
Annual General Meeting



British Columbia College of Social Workers

Welcome

06-May-2022

Land Acknowledgement

We acknowledge that the office of the BC College of Social Workers is located on the traditional, ancestral and unceded territory of the x^wməθk^wəy'əm (Musqueam people).

Further, this acknowledgment, gratitude and respect extends to all the First Nations communities on whose traditional territories the British Columbia College of Social Workers builds relationships and conducts business.

2022 Meeting Agenda

- Quorum
- Deliver minutes and present record of the 2021 Annual General Meeting proceedings
- Report of the Chair
- Report of the Registrar
- Committee Reports
 - Registration Committee
 - Inquiry Committee
 - Discipline Committee
 - Registration Appeals Committee
 - Quality Assurance Committee
 - Policy Committee
 - Indigenous Committee
 - Finance Committee
- Questions and Comments
- Close

2022 Virtual Annual General Meeting

A Review of the year 2021

Expected timeframe of meeting, 60 – 90 minutes

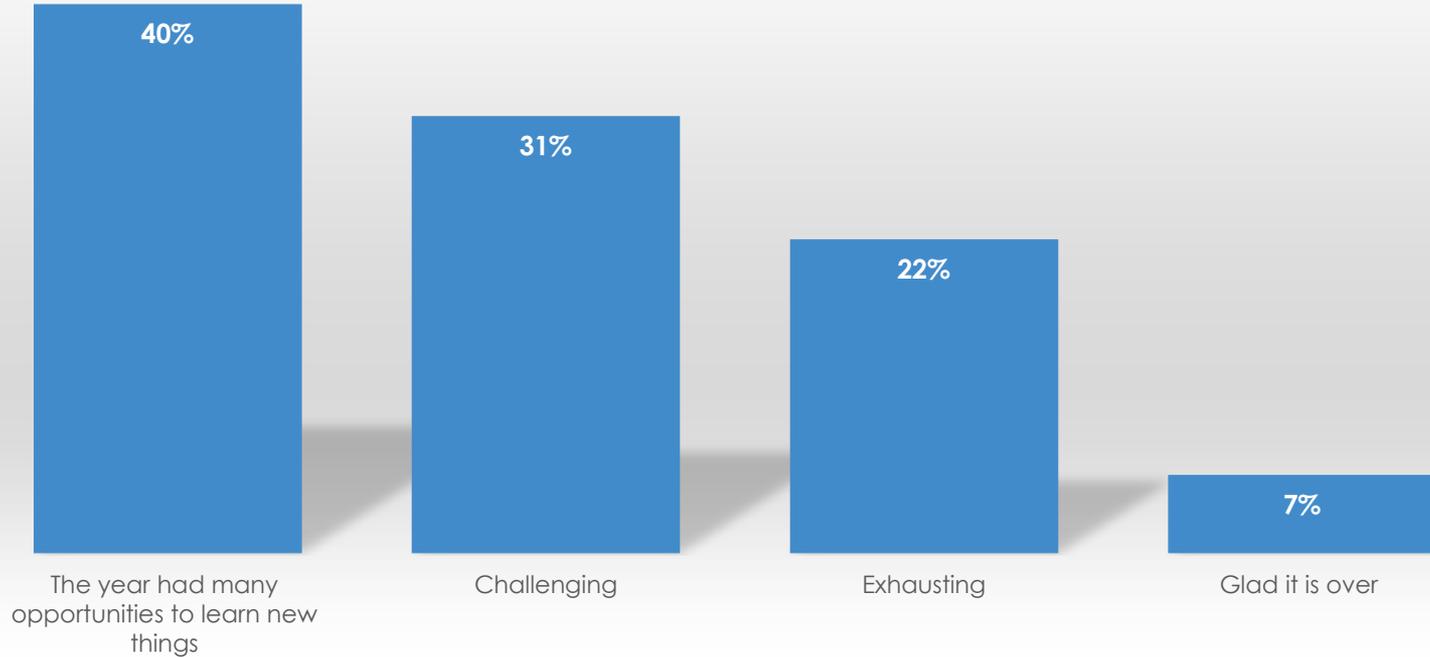
The presentation will include poll questions.

This presentation is being recorded.

Poll Question

How would you describe last year?

How would you describe last year?



British Columbia College of Social Workers

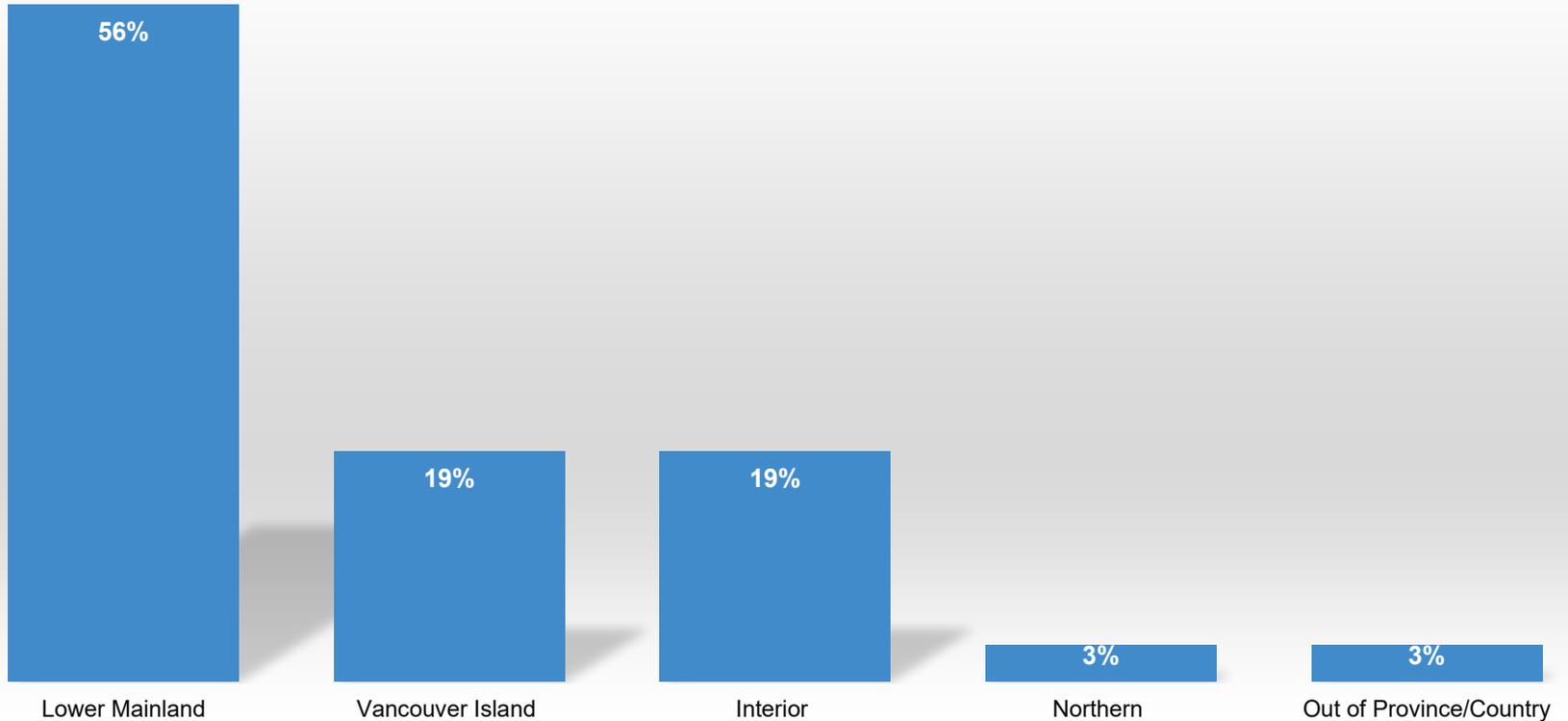
Duty and Objects

As a regulatory body for Social Workers in British Columbia, the College acts within its statutory authority to develop and administer policies, procedures and practices that reflect the duty and objects of the College, which is to serve and protect the public by superintending the practice of social work in British Columbia.

Last year's Virtual Annual General Meeting attendees were from:

- Abbotsford
- Agassiz
- Burnaby
- Calgary
- Campbell River
- Canmore
- Castlegar
- Chase
- Chilliwack
- Coldstream
- Coquitlam
- Courtenay
- Cowichan Bay
- Cranbrook
- Cumberland
- Dawson Creek
- Delta
- Duncan
- Edmonton
- Fernie
- Fort St. John
- Golden
- Grand Prairie
- Heriot Bay
- Hope
- Kamloops
- Kaslo
- Kelowna
- Kimberley
- Ladysmith
- Langley
- Maple Ridge
- Mississauga
- Nanaimo
- Naramata
- Nelson
- New Westminster
- North Delta
- North Vancouver
- North Saanich
- Oliver
- Pender Island
- Penticton
- Port Coquitlam
- Port Moody
- Powell River
- Prince George
- Quesnel
- Revelstoke
- Richmond
- Roberts Creek
- Salmon Arm
- Salt Spring Island
- Saanichton
- Sidney
- Singapore
- Slocan
- Surrey
- Terrace
- Thornhill
- Toronto
- Vancouver
- Vernon
- Victoria
- Westbank
- West Vancouver
- White Rock
- Williams Lake
- Winfield

Last Years Virtual Annual Meeting attendees were from:



Poll Question

What region of British Columbia are you calling in from today?

Last Year's 2021 Annual General Meeting Record of Proceedings

Video and documents associated with the 2021 Annual General Meeting reviewing the year 2020 can be found at the following location:

<https://www.bccsw.ca/about-us/annual-reports/>

2020 Annual Report

2020 Annual General Meeting Slide Presentation

2021 Annual General Meeting Video

The 2021 Annual Report and this year's slide presentation has been posted and the meeting video will be posted at this same location on the College's website.

2021 BCCSW Board of Directors

Chair - Denese Espeut-Post, LLB

Vice Chair – Sonia Andhi Bilkhu, RSW

SOCIAL WORK MEMBERS

Selena Bateman, RSW

James (Jim) Campbell, RCSW

Cheney Cloke, Public Member

Ellice Daniel, RSW

Ann Joseph, RSW

Christina Rodrigues, RSW

Amy Rosborough, RSW

Sandra Wilson, RSW

PUBLIC MEMBERS

Sonya L. Pighin, Public Member

Natalie Shorten, Public Member

2021 BCCSW Staff

Sheila Begg, RSW

Rob Craig, BA

Mark Hillenbrand, RCSW

Anisa Hussein, MD

Hoon Kim, JD

Madelaine Kirk, JD

Alana Prashad, RSW

Cheryl Nahu

Daniel Nguyen, BSc

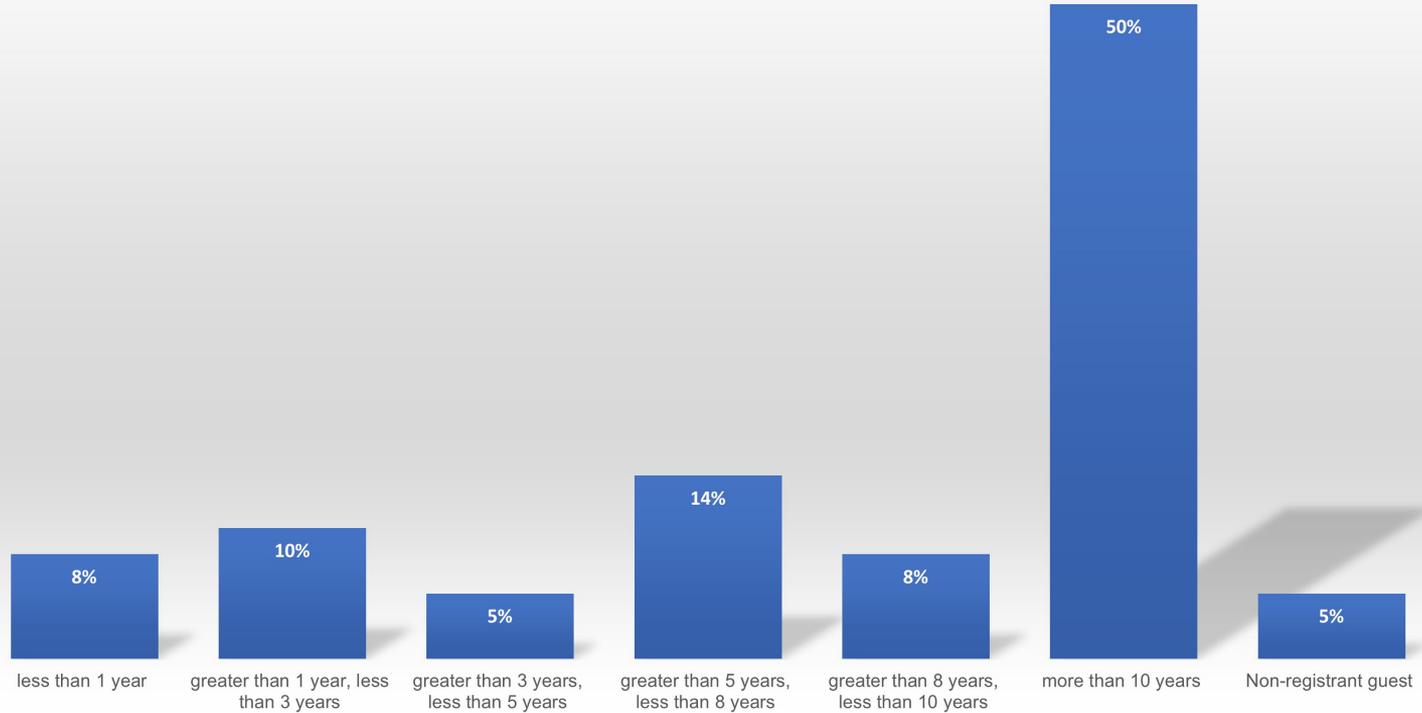
Rosa Sackey, BA

Tracy Singh, BA-Candidate

Poll Question

How long have you been registered with the College?

How long have you been registered with the College?



Report from the Chair

Presenter: Denese Espeut-Post, Public Member, Chair

2021 Highlights

- Anti-Racism Professional Regulatory College
- Strategic Planning
- Modernization
- Administrative Bylaw Changes
- Executive Performance Review

Report from the Chair

Anti-Racism Professional Regulatory College

A primary focus of the College from the outset of 2021 was to acknowledge the investigation commissioned by the BC Government, conducted by the Hon. Dr. M. E. Turpel-Lafond (Aki-Kwe) and documented in the *In Plain Sight: Addressing Indigenous-Specific Racism and Discrimination in BC Health Care* report.

The College identifies as an anti-racism professional regulatory college and developed an anti-racism statement which confirms the College's support of local, national, and global movements to end racism and discrimination against Black, Indigenous, and People of Colour and affirms its responsibility to direct a comprehensive and College-wide approach to eliminate racism overall, including Indigenous-specific racism and systemic racism. Further, the College apologizes for racism, including Indigenous-specific racism and systemic racism existing in its regulatory practices.

Report from the Chair

Strategic Priorities

In 2021, the College continued its strategic planning efforts which had been ongoing from prior years. The development of a multi-year strategic plan was a Board priority. This required the narrowing of 7 strategic priority areas generated from earlier strategic planning sessions and other sources such as our 2020 annual general meeting.

The College engaged an independent facilitator and formed a Strategic Priorities Working Group consisting of Board members tasked with reviewing and recommending focused strategic priority areas with clear goals and objectives aligned with the College mandate. The working group recommended the following four strategic priorities which were unanimously approved by the Board: Strengthen Board Capacity, Public Protection, Indigenous Initiatives & Relations and Cultural Safety,

Report from the Chair

Modernization

The College continued to stay apprised of the Ministry of Health's work to modernize the *Health Professions Act* and amalgamate various Colleges. Although the *Social Workers Act* is administered by the Ministry of Child and Family Development, social workers play an integral role in many of BC's health systems and the College is a member of the BC Health Regulators. Early in 2021, the College's discussions regarding best case amalgamation designed for public protection led to an awareness of the concept of locating Social Work, Psychology and Counseling professionals into one common College. In a letter to the Minister of Child and Family Development and the Minister of Health, the Board confirmed its desire to be included in any discussions regarding legislation and/or the design of regulatory changes impacting, or potentially impacting, social work practice in BC.

Report from the Chair

Administrative Bylaw Changes

The Board completed certain administrative amendments to the College Bylaws under section 8 of the *Social Workers Act*. Some highlights of these amendments include the following:

- the identification of the College's former Indigenous Committee as the Indigenous Council which reflects the relationship between the Board and the Council, and recognizes the advice and guidance the Council provides to the Board in respect of and adherence to local traditions, Indigenous values, traditional knowledge, practices, and Indigenous ways of being.
- the recognition of certain Board committees, namely the Executive Committee and Policy Committee.
- the modification of the application process for requests for a waiver of the reinstatement fee incurred by a member who fails to renew their registration as required.

Report from the Chair

Executive Performance Review

The Board completed its first performance review of the Registrar Mark Hillenbrand. This review was completed in accordance with the College Bylaws to determine the degree to which the Registrar has implemented the *Social Workers Act*, fulfilled Board policies, and achieved Board priorities. In addition, the review provided an opportunity to provide appropriate feedback to the Registrar to ensure high level leadership capability. As part of the process, an external consultant was engaged to collate the data collected to ensure honest feedback and the positive use of information.

The performance review process was successfully completed, and a high level of participation achieved. The College is grateful to the Registrar for his ongoing leadership and overall organizational performance.

Report from the Registrar

Presenter: Mark Hillenbrand, RCSW, Registrar CEO

2021 Highlights

- COVID-19 Pandemic
- Quality Assurance Committee
- Registration Committee
- Inquiry Committee
- Indigenous Committee
- Finance Committee
- Operational Update
- Anti-Racism and Dismantling Systemic Racism

Report from the Registrar

Anti-Racism and Dismantling Systemic Racism

In 2021 the College acted on its commitment to be an anti-racism professional regulatory College. The College's anti-racist efforts are grounded in striving to be anti-racist as defined in the report *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in BC Health Care* (December, 2020). The *In Plain Sight* report calls on us all to be anti-racist by actively identifying, challenging, preventing, eliminating, and changing the values, structures, policies, programs, practices, and behaviors that perpetuate racism. It is more than just being “not racist” but involves taking action to create conditions of greater inclusion, equality and justice.

Report from the Registrar

I am pleased to recognize that the Association of Social Work Boards (ASWB) presented Hoon Kim the 2021 Glenda McDonald Board Administrator Award. The award is named in memory of Glenda McDonald, longtime Executive Director and Registrar of the Ontario College of Social Workers and Social Service Workers and ASWB volunteer.

The award recognized Hoon's extensive work with the BC College of Social Workers and highlighted the many ways he has used his understanding and knowledge of the rules, standards, and procedures to support the work of the College. The award's nomination described and appreciated Hoon's pleasant demeanor, calm and collected attitude, ability to positively engage his coworkers and unfailing dedication to his regulatory duties.

Chat Question

Briefly describe what you understand the role of the College to be?

Please type answer in the chat function.

We will capture, analyze and utilize the information.

British Columbia College of Social Workers Strategic Priorities 2021 - 2025

Mandate

British Columbia *Social Workers Act*
 The College acts in the public interest by superintending the profession of social work in BC.
 The College establishes and maintains standards of practice and a code of ethics.
 The duty of the College is to serve and protect the public, and to exercise its powers and discharge its responsibilities under the *Social Workers Act* in the public interest.

Priorities

STRENGTHEN BOARD CAPACITY



PUBLIC PROTECTION



INDIGENOUS INITIATIVES & RELATIONS



CULTURAL SAFETY, CULTURAL HUMILITY & ANTI-RACISM



Goal

Board Members comprehensively understand their own and the College's duties and responsibilities under the BC *Social Workers Act*. Board members have the necessary tools and capacity to undertake their duties and responsibilities.

The College protects the public by establishing qualifications, enforcing the standards of practice and requiring professional development. The public is aware of and confident in the complaint receipt and review process.

Every person within the College will undertake their work in a manner that supports implementation of the:

- Declaration on Rights of Indigenous Peoples Act (DRIPA)
- An Act respecting First Nations, Inuit and Metis children, youth and families (FN Child Welfare Act)
- Truth and Reconciliation Commission Calls to Action (TRC Calls to Action)
- Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls Calls to Justice (MMIWG Calls to Justice)
- Towards Developing Respectful Relationships -Nashwito Creek Report Recommendations

Every person within the College regardless of role will undertake their work in a manner that supports cultural safety, cultural humility, and anti-racism and the implementation of recommendations included in:

- Declaration of Commitment – Cultural Safety and Humility (March 2017)
- In Plain Sight - Addressing Racism Review (November 2020)
- International Convention on the Elimination of All Forms of Racial Discrimination
- United Nations Human Rights

British Columbia College of Social Workers Strategic Priorities 2021 - 2025

British Columbia *Social Workers Act*

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Mandate

Priorities

STRENGTHEN BOARD CAPACITY



PUBLIC PROTECTION



INDIGENOUS INITIATIVES & RELATIONS



CULTURAL SAFETY, CULTURAL HUMILITY & ANTI-RACISM



Objective

To undertake a 360° review of what Board members need to excel in their roles. This will include:

- Conducting a needs assessment for what skills are needed on the board in order to fulfill the board's responsibilities under the *Social Workers Act*;
- Creating a gap analysis framework to be used by the College in its election processes, so RSWs can make informed decisions on (a) whether they are prepared to run as candidates and take on board member positions, and (b) who they wish to vote for as board members;
- Creating a standardized board member orientation process;
- Creating and supporting the implementation of board member professional development plans.

- Establish processes and professional development that enhance compliance to College's Standards of Practice that are aligned to responsibilities identified as per SW Act
- Develop accessible complaint process and build public awareness
- Build trust in complaint process through transparency and reporting of outcomes
- Obtain clear direction on the complaint process from the Minister of Children and Family Development on the College's jurisdiction and mandate to develop and exercise enforcement procedure with Section 46 of the Act under title protection¹

Work collaboratively with First Nations, Inuit and Metis leadership to review the College's current Indigenous Initiatives, co-create a work plan - with short, medium and long term goals - and implement that work plan, which will set out how the College is to exercise its authority under the Social Workers Act in a manner that:

- supports the implementation of DRIPA,
- supports the implementation of the FN Child Welfare Act, and
- responds to the TRC Calls to Action and MMIWG Calls to Justice
- supports the implementation of the Towards Developing Respectful Relationships - Naswhito Creek Recommendations

Clearly define what cultural safety, cultural humility and anti-racism mean to the College.

Continue to implement our commitments as outlined in the Declaration of Commitment – Cultural Safety and Humility (March 2017)

- Cultural Safety and Humility included in strategic plans.
- Apply a lens of Cultural Safety and Humility to our policies and processes and day to day operations
- Expand diversity on the college board and committees by increasing the number of sitting board and committee members identifying as Indigenous
- Continue to support the board and staff to complete the San'yas Indigenous Cultural Competency Course.

In Plain Sight - Recommendations: Create a plan to ensure the implementation of recommendations within the College's authority under the Social Workers Act.

British Columbia College of Social Workers Strategic Priorities 2021 - 2025

COLLEGE AUTHORITY AND RELATED DOCUMENTS

Priority

STRENGTHEN BOARD CAPACITY



Social Workers Act: Responsibilities of board

- 7 (1) The board must govern, control and administer the affairs of the college in accordance with this Act.

PUBLIC PROTECTION



¹Social Workers Act
https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_08_031_01#section3

Duty and Objects

3: In carrying out its objects, it is the duty of the college at all times (a) to serve and protect the public

Title protection

18 (1) Subject to subsection (2), no person other than a registrant may use (a) the title "social worker" or "registered social worker",

Offences

46 (1) A person who contravenes section 13 (6), 18 (1), 24 (1) or (2) or 48 (1) or (2) commits an offence.

INDIGENOUS INITIATIVES & RELATIONS



Declaration on Rights of Indigenous Peoples Act [DRIPA]²
<https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19044>

FN Child Welfare Act
<https://laws.justice.gc.ca/eng/acts/F-11.73/FullText.html>

TRC Calls to Action
http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf

MMIWG Calls to Action
https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_for_Justice.pdf

Towards Developing Respectful Relationships -Nashwito Creek Report Recommendations
<https://bccsw.ca/wp-content/uploads/2019/06/BCCSW-Towards-Developing-a-Respectful-Relationship-Project-Next-Steps.pdf>

CULTURAL SAFETY, HUMILITY & ANTI-RACISM



SW Act, **Duty and Objects** s.3(2)(e) and (f)
Human Rights Code section 8 and 13³

Declaration of Commitment to advancing cultural humility and cultural safety
<https://bchealthregulators.ca/wp-content/uploads/2020/07/2020-Three-Years-In-Cultural-Safety-and-Humility-Report.pdf>

In Plain Sight - Addressing Racism Review (November 2020)
<https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Full-Report.pdf>

International Convention on the Elimination of All Forms of Racial Discrimination
- United Nations Human Rights
- <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CERD.aspx>

² DRIPA s.1(4) In this Act: "Declaration" mean the United Nations Declaration on the Rights of Indigenous People set out in the Schedule:

(4) Nothing in this Act is to be construed as delaying the application of the Declaration to the laws of British Columbia.

*This section essentially says the UN Declaration applies regardless of whether BC has changed the laws to align with the declaration or made an action plan for how to apply the declaration.

³ our responsibility to not discriminate on the basis of race, ethnicity, place of origin or color in our delivery of services and in our employment of personnel.

Implementation Planning using a Project Lifecycle Framework



Strategic Priorities Document Stack



BCCSW Strategic Priorities 2021-2025



Strategic Priorities Project Charters



Strategic Priorities Implementation Detailed Work Plan



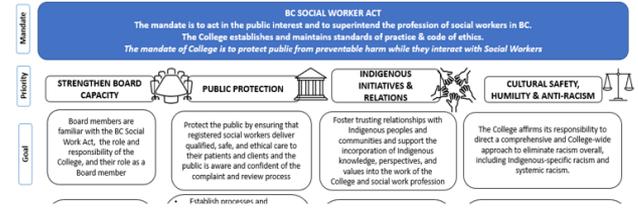
Status Report Dashboards

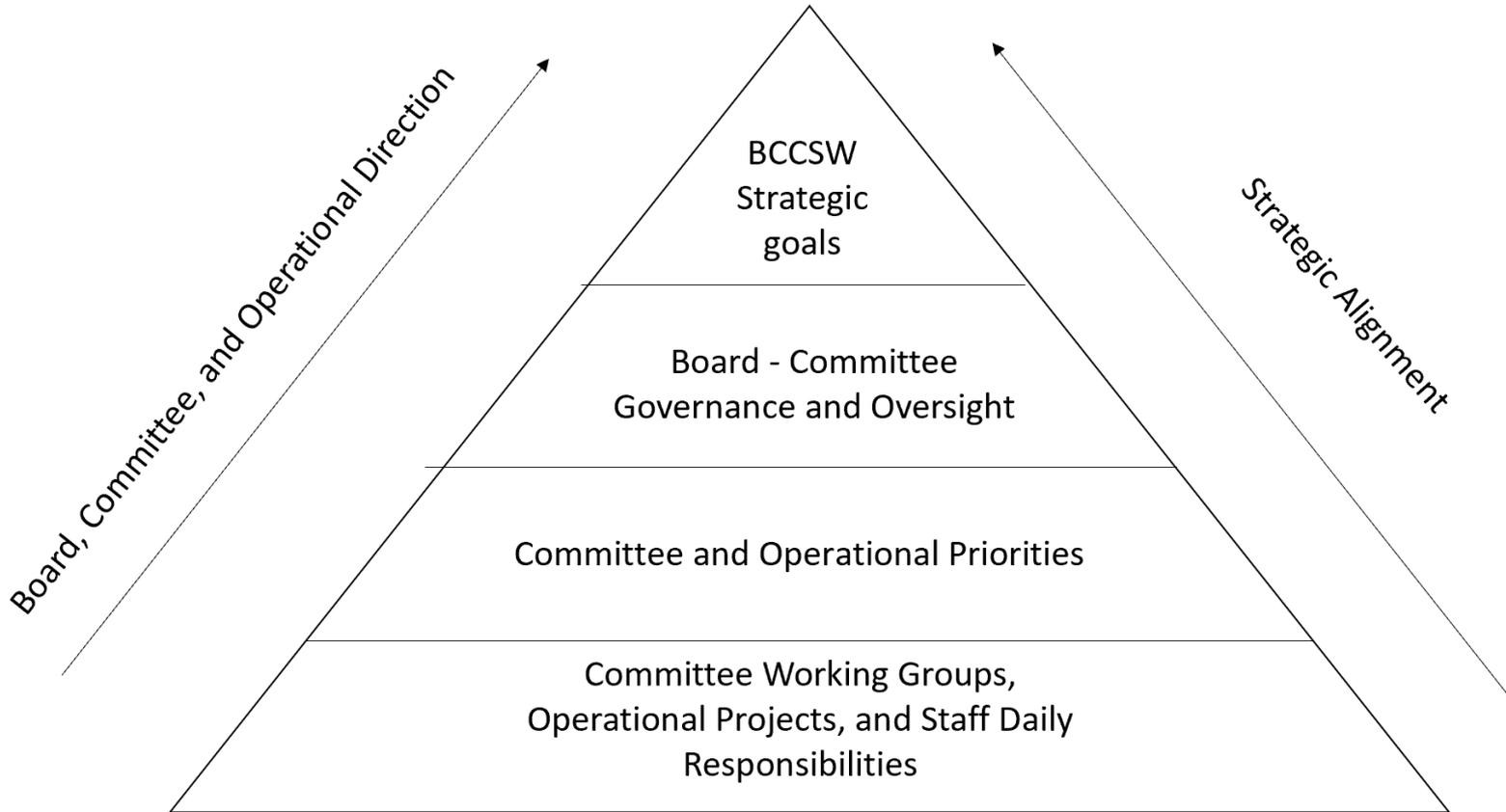


5 Year Plan Key Deliverables and Milestones

Implementation Phase

BCCSW Strategic Priorities 2021 - 2025





Chat Question

What piece of the College's work that you believe the College is doing quite well?

Please type answer in the chat function.

We will capture, analyze and utilize the information.

Registration Committee

Presenter: Ann Joseph, RSW

2021 Committee Members:

Chair – Connie Kaweesi, RCSW

Ann Joseph, RSW

Allison Mounsey, RCSW

Christina Rodrigues, RSW

Hanna Scrivens, RSW

Tamana Shahsamand, RSW

Ivyline Williams, RSW

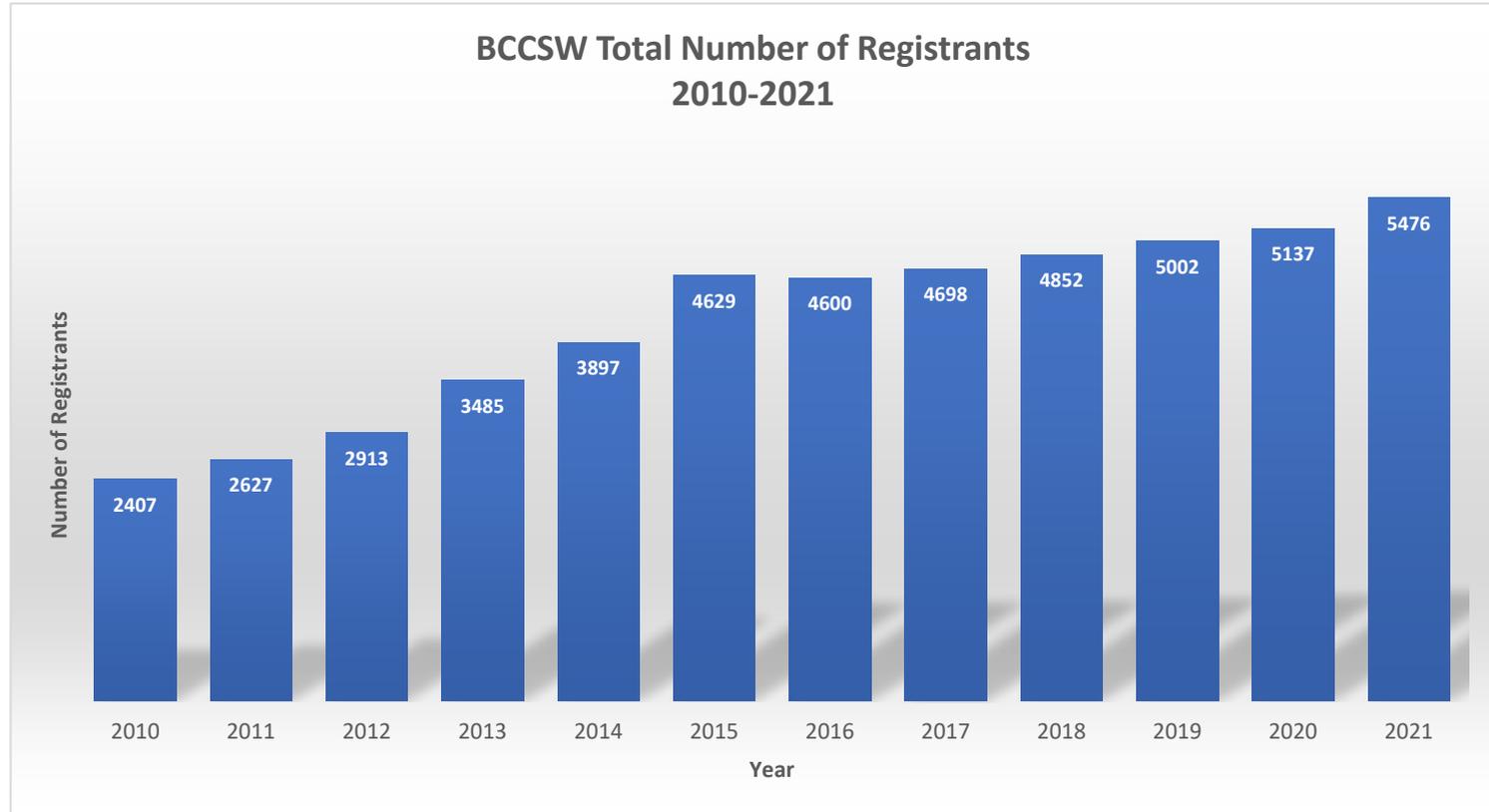
New Registrations, 2021

Full (RSW)	560
Clinical (RCSW)	10
Non-practising	0
Provisional	64
Temporary	122
Total new registrants	756

Total Registrants by Category on December 31, 2021

Full (RSW)	4784
Clinical (RCSW)	212
Non-practising	436
Provisional	7
Temporary	37
Total registrants	5476

BCCSW 2010 – 2021 Number of Registrants



Chat Question

What piece of the College's work do you believe could be done better?

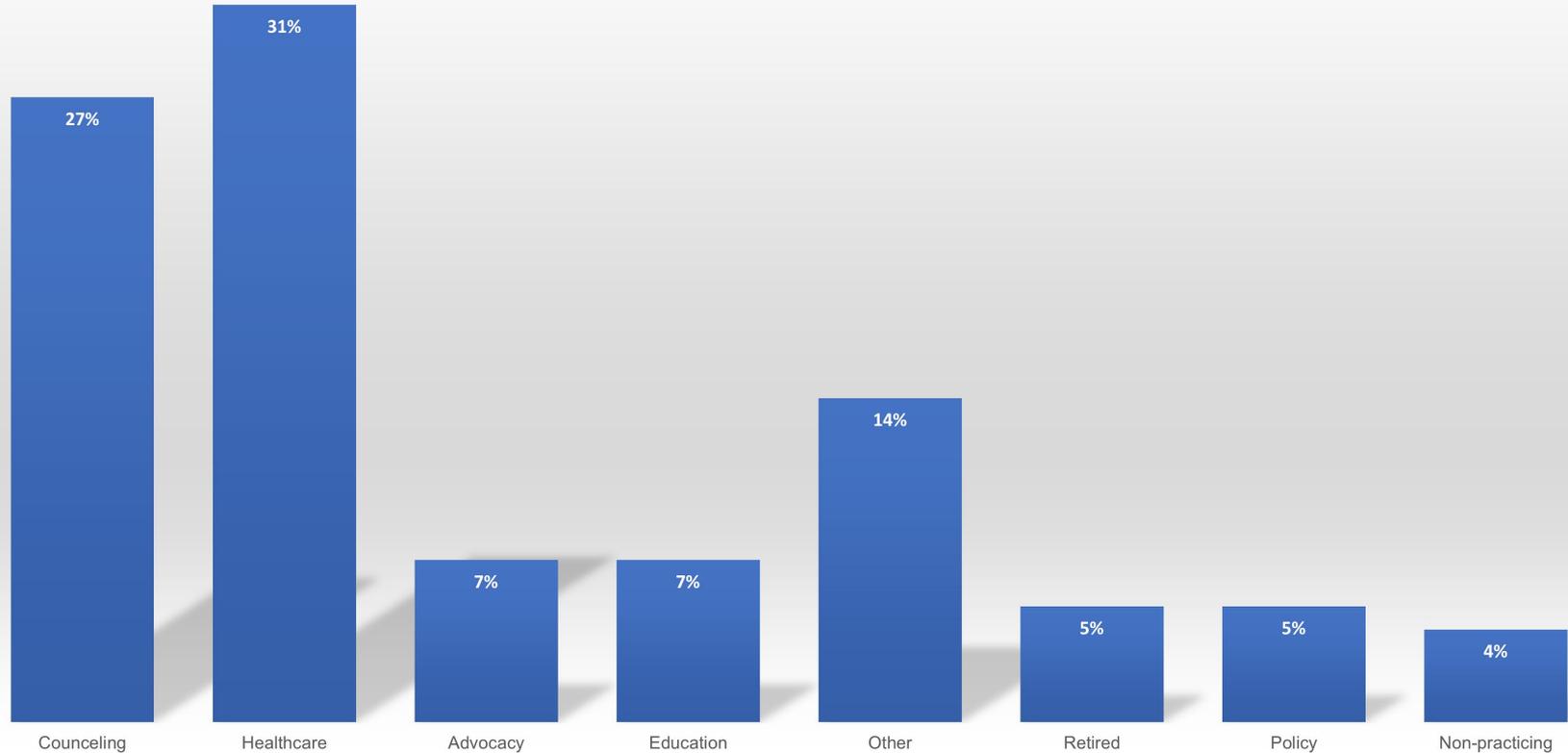
Please type answer in the chat function.

We will capture, analyze and utilize the information.

Poll Question

What is the Social Work Practice Speciality that best describes the majority of your work?

What is the Social Work Practice Speciality that best describes the majority of your work?



Inquiry Committee

Presenter: Denese Espeut-Post, LLB

2021 Committee Members:

**Chair – Denese Espeut-Post, LLB
Public Appointee**

Shannon Bender-Bell, RCSW
Ann Joseph, RSW
Susan Noakes, RSW
Christina Rodrigues, RSW
Sandra Wilson, RSW

The Inquiry Committee is established by the Social Workers Act for the purpose of receiving and investigating complaints about registrants in adherence to the duties and objectives of the College in protecting the public.

In 2021, the College opened 30 Inquiry Files. This number represents an increase in 20% over the number of complaints that were opened in 2020.

Inquiry Committee

Inquiry Files Opened in 2021

Dismissed by Registrar	3
Satisfactory Conduct	0
Complaint Resolution Agreement	0
Under Active Investigation	3
Under Preliminary Assessment	24

Discipline Committee

No citations were issued during 2021

2021 Committee Members:

Chair – Cheney Cloke, Public Appointee

Sonia Andhi Bilkhu, RSW

Arpna Bhullar, RSW

Ellice Daniel, RSW

Harvir Dhaliwal, RSW

Daniel Gallant, RCSW

Registration Appeals Committee

No requests for review were brought forward during 2021

2021 Committee Members:

Chair – Traci Marriott, RSW

Amenda Kumar, RSW

Hardeep Mann, RSW

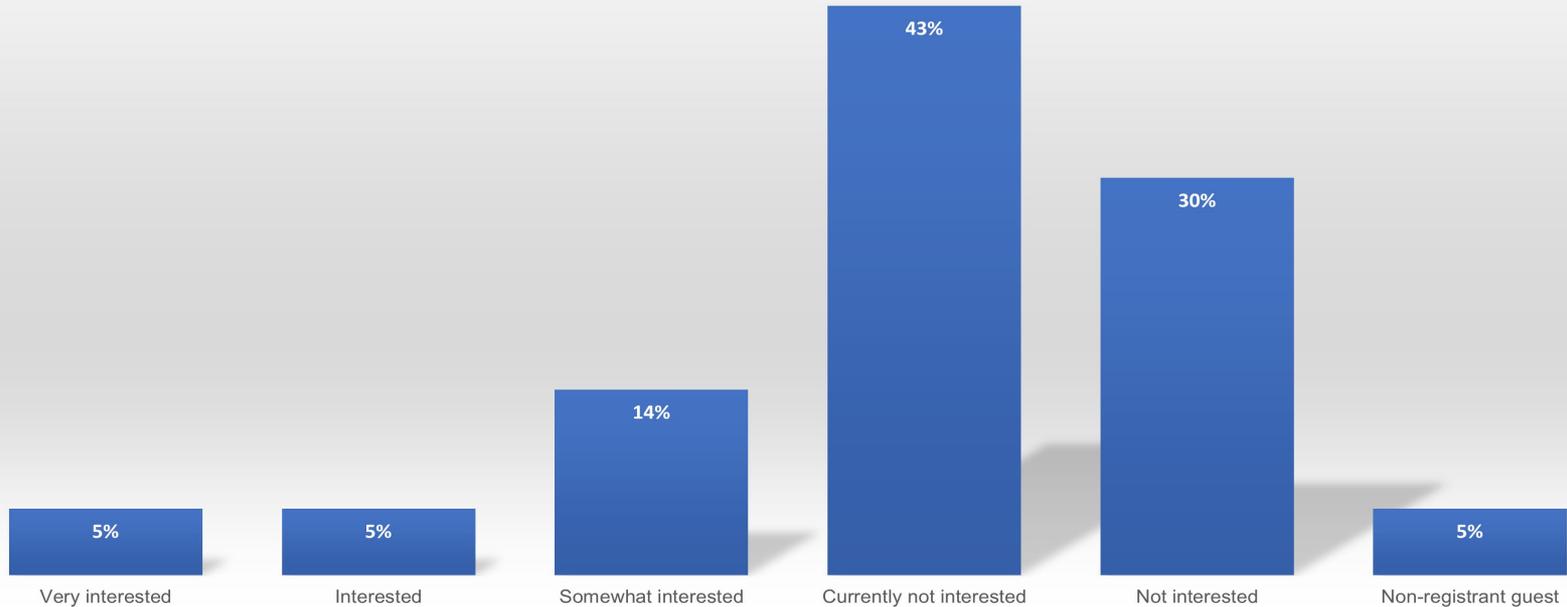
Christina Rodrigues, RSW

Alison Van Schie, RSW

Poll Question

Describe your level of interest in participating in the Board of Directors election as a candidate?

Describe your level of interest in participating in the Board of Directors election as a candidate?



Quality Assurance Committee

Presenters: David Kealy, RSW & Matthew Marshall, RSW

2021 Committee Members:

Chair – David Kealy, RSW

Lori-Ann Austin, RSW

Antoine Coulombe, RSW

Natalie Lachance, RSW

David Lemire, RSW

Matthew Marshall, RSW

Natalie Shorten, Public Appointee

Quality Assurance Committee

Continuing Professional Development (CPD) Timely Submission Analysis

Of the 4,859 registrants that were required to submit CPD by the October 31, 2021, deadline, 4,011 (82.5%) submitted their CPD on time.

Reminder, CPD submissions are due prior to October 31st each year.

The registration status of the 848 registrants (17.5%), who failed to renew on time, was changed to “not in good standing – CPD” on November 1, 2021.

No claims for Continuing Professional Development waivers were received in 2021.

Quality Assurance Committee

Quality Assurance Committee Terms of Reference Update

The Quality Assurance Committee reviewed and proposed updated committee terms of reference. The proposed updates include the creation of Vice-Chair position and the addition of permanent committee member seats for two registrants who self-identify as Indigenous and one registrant who self-identifies as belonging to an equity seeking group. The Quality Assurance Committee acknowledges the College's Board of Directors 2021-2025 Strategic Priorities, specifically the priority that every person within the College will undertake their work in a manner that supports Indigenous Initiatives & Relations and Cultural Safety, Cultural Humility & Anti-Racism practices.

Quality Assurance Committee

Standards of Practice Update

The Quality Assurance Committee continued the standards of practice revision and modernization project. The Committee edited and revised the draft standards of practice to be measurable and enforceable. The text of the modernized standards of practice was evaluated through the lens of public protection while ensuring competent and ethical practice. The Committee approved a final draft of the modernized standards of practice text. The draft was reviewed by the College's Investigative Counsel. This final version will undergo review by outside legal counsel. The Committee plans to present the modernized standards of practice to the Board in 2022.

Quality Assurance Committee

Continuing Professional Development

The Committee implemented a second audit of registrant CPD submissions. The audit again showed that registrants are committed to self-evaluation, practice improvement and are engaging in quality continuing professional development activities. The committee developed a process to seek further information and understanding with registrants in the event a registrant submission does not appear to meet the expectations of the program. The Committee acknowledges that continuing professional development programs are unique to each registrant and is committed to working with registrants to achieve continued learning to ensure safe practice.

The Committee is modernizing and updating the College's online registrant CPD submission portal and database. These updates will allow for improved communication of program expectations and auditing efficiencies.

Quality Assurance Committee

Collaboration with Indigenous Council

In alliance with the College's Board of Directors 2021-2025 Strategic Priorities, specifically the priority that every person within the College will undertake their work in a manner that supports Indigenous Initiatives & Relations and Cultural Safety, Cultural Humility & Anti-Racism practices, the Committee collaborated with the College Indigenous Council. The Committee is reviewing the CPD program requirements for modernization. The Committee is working to establish anti-Indigenous specific racism and anti-racist practice learning CPD hours as a required component of the CPD program. The Committee has a goal of implementing the modernized requirements for the 2022-2023 CPD program cycle.

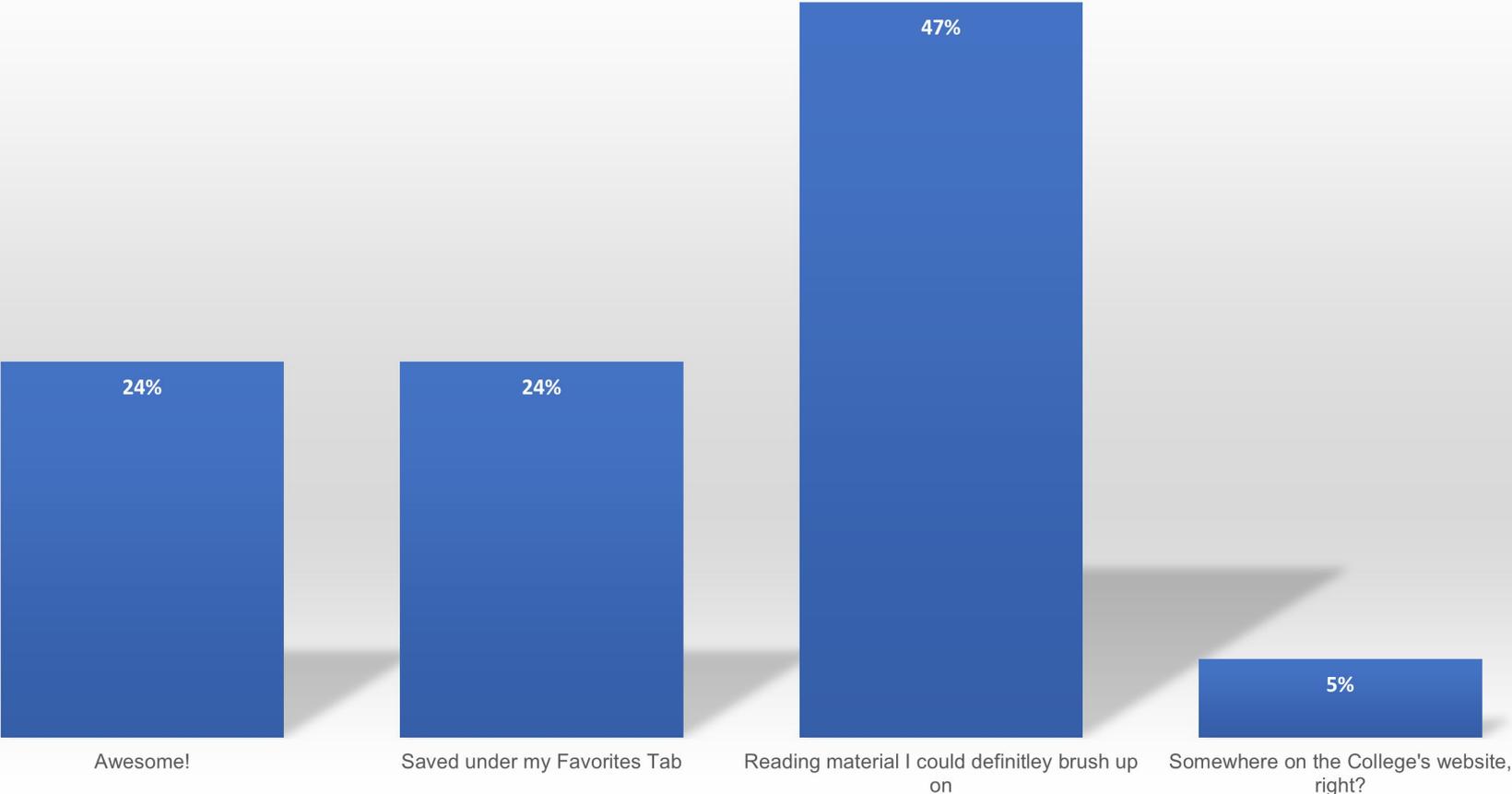
Poll Question

Describe your level of satisfaction with the College's Continuing Professional Development program in enhancing your professional competencies?

Poll Question

The BCCSW Regulatory Standards of Practice are.....

The BCCSW Regulatory Standards of Practice are.....



Policy Committee

Presenter: Denese Espeut-Post, LLB

2021 Committee Members:

Chair – Denese Espeut-Post, Public Appointee

Sonia Andhi Bilkhu, RSW

Ellice Daniel, RSW

Ann Joseph, RSW

Amy Rosborough, RSW

Natalie Shorten, Public Appointee

Policy Committee

The Policy Committee is established to identify, develop, review, and amend College Board policies and Board procedures as needed.

The 2021 Policy Committee met 5 times throughout the year.

In 2021, the Policy Committee issued and/or revised the following policies.

- Board Executive Committee Selection Process
- Board Decision Making Process
- Departing Board Member Exit Interview
- Reinstatement Fee Waiver due to Undue Hardship
- Preferred Name on Certificate and Register

Policy Committee

Policy Committee Chair, Denese Espeut-Post worked with College staff to review the College's current policy manual. This working group met 5 times throughout the year to identify policies requiring revision and updating. The group also separated policies into three categories: board, operational and human resources. The upcoming work of the 2022 Policy Committee will be to revise and reissue the identified policies specifically related the Board.

Indigenous Council



2021 Council Members:

Chair – Sandra Wilson, RSW

Norma Manuel, Indigenous Elder

Lynn Kenoras Duck Chief, RSW

Melanie Lansall, RSW

Olivia Palomino Meraz, RSW

Amy Rosborough, RSW

Wendy Simon, RSW

Ferne Strain, RSW

Indigenous Council



- The 2021 Indigenous Council continued to meet by video conference technology. Although video conferencing allowed many to safely continue meeting during the COVID-19 Pandemic, it was noted that in-person meetings allow a greater depth to personal relationship building. The Indigenous Council expressed a commitment to return to in-depth personal relationship building as soon as safely possible.
- Providing guidance and council to staff and the board of directors on the College Bylaw change to identify the College's former Indigenous Committee as the Indigenous Council which reflects the relationship between the Board and the Council, and recognizes the advice and guidance the Council provides to the Board in respect of and adherence to local traditions, Indigenous values, traditional knowledge, practices, and Indigenous ways of being.

Indigenous Council



- Providing guidance and council to the board of directors' strategic priority identification project. The Council emphasized the following items as crucial for the College to advance the strategic priorities of Indigenous Initiatives & Relations and Cultural Safety, Cultural Humility & Anti-Racism:
 - Ensuring Indigenous representation on the College Board of Directors.
 - Implementation of the recommendations identified in the Nashwito Creek report and College initiative *Towards Developing a Respectful Relationship*.
 - Development and hiring of a staff position dedicated to Indigenous Initiatives and Engagement.
 - Implementation of the regulation specific recommendations identified in the Province's, *In Plain Sight*, investigation into Indigenous-specific racism within the health care system as conducted by Mary Ellen Turpel Lafond.

Indigenous Council



- Providing guidance and council to staff and the board or directors in the drafting of the College's Residential School and Indigenous-Specific Racism statement.
- Providing each other support and relational connection in response to the devastating discoveries of children buried on Residential School grounds.

Finance Committee

Presenter: Natalie Shorten, Public Appointee

2021 Committee Members:

Chair – Natalie Shorten, Public Appointee

Sonia Andhi Bilkhu, RSW

Denese Espeut-Post, Public Appointee

Christina Rodrigues, RSW

Sandra Wilson, RSW

Finance Committee

In 2022 the BC College of Social Workers retained Reid Hurst Nagy, Inc., Chartered Professional Accountants to complete an audit of the College's 2021 financial statements.

Reid Hurst Nagy, Inc., Chartered Professional Accounts, Independent Auditors Report on the Audit of the Financial Statements, page 1, paragraph 2, (2022)

"In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2021 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations."

Finance Committee

I am pleased to report that the College audit of the 2021 Fiscal Year showed no significant matters arising.

Variances between 2020 and 2021 included:

- Increase in revenues due to the fee increase as well as a significant increase in applicants.
- Professional fees were up due to consulting services for the Strategic Plan development and some legal fees related to the expiration of the lease.
- The College identified a need to increase staffing in a number of areas to competently manage the growing workload and execute on the Strategic Plan. A total of 3 new employees were hired of a total of 6 new positions created with the remaining positions expected to be filled in 2022.

Finance Committee

- There was no staff development in 2020 due to Covid, however, it went ahead in 2021 which explains the variance.
- There was limited travel in 2021 due to covid.
- Board and Committee meeting expenses were lower as the majority of meetings were held over zoom.
- There were more Board meetings in 2021 than in 2020 due to the work on the Strategic Plan which meant board member honorariums were higher than in 2020.
- The College ended the year with a surplus primarily due to challenges experienced in filling staff positions. As a result, registration fees did not go up in 2022.

Natalie Shorten
Finance Chair

Finance Committee

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

STATEMENT OF OPERATIONS For the year ended December 31, 2021

	2021	2020
	\$	\$
REVENUES		
Renewal fees	1,325,724	1,159,309
Registration fees	77,280	44,882
Application fees	104,071	53,880
Interest and other	16,836	12,301
	1,523,911	1,270,372
OPERATING EXPENDITURES		
Bank and credit card charges	40,247	36,350
Computer support	64,222	102,377
Criminal records review program costs	64,204	31,416
Depreciation	9,867	10,298
Director fees	29,520	34,752
Indigenous Initiatives	458	2,736
Insurance	9,817	8,911
Meeting expenses	3,527	9,386
Memberships	5,831	682
Office equipment	5,488	6,747
Office supplies	11,584	6,987
Printing	9,628	3,234
Professional fees	72,256	52,625
Rent	114,828	116,679
Salaries and benefits	737,037	605,016
Staff development	12,413	441
Standards project	-	121
Telephone and utilities	10,307	9,719
Travel and accommodation	26	7,376
	1,201,260	1,045,853
EXCESS OF REVENUES OVER EXPENDITURES	322,651	224,519

Complete Financial
Audit Report is
included in 2021
Annual Report and is
available on College
website.

Finance Committee

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

STATEMENT OF FINANCIAL POSITION December 31, 2021

	2021	2020
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash	386,415	550,684
Investments (Note 4)	2,274,522	1,739,377
Accounts receivable	-	3,000
Prepaid expenses	16,967	13,190
	2,677,904	2,306,251
TANGIBLE CAPITAL ASSETS (Note 5)	16,025	24,974
SECURITY DEPOSIT	7,359	7,359
	2,701,288	2,338,584
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	32,062	27,746
Due to government agencies	26,591	15,904
Deferred revenue	339,098	314,048
	397,751	357,698
NET ASSETS	2,303,537	1,980,886
	2,701,288	2,338,584

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included in 2021
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2023 Election of the BC College of Social Workers Board of Directors

- August 15, 2022 – Notice of Election and Acceptance of Nominations
- September 15, 2022 – Nominations Close
- October 15, 2022 – Ballots Delivered
- November 15, 2022 – Election Closes
- December 15, 2022 – Results Announced

Please consider participating in the 2023 Election for the Board of Directors.

Information – send an email to info@bccsw.ca

2023 Election of the BC College of Social Workers Board of Directors

Indigenous Leadership is crucial.

mark.hillenbrand@bccsw.ca

2023 Election of the BC College of Social Workers Board of Directors

bccsw.ca/about-us/board/election/



1420 -1200 West 73rd Ave, Vancouver, British Columbia, Canada, V6P 6G5
t. 604 737 4916

info@bccsw.ca
bccollegeofsocialworkers.ca or bccsw.ca



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Nomination Form

Any registrant of the College may nominate up to two persons to hold office as a member of the Board of the BC College of Social Workers. A person making a nomination will have sufficient knowledge of the nominee to attest to the good character of the nominee. In order to be eligible, the nominee must be registered with the College in the Full or Clinical class of registration and meet the requirements established in Section 4 of the Bylaws.

Nomination Consent Form

I, Print Full Name of Nominee, a registrant of the BC College of Social Workers, accept the nomination of Print Full Name of Nominator for a position on the Board of the BC College of Social Workers. I declare that I meet the requirements as established by Section 4 of the Bylaws for election eligibility.

Nominations and Nomination Consent Forms will begin to be accepted on August 15, 2022, and must be received by September 15, 2022

2023 Election of the BC College of Social Workers Board of Directors

For information on Governing in the Public Interest, visit the Crown Agencies and Board Resourcing Office (CABRO) website.

CABRO provides training information on:

- Governing in the Public Interest
- Financial Governance
- Risk Management
- Human Resources

www2.gov.bc.ca/gov/content/bcpubliSectorboardresourcing/online-training

2023 Call for Committee Member Volunteers

Send an email of interest to volunteer as a Committee member to office.coordinator@bccsw.ca

Committees include:

- Registration Committee
- Registration Appeals Committee
- Inquiry Committee
- Discipline Committee
- Quality Assurance Committee
- Indigenous Committee

Poll Question

Describe your level of interest in volunteering for one of the College's Committees?

Chat Question

From the perspective of Professional Regulation and the College's duty to protect the public by superintending the practice of social work in British Columbia, what improvement would you suggest that would positively impact your social work practice?

Please type answer in the chat function.

We will capture, analyze and utilize the information.

Stay Informed

- Pay attention to the College Website:
bccsw.ca
- College newsletter – College Conversation
- Ensure the College has your most current and preferred email address.

Questions and Comments

Thank you

Additional comments and feedback can be emailed to office.coordinator@bccsw.ca