, Chair, Nominating Committee

Treasurer's Report

The 2008 audited financial statements of MASW and MIRSW follow this report, and provide information about the financial activities of the organizations for the fiscal year ending December 31, 2008.

The organizations ended the year with a small deficit, primarily due to the decision to increase the hours of our executive director Miriam Browne from .6 EFT to full-time after September 1, 2008. This decision was made in order to be able to make greater efforts in support of legislation for self-regulation of the Social Work profession and, following the recent introduction of *The Social Work Profession Act*, to facilitate the establishment of the Manitoba College of Social Workers. Our financial position continues to be solid.

Detailed financial statements are available for review at the AGM and at the MASW/MIRSW office.

The ad hoc finance committee has continued to meet over the past year. We receive regular updates about our financial performance from staff, and meet with our auditor to review the audited statements. Committee members include **Leona Schroeder**, **Alex Sawatzky** and myself, plus our staff **Miriam Browne** and **Diane Cullen**, and I thank them all for their diligence and efforts.

Respectfully submitted, *Alan Ladyka*, Secretary-Treasurer

Auditor's Report

Gaudette Elvers
CERTIFIED GENERAL ACCOUNTANTS
738 Osborne St., Winnipeg, MB R3L 2C2

To the Members of the Manitoba Institute of Registered Social Workers and Manitoba Association of Social Workers:

We have audited the statements of financial position of the Manitoba Institute of Registered Social Workers and Manitoba Association of Social Workers as at December 31, 2008, and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the organizations' management. Our responsibility is to express an opinion on these financial statements based on my audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organizations as at December 31, 2008, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Winnipeg, Manitoba
May 5, 2009

CERTIFIED GENERAL ACCOUNTANTS

Please note that the following are combined figures for MASW and MIRSW. Full separate audited statements are available at the office and on the MASW/MIRSW website - www.maswmirsw.ca

STATEMENT OF FINANCIAL POSITION
 Manitoba Association of Social Workers/Manitoba Institute of Registered Social Workers
 As at December 31, 2008

	MASW		MIRSW		TOTAL	
	2008	2007	2008	2007	2008	2007
ASSETS						
Cash	\$44,440	\$14,013	\$4,112	\$1,633	\$48,552	\$15,646
Inter-organizational bal.	13,034	13,034	(13,034)	(13,034)	0	0
Short term investments	66,100	64,079	43,756	48,354	109,856	112,433
Prepaid expenses (Note 3)	2,036	2,031	2,685	2,677	4,721	4,708
Long term investments (Note 4)	272	265	220	214	492	479
	<u>\$125,882</u>	<u>\$93,422</u>	<u>\$37,739</u>	<u>\$39,844</u>	<u>\$163,621</u>	<u>\$133,266</u>
LIABILITIES						
Accounts payable & accrued liabilities	\$953	\$952	\$1,008	\$961	\$1,961	\$1,913
Fees rec'd in advance (Note 5)	40,575	0	545	295	41,120	295
	41,528	951	1,553	1,256	43,081	2,207
NET ASSETS	<u>84,354</u>	<u>92,470</u>	<u>36,186</u>	<u>38,588</u>	<u>120,540</u>	<u>131,058</u>
	<u>\$125,882</u>	<u>\$93,422</u>	<u>\$37,739</u>	<u>\$39,844</u>	<u>\$163,621</u>	<u>\$133,266</u>

STATEMENT OF OPERATIONS

Manitoba Association of Social Workers & Manitoba Institute of Registered Social Workers
As at December 31, 2008

	MASW		MIRSW		TOTAL	
	2008	2007	2008	2007	2008	2007
REVENUE						
Fees received	\$102,481	\$98,201	\$79,254	\$75,726	\$181,735	\$173,927
Interest	3,044	3,207	2,229	2,571	5,273	5,778
Newsletter	640	315	0	0	640	315
Other income	70	158	0	125	70	283
Website advertising	800	175	0	0	800	175
Workshop income	0	5,393	0	5,332	0	10,725
	107,035	107,449	81,483	83,754	188,518	191,203
EXPENSES						
Annual meeting	258	125	257	125	515	250
Audit	1,008	912	1,056	1,380	2,064	2,292
Bank charges	1,470	912	1,008	1,005	2,478	1,917
CASW assessment <i>(Note 6)</i>	25,492	23,163	0	0	25,492	23,163
Code of Ethics project exp.	2,199	0	0	0	2,199	0
Committees	244	40	67	88	311	128
Equipment purchases/lease	1,492	1,289	1,200	1,289	2,692	2,578
Insurance	1,785	1,780	1,782	1,783	3,567	3,563
Legal fees	1,785	998	1,179	999	2,964	1,997
Meetings	570	43	400	704	970	747
Memberships <i>(Note 6A)</i>	10	49	515	601	525	650
Miscellaneous	205	209	220	233	425	442
Newsletter	3,196	3,267	3,195	3,267	6,391	6,534
Office Lease	9,514	9,616	9,533	9,616	19,047	19,232
Postage & meter rental	2,438	1,835	1,575	1,835	4,013	3,670
Repairs & maintenance	319	263	375	321	694	584
Salaries	55,243	48,512	55,279	48,512	110,522	97,024
Security	202	203	201	204	403	407
Social Work Week	774	407	775	407	1,549	814
Stationery/Supplies & Printing	1,300	1,415	858	1,611	2,158	3,026
Telephone	1,839	1,633	1,750	1,635	3,589	3,268
Training	233	1,446	0	584	233	2,030
Translation expenses	0	1,256	0	0	0	1,256
Travel - Pres/ED	2,573	1,180	2,485	913	5,058	2,093
Travel - Board	300	0	0	265	300	265
Travel - other	473	0	0	0	473	0
Website	229	88	175	88	404	176
Workshop expenses	0	3,448	0	3,448	0	6,896
	115,151	104,089	83,885	80,913	199,036	185,002
EXCESS of EXPENSES over REVENUE	(\$8,116)	\$3,360	(\$2,402)	\$2,841	(\$10,518)	\$6,201

NOTES TO FINANCIAL STATEMENTS Year Ended December 31, 2008

1 PURPOSE OF THE ASSOCIATION (MASW Note)

The Manitoba Association of Social Workers is incorporated under the Corporations Act in Manitoba. It is the voice of the social work profession, providing peer support, and connecting members with social workers across Canada. It educates its members, as well as the public, and is in the forefront of the profession through advocacy and social action as part of its membership in the Canadian Association of Social Workers. It is a non-profit organization, and as such, the association is exempt from income tax.

1A PURPOSE OF THE INSTITUTE (MIRSW Note)

The Manitoba Institute of Registered Social Workers was incorporated by an Act of the Manitoba Legislature. It is the regulatory body of the social work profession in Manitoba, responsible for regulating its members and protecting the public through recognized, ethical standards of practice. It requires registrants to maintain current knowledge through education, and includes a disciplinary body to investigate public complaints. It is a non-profit organization, and as such, the institute is exempt from income tax.

2 SUMMARY OF SIGNIFICANT ACCOUNTING PROCEDURES

Revenue Recognition: Revenue is recognized when received, except that for payment of membership dues for the subsequent year, recognition is deferred to that period.

Capital Assets: Capital assets are expensed in the year of acquisition.

3 SHORT TERM INVESTMENTS

Short term investments consist of non-redeemable Guaranteed Investment Certificates with Assiniboine Credit Union with terms which mature within one year. (MASW) They consist of one certificate with a face value of \$10,000, interest at 3.85% per annum maturing March 10, 2009, and one certificate with a face value of \$54,685, interest at 3.45% per annum maturing June 1, 2009. (MIRSW) They consist of one certificate with a face value of \$42,893, interest at 3.45% per annum maturing June 1, 2009.

4 LONG TERM INVESTMENTS

Long term investments consist of Assiniboine Credit Union surplus shares, and membership shares in the credit union, which are only cashable upon termination of membership, or other special circumstances. Therefore, they are not in current in nature.

5 FEES RECEIVED IN ADVANCE

Recognition or revenue pertinent to payments for membership dues for next year are deferred to be recognized as revenue on that years operating statement. That is, 2009 membership dues received in 2008, are deferred to be recognized as revenue in 2009.

6 C.A.S.W. ASSESSMENT (MASW note)

As a member association of the Canadian Association of Social Workers, the Manitoba Association of Social Workers must remit \$37 per member to C.A.S.W.

6A MEMBERSHIPS (MIRSW note)

Membership expense is the annual cost of membership in the Association of Social Work Boards (ASWB).

7 FINANCIAL INSTRUMENTS

The financial instruments consist of cash, accounts receivable, investments, accounts payable and accrued liabilities. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

8 LEASE COMMITMENTS

MASW and MIRSW entered into a long term lease on a shared basis effective July 1, 2006 for a period of 10 years with respect to its premises. The Manitoba Press Council, an unrelated third party, also shares part of the lease cost. Future minimum total lease payments as at December 31, 2008, are as follows:

2009	21,600
2010	21,600
2011	21,600
2012	22,400
2013	23,200
Thereafter \$23,200 annually to 2016	<u>69,600</u>
	<u>\$180,000</u>

9 SHARED OPERATIONS - MASW and MIRSW

The Manitoba Association of Social Workers and the Manitoba Institute of Registered Social Workers are governed by a single governing body, administered by the same staff, and share office space, and many other common expenses.

10 COMPARATIVE FIGURES

Revenue figures were adjusted for 2006 and 2007 fiscal periods, to reflect the proper timing of fee revenue recognition in those two years. The change has no effect on the results for the current period, but were adjusted to provide a better comparison between 2007 and 2008 revenue.

**Thank you to all members who have volunteered their time
and energy on behalf of MASW/MIRSW during 2008/2009!**

MASW/MIRSW BOARD OF DIRECTORS: Brian Anderson, Ithan Bullard, Caroline Corbin, Nicole Doiron, Chris Enns, Neta Friesen, Betty Grier, Kathy Jones, Alan Ladyka, Darlene MacDonald, Denise McDonald, Eveline Milliken, Maureen Mosionier, Pamela Robb, Alex Sawatsky, Leona Schroeder, Jacqueline Shortridge, Barbara Temmerman

EXECUTIVE COMMITTEE

President - Leona Schroeder; *Past-President* - Pamela Robb
Vice-President - Alex Sawatsky; *Secretary Treasurer* - Alan Ladyka
Member-at-large: Neta Friesen; *CASW Representative* - Darlene MacDonald

COMPLAINTS COMMITTEE: Barbara Temmerman (Chair), Miriam Browne, Billy Brodovsky, Dianna Bussey, Jan Christianson-Wood, Nicholas Chubenko, Neta Friesen, Kerri-Lynn Greeley, Cheryl Maxsom, Tannis Newsham, Claudette Pelland

EDITORIAL COMMITTEE: Seema Stefaniuk (Chair), Angela Cavers, Caroline Corbin, Nora Cristall, Tuula Heinonen, Miriam Browne, Diane Cullen

EDUCATION/PROGRAM COMMITTEE: Jacqueline Shortridge (Chair), Laura Braun, Miriam Browne, Don Fuchs, Sandra Loewen, Heather Mutcheson, Haley Schroeder, Christine Willette

MEMBERSHIP COMMITTEE: Leona Schroeder (Chair), Miriam Browne, Betty Grier, Florette Giasson, Richard Grunfeld, Clare McArton, Ruth Rachlis, Michael Smith

PROFESSIONAL CONSULTATION COMMITTEE:

Kerry Skinner (Chair), Ben Berkal, Cindy Audette, Fae Simon.
Consultants: Laura Crookshanks, Gloria Dixon, Mary Heard, Sherrill Hershberg, Leona Huntinghawk, Arliss Kurtz, Jane Markesteyn, Ernie Masiowski, Geri McGrath, Liz McLeod, Barb Quesnel, June Slobodian, Ruth B.Z. Thomson, Maria Wasylkewycz

WESTERN DISTRICT LIAISON COMMITTEE: Corinne Elliott (Chair), Wendy Freeman, Jill Hannah-Kayes, Pat Hogan, Andrew Kiazzyk, Lis McLeod, Adele Robins, Kerry Skinner

FACULTY COUNCIL REPRESENTATIVE: Janice Christianson-Wood

AD HOC FINANCE COMMITTEE: Alan Ladyka, Alex Sawatsky, Miriam Browne, Diane Cullen

MASW/MIRSW ABORIGINAL ADVISORY GROUP: Glenda Peebles, Amanda Johnson, Corrine Warkentin, Jillian Richard, Karole Ducharme, Leona Huntinghawk, Marilyn Linklater, Nicole Doiron, Rosyln Amendt

MASW/MIRSW & CASW CHILD WELFARE INTEREST GROUP:

Jan Christianson-Wood, Arliss Kurtz, Darlene MacDonald, Vicki Verge

MASW/MIRSW & CASW HEALTH INTEREST GROUP: Marie McKie, Pamela Robb, Brenda Olcen, Lisa Lloyd-Scott, Lynn Fineman, Shannon Robson, Sonia Busca, Angela Gentile, Tuula Heinonen

(Our sincere apologies to anyone we may have inadvertently left off the list!)