



Annual Report 2020/21



Title: Inside Story | Artist: Kelly Klick

2020 Water based oil on canvas 12"X15"

Acknowledgements

The College of Midwives of Manitoba is located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples, and on the homeland of the Métis Nation.

The College of Midwives of Manitoba wishes to acknowledge the funding provided by the Government of Manitoba. This financial support is essential in enabling the College to fulfill its responsibilities while it continues to develop and grow as a regulatory body.

About the artwork featured on the report cover:

Kelly Klick was a registered midwife from 2003 until she retired from midwifery in Manitoba in the summer of 2020. As a midwife, Kelly helped to make sure that women and babies in Manitoba had access to midwifery care and held several major roles while the profession was finding its feet. Her artwork is inspired by her 20 plus years as a mother, childbirth educator and midwife.

In Memoriam

It was with profound sadness that we learned of the passing of Amy Giesbrecht, RM in August 2020 and Joan Keenan, RM in October 2020.

We are forever grateful for their contributions to midwifery.

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Mission

The purpose of the College of Midwives of Manitoba is to protect the safety of the public in the provision of midwifery services in Manitoba; to support midwives in the provision of safe and effective midwifery services in Manitoba; and to develop and enforce the standards of midwifery care. This includes:

Setting registration requirements and standards for education and experience that must be met in order to practice as a midwife in Manitoba;

Developing, establishing, and maintaining standards for safe and ethical practice for members; and

Responding to complaints from the public regarding midwifery practice.

Commitment to Equity

The College is committed to the goal of equity in the practice of midwifery which includes providing service to people who historically have been under-represented or under-served by the health care system. The College shall strive to meet its commitment to equity by supporting the removal of systemic barriers in the practice of midwifery and ensuring that groups that have experienced disadvantage are represented on the Council and committees of the College.



Photo credit: Stephanie Abgrall Photography

Governing Council of the College

The *Midwifery Act* establishes the Council as a body corporate to manage and conduct the business and affairs of the College and exercise the rights, powers and privileges of the College in the name and on behalf of the College.

Chairperson: Cara McDonald, RM – Elected Member (term began October 2020)

Chairperson: Gina Mount, RM – Elected Member (term ended October 2020)

Vice-Chairperson: Erin Vosters, RM – Elected Member (term began October 2020)

Vice-Chairperson: Joan Keenan, RM – Elected Member (deceased October 6, 2020)

Vice-Chairperson: Alison Beyer – Appointed Public Representative

Lorie Peters – Appointed Public Representative (Rural)

Sandra Howard, RM – Elected Member (Rural/Northern)

Jenna Mennie Clarke, RM – Elected Member (Rural) (term ended October 2020)

Laura Wiebe, RM – Appointed Kagike Danikobidan Representative
(term began September 2020)

Darlene Birch, RM (NON-PRAC.) – Appointed Kagike Danikobidan Representative
(term ended October 2020)

Janice Erickson, RM (NON-PRAC.) – Registrar, *ex-officio*

College Staff

Janice Erickson, BA, RM (NON-PRAC.) – Registrar

Patty Eadie, BA, BSW – Executive Director

Lynda Highway – Administrative Officer

Charlotte Onski – Bookkeeper

Celebrating 20 years of Regulated Midwifery!

June 12, 2020 marked 20 years since the proclamation of legislation in Manitoba which established midwives as autonomous health care providers and midwifery as a regulated health profession. This was the result of many years of tireless, dedicated work led by the Midwifery Implementation Council (MIC), appointed in 1994 by the Manitoba government. The MIC's mandate was to make recommendations for the implementation of midwifery, including drafting the required legislation. MIC's work was borne from the recommendations of the Manitoba Working Group on Midwifery, established in 1991 by the Manitoba government and built on the work of countless women who first began to reclaim birth in the 1980s.

MIC and its committees were comprised of government appointees, midwives, consumers, consultants, and other stakeholders. We are forever indebted to their vision which included extensive consultations with rural and Indigenous communities to explore how to “bring birth back”. To ensure continued participation of Indigenous women, MIC's proposal to require a *Standing Committee on Issues Related to Midwifery Care for Aboriginal Women* within the College (known as Kagike Danikobidan) was written into the *Midwifery Act*. On June 13, 2000, the College of Midwives of Manitoba registered its first 11 practising midwives who built on the foundation of regulated midwifery practice. Today, almost 60 midwives continue to provide quality, client-centered care to hundreds of Manitobans each year.



Midwifery Implementation Council

Front Row: Kristine Robinson (MIC Practice Committee, Chairperson), Madeline Boscoe (Women's Health Clinic, Canadian Women's Health Network), Dr. Carol Scurfield (MIC Chairperson), Margaret Howarth-Brockman (MIC Equity and Access Committee, Chairperson), Yvonne Peters (MIC Legislation Committee, Chairperson)

Back Row: Laurel Garvie (Government of Manitoba), Aikaterini Zegeye-Gebrehiwot (MIC Representative for Immigrant Women), Diane Tokar (MIC Representative for Rural Women), Gillian Andersson, Ina Bramadat (Faculty of Nursing, U of M), Sheila Sanderson, BA (MIC Representative for Indigenous Women), Anessa Maize (Community Midwife), Dr. Lorna Grant

Not pictured: Joan McLaren (MIC Education Committee, Chairperson)

Chairperson and Registrar’s Report

Cara McDonald, RM – Chairperson (term began October 2020)
Gina Mount, RM—Chairperson (term ended October 2020)
Janice Erickson, RM (NON-PRAC.)—Registrar

It is our pleasure to provide the annual Chairperson & Registrar’s Report for the CMM for the 2020-2021 fiscal year.

Strategic Objectives

The CMM Council continued to work towards the objectives identified in its 2018-2021 Strategic Plan. Activities were undertaken within all four main focus areas. These themes represent four distinct areas of regulation and include supporting professional practice, enhancing access to midwifery care, better serving the diverse needs to women and families, and focus on continued increase in CMM’s organizational effectiveness.

Supporting Professional Practice

The CMM’s Quality Assurance and Standards Committees enhance the quality of midwifery care in Manitoba by developing Standards of Practice and overseeing the Quality Assurance Program of the CMM. A full description of this year’s activities is on page 17.

Enhancing Access to Midwifery Care

CMM continued to work with the University of Manitoba (UofM) and the Canadian Association of Midwifery Educators Accreditation (CAMEd) program to prepare for the approval of the upcoming Bachelor of Midwifery program at the

Protection of the public interest in the provision of midwifery services:
Support professional practice.

Enhance women’s access to midwifery care: Work in the public interest, through partnerships with other stakeholders.

Four overarching priorities

Better serve the diverse needs of women, families and communities:
Review the scope and model of practice.

Ensure efficiency of CMM’s regulatory functions: Review, build, modify as needed to sustain the most effective organizational capacity.

UofM and to lend our voice in support of its continued efforts towards making this program accessible and relevant to Indigenous students.

Building Organizational Efficiency

Council was able to approve a two-year plan that enables a small increase in the number of hours worked and the compensation level for staff, and to support ongoing and changing regulatory responsibilities.

The CMM has refreshed its Personnel Manual, staff job descriptions and performance evaluation forms, updated policies and processes for information sharing, and expanded its office procedures manual. Many more documents to help guide the day-to-day work of the organization are underway.

Last summer the CMM applied for and received Manitoba grant funding for student employment, and we were able to properly archive paper documents and files from the 1990's related to the implementation of midwifery in Manitoba. With the guidance of Kagike Danikobidan (the standing committee established by the *Midwifery Act* to advise the College on issues related to midwifery care to Indigenous women) we anticipate the next step in this process will be to catalogue the history of consultations with Indigenous communities regarding midwifery implementation in this province.

The ongoing implementation of the registration software continues to offer opportunities for

streamlining numerous CMM processes, including invoicing, document storage, communication templates, and understanding and facilitating member engagement.

Better Serving the Diverse Needs of Women and Families

World events in 2020 highlighted the many ways in which racialized people are not well served by many institutions in our society, including the health care system. Council continues to support education and training in this area for both staff and Council members to help identify ways in which we can make changes and improvements in our own interactions and systems.

Council supported the development of an anti-racism statement to publicly declare the CMM's commitment to ending racist practices both within the provision of midwifery care and within our own organization and regulatory policies.

As a result of COVID, the CMM hosted its Annual Public Meeting this year exclusively as an online event. The *Midwifery Act* prescribes that CMM hold a public meeting each year to explain the role of the College and to invite public comment. Since the meeting did not require that anyone travel to attend (unlike previous public meetings) the CMM focused its advertising in rural and remote communities in hopes of eliciting increased participation from the public outside of Winnipeg. Members of Council who are practicing midwives, members of KD and public representatives attended to answer

questions from the public. Unfortunately the meeting was not well attended. Council will consider alternate ways in which this requirement can be met in a meaningful way in the future.

Much has been accomplished with the guidance of the current Strategic Plan. Its term comes to a close in 2021 and Council will soon begin development of the next phase of the Plan.

Membership Statistics for 2020-2021

As of March 31st 2021

Changes during the fiscal year

56 Practising

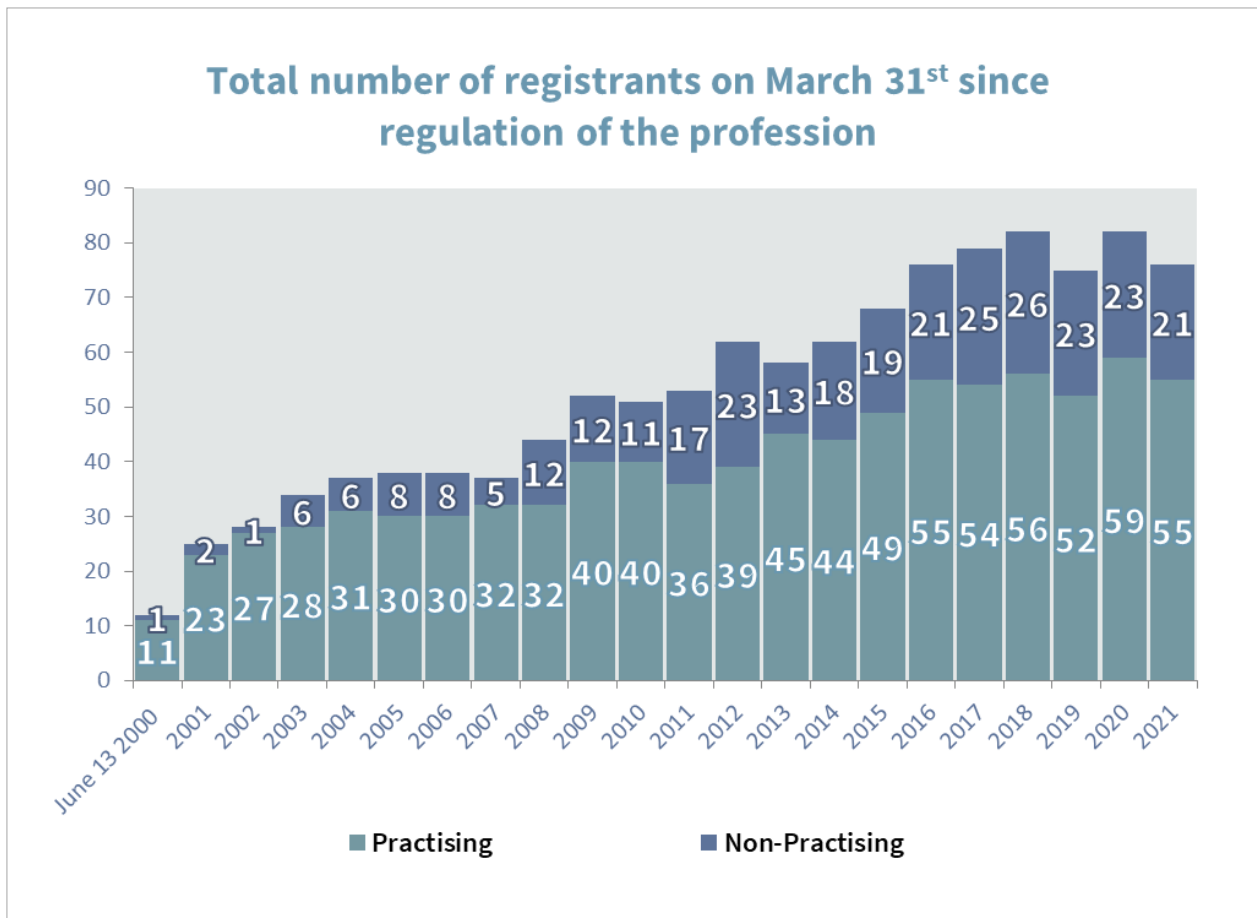
9 Register Changes

22 Non-practising

8 Resignations

10 Students

3 New Registrants



Committee Composition

Committee to Select Public Representatives

Chairperson: Kate McIntyre, Women's Health Clinic (term began August 2020)

Chairperson: Nadine Sookermany, Women's Health Clinic (term ended July 2020)

Juliette Adetudimu, RM

Sandra Howard, RM, Appointed KD Representative

Bibianne LaFleche, Appointed Public Representative

Lorie Peters, Appointed Public Representative

Kagike Danikobidan

Chairperson: Sandra Howard, RM (effective September 2021)

Darlene Birch, RM (NON-PRAC.), Elder and former chairperson

Rachel Bach, Student Representative (term began September 2020)

Melissa Brown, RM (NON-PRAC.)

Linda Chartrand, Appointed Community Representative (term began September 2020)

Darlene Mulholland, Appointed Community Representative (term ended September 2020)

Nathalie Pambrun, RM (NON-PRAC.) (term ended August 2020)

Laura Wiebe, RM (term began October 2020)

Ingrid Wood, Appointed Community Representative (term began September 2020)

Doris Young, Elder (Alternate) (term began September 2020)

Complaints Committee

Chairperson: Heidi Demers, RM (term began January 2021)

Darlene Birch, RM (NON-PRAC.), Appointed KD Representative, Elder Advisor

Janice Erickson, RM (NON-PRAC.), Registrar, *ex-officio*

Jenna Mennie Clarke, RM, (term ended October 2020)

Lorie Peters, Appointed Public Representative

Erin Vosters, RM (term began December 2020)

Executive Committee

Chairperson: Cara McDonald, RM (term began October 2020)

Chairperson: Gina Mount, RM (term ended October 2020)

Alison Beyer, Appointed Public Representative

Darlene Birch, RM (NON-PRAC.) (term ended October 2020)

Erin Vosters, RM (term began October 2020)

Laura Wiebe, RM (term began October 2020)

Board of Assessors

Chairperson: Janet Macaulay, RM

Juliette Adetudimu, RM (term began October 2020)

Tricia Guse, RM

Abigail Larson, RM

Krystal LeMoullec, Appointed Public Representative

Laura Wiebe, RM, Appointed KD Representative (term began January 2021)

Janice Erickson, RM (NON-PRAC.), Registrar, *ex-officio*

Inquiry Committee

Alison Beyer, Appointed Public Representative

Kristy Davies, Appointed Public Representative

Brianne Fortier-Turner, RM (NON-PRAC.)

Sandra Howard, RM

Joan Keenan, RM (deceased October 6, 2020)

Elaine Labdon, RM

Gina Mount, RM

Alfred Sankoh, RM

Rebecca Wood, RM

Standards Committee

Chairperson: Rebecca Wood, RM

Kelly Fitzmaurice, RM (term ended May 2020)

Lyn Hotchkiss, Appointed Public Representative

Elaine Labdon, RM

Geralyn Reimer, RM

Bethany Rempel, RM (term began October 2020)

Janice Erickson, RM (NON-PRAC.), Registrar, *ex-officio*

Quality Assurance Committee

Jennifer Akuamoah, RM (term began October 2020)
Susan Frank, RM
Marla Gross, RM (NON-PRAC.)
Nikki Ibbitt, RM
Stacey Lassnig, Appointed Public Representative (term began December 2020)
Danielle Laxdal, RM
Nathalie Pambrun, RM (NON-PRAC.), Appointed KD Representative (term ended August 2020)
Janice Erickson, RM (NON-PRAC.), Registrar, *ex-officio*

Nominations Committee

Gina Mount, RM (term ended October 2020)
Erin Vosters, RM (term began December 2020)
Janice Erickson, RM (NON-PRAC.), Registrar, *ex-officio*

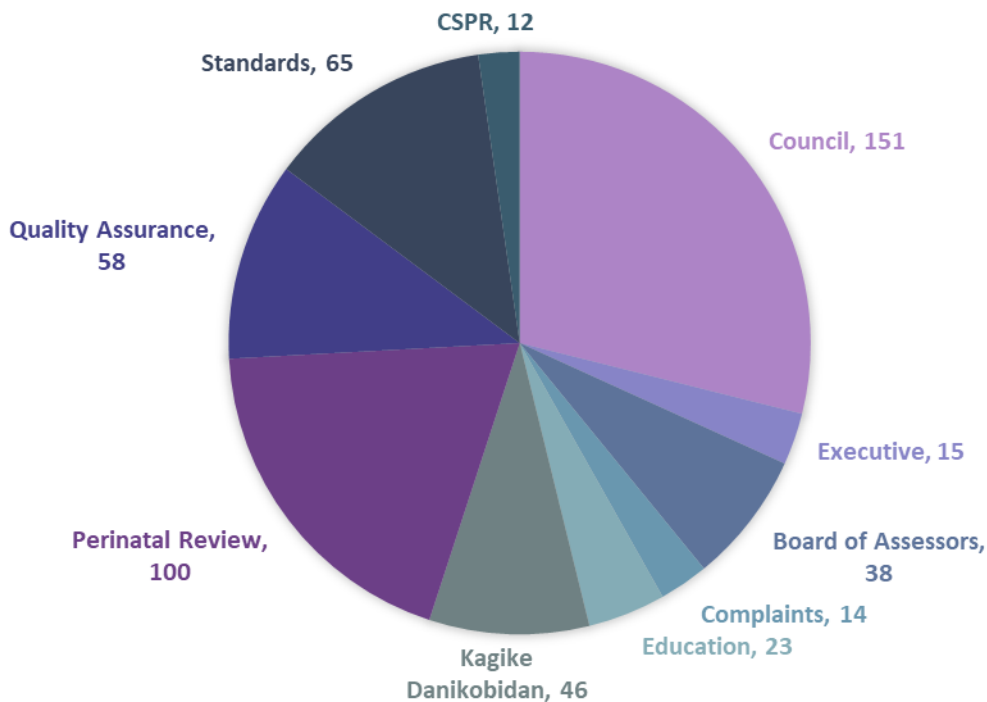
Perinatal Review Committee

Chairperson: Abigail Larson, RM
LingOu Chen, RM
Kelly Fitzmaurice, RM
Lara Petkau, RM
Dr. Fabiana Postolow, Neonatologist
Alfred Sankoh, RM
Megan Wilton, RM

Education Committee

Chairperson: Emily Weigelt, RM
Melissa Brown, RM (NON-PRAC.)
Kristy Davies, Appointed Public Representative
Marla Gross, RM (NON-PRAC.)
Sandra Howard, RM
Susie Penner, Appointed Public Representative
Janice Erickson, RM (NON-PRAC.), Registrar, *ex-officio*

Estimated Volunteer Hours: 520



As a self-governing profession and as mandated by the *Midwifery Act*, we depend on members to participate and contribute to Council and committees to ensure the CMM upholds the responsibilities of regulating midwifery in the interest of public safety. The continued growth of the profession is required to ensure that we can continue to meet these ever-growing demands.

Committee Reports

Committee to Select Public Representatives

The *Midwifery Act* mandates that 'public representatives' - persons who are not and never have been registered under the *Midwifery Act* and are not current members of a health profession regulated by an Act of the Legislature – are appointed to the Colleges' Governing Council and committees. Their role is to represent the best interest of the public in Council and committee decisions and is critical for protection of the public safety.

In 2020-21 the Committee to Select Public Representatives said farewell to Nadine Sookermany, member appointed by the Women's Health Clinic as specified by the *Midwifery Act* and welcomed Kate McIntyre, who accepted the role of Chairperson. The Committee reappointed Alison Beyer for a second term to CMM's Governing Council and appointed newly selected public representative Stacy Lassnig to CMM's Quality Assurance Committee.

Kagike Danikobidan “Bring Birth Back to the Community”

Number of meetings held: 4

Kagike Danikobidan (KD) Committee continued this year to represent the needs, perspectives and safety issues for Indigenous women and their families as they relate to midwifery by respecting and promoting Indigenous culture and

traditional teachings. KD's advice is guided by the *United Nations Declaration on the Rights of Indigenous Peoples* and the Truth and Reconciliation Commission: Calls to Action. KD works to strengthen and advocate for the rights and interests of women and their families and communities, from a foundation of gender and reconciliation while considering the unique educational, legal, health, social service, cultural, environmental and political forces affecting Indigenous persons. KD advocates for the restoration of midwifery education, midwifery services and choice of birth place for all communities.

KD continued to recognize that Indigenous communities in urban, rural, Northern and remote areas are at a disproportionate risk from COVID-19. The pandemic has heightened one of KD's longest standing concerns which is the safety of childbearing women in under-resourced areas combined with the persuasive policies of maternal evacuation from their communities for birthing. The already troublesome procedure of maternal evacuation, which has moms travelling away from family and community, often for extended periods of time, alone, to birth, results in isolation for both the woman and her family at a vulnerable time in their lives – a time that should be celebrated and joyful. Stress and emotional and mental health risks increase with the separations due to evacuation, and further compounded by the increased chance of exposure to COVID-19 while travelling and while away.

At the time of writing of this report the tragedy of unidentified burial sites throughout residential schooling system properties being unearthed was becoming evident. KD acknowledges the history of residential schools and the powerfully negative intergenerational effects on Indigenous people and their communities. We fully anticipate that the effects of these findings will be underscored in KD's work going forward as we expect that clients may be reliving the experience or experiences of their family members. We recognize that Elders that have provided strong support in their communities may themselves require support as everything is interconnected. In our collective experience from working within rural, remote and Northern communities and with Indigenous clients, midwives support their clients and the community often far above and beyond their role of maternity care provision as many support services are under resourced. We recognize that the effects of COVID-19 have further added to midwives' responsibility.

During the 2020-2021 fiscal year, KD met four times. KD was very pleased to confirm the appointment of Ingrid Wood as a Community Representative from St. Theresa Point First Nation. Ingrid is a First Nation woman who believes in carrying out traditions and values and preserving knowledge. At the same time, the Committee bade farewell to Darlene Mulholland, longtime KD Community Representative who provided her insight as an advocate for many in her role as a social worker throughout the North. We will miss Darlene's presence and fearless ability to highlight important issues. KD appointed Linda Chartrand as a Community Representative. Linda brings an RN's perspective from Opaskwayak Cree Nation. The Committee welcomed Rachel Bach as its newest Student



The art of Cynthia Fontaine, initial youth member of Kagike Danikobidan, poignantly conveys the hopes and aspirations of Indigenous women and families in Manitoba to “bring birth back.”

Member. Rachel is a Manitoba resident and 4th year student in Ontario's Ryerson Midwifery Program and is taking part in her clinical placement at the Mount Carmel Clinic in Winnipeg. The pandemic necessitated that all meetings be held online which did pose some challenges from time to time.

The work of KD over the year included conceptualization of a meaningful preamble for the KD *Terms of Reference* which had been refreshed and approved previously. The Committee is finalizing wording for a preamble which includes the historical context of the formulation of Kagike Danikobidan; the creation of this standing committee to meet the need of ensuring equity of Indigenous care providers and

support the enrichment of birth capacity within communities, to build on the rich history of the first Indigenous midwives who worked in their communities.

KD also, at Council's request initiated drafting an additional section for the CMM's Response to the Truth and Reconciliation Commission Calls to Action that speaks to the importance of working to keep mothers/families and babies together in light of the pervasive injustice of child apprehension. Sheila Sanderson, an original Midwifery Implementation Council appointee (in the early '90's) has lent her knowledge and support in the drafting process thus far. KD will continue its work to determine what alternatives to birth alerts exist.

After much anticipation KD is elated by the formal announcement by the University of Manitoba to begin delivery of a new bachelor's degree program in midwifery. Six students are to enter the program each year, beginning in September 2021, with half of the seats being designated for Indigenous students. The program has a special focus on Indigenous practices to address the need for midwives in northern and remote communities. KD has the highest hopes that the success of this program will enable improvements in the process of repatriation of birth with greater numbers of midwives working alongside those already working so meaningfully within the communities.

Members of KD have continued to hold positions on the National Aboriginal Council of Midwives, the CMM, the Canadian Association of Midwives, the FNIHB-funded Manitoba Midwifery Initiative at OCN, the Canadian Institute of Health's Resource Project

“Welcoming the Sacred Spirit (child)”, *Zaagiidiwin* doula training, and the University of Manitoba's Midwifery Education Program faculty.

In closing KD is pleased to report that CMM was able to hire Katie Lynch, a graduate student of Archival Studies at U of M in a summer position to research the CMM archival documents and compile a reporting of the historical underpinnings of KD as a standing committee of the CMM. This information will be valuable when KD is able to reach out to communities and those that had been consulted with regards to midwifery service needs for communities, including a plan for an education program for Indigenous midwives. It will be a way for the KD and the CMM to 'give back' to those who so freely gave of their collective insight, wisdom and experience.

Board of Assessors

Number of meetings held: 6

The Board of Assessors reviews and decides on applications for registration. The Board of Assessors has the authority to issue, revoke, refuse or apply terms, conditions and limitations to an application for Registration as a Member of the College of Midwives of Manitoba. It has the authority to direct the registrar regarding registration and renewal of registration. The Board of Assessors registered three new members in 2020-2021. In the first quarter of 2020-21 the Board of Assessors approved a number of policies related to Initial Registration, Exam Candidate Registration and Emergency Registration to help ensure the CMM was able to continue to register new or returning midwives during the pandemic.

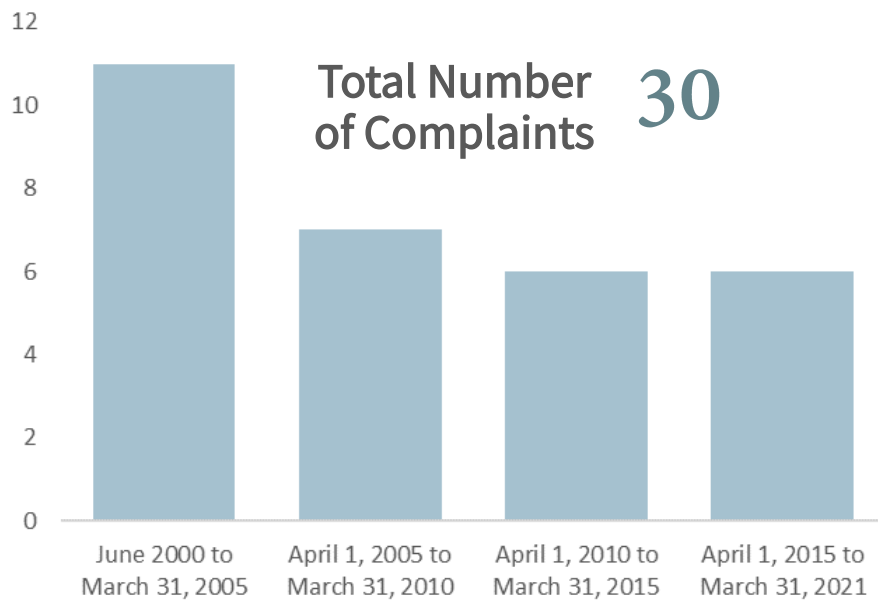
Complaints Committee

Number of meetings held: 3

The purpose of the Complaints Committee is to ensure protection of the public interest by considering and acting upon complaints submitted to the College of Midwives of Manitoba about a midwife's professional competence or conduct. The Committee reviews

and manages complaints about midwives' and former midwives' actions according to the Complaints Procedures Manual, establishes policies and procedures to direct the actions of CMM or its staff with respect to complaints, and reviews and updates all policies and documents of CMM with regard to the process of responding to complaints.

History of complaints received in the past 20 years....



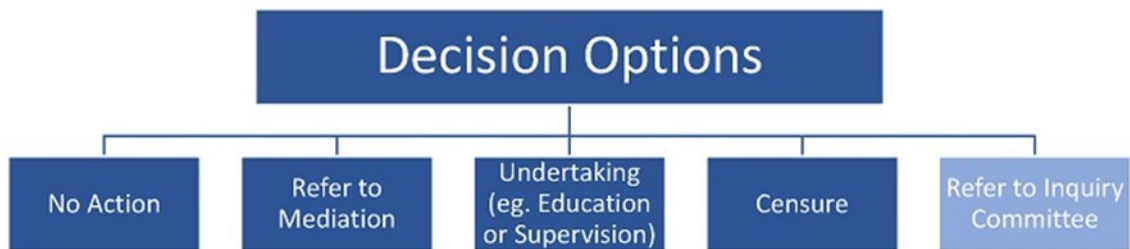
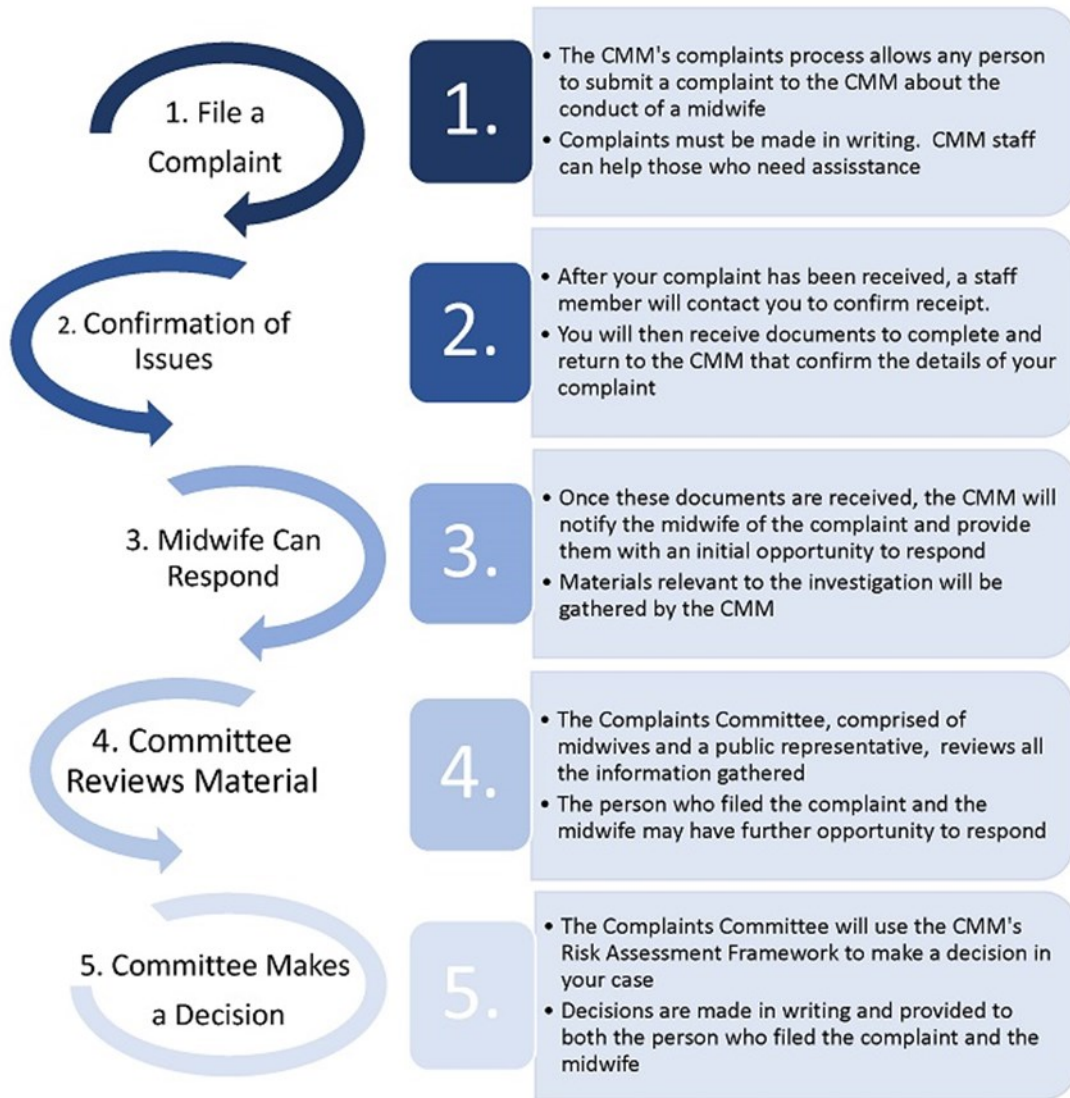
Decisions

- 17 Education/signed undertaking
- 11 Dismissed/no action
- 2 Carried over to 2021
- 0 Censures
- 0 Referred to Inquiry Hearing
- 0 Referred to Mediation

Referral Sources

- 7 Member of CMM
- 6 Registrar
- 10 Client
- 7 Employer or other Healthcare Provider

CMM Complaints Process



Other than a decision to refer the complaint to the CMM Inquiry Committee, a complainant may appeal a decision of the Complaints Committee. Appeals are addressed to the Council of the CMM.

Inquiry Committee

In accordance with section 32 of the *Midwifery Act*, Council must appoint an Inquiry Committee. Upon referral of a complaint from the Complaints Committee to the Inquiry Committee, the chairperson selects a panel of five (5) from the Inquiry Committee members appointed by Council. The panel is selected to meet the composition required under section 32 (2) of the *Act*. No cases were referred to the Inquiry Committee this year and therefore the Committee did not meet in 2020/21.

Education Committee

Number of meetings held: 3

The Education Committee recognizes the value of appropriate, high-quality education programs. The Committee reviews, advises and makes recommendations to Council regarding approval

of midwifery education and bridging/gap training programs.

The Education Committee sets the requirements for approval of midwifery education programs and midwifery bridging/gap training programs and sets the processes for ensuring those requirements are met and maintained, advocates for equity in midwifery education programs and establishes a process for requalification for registrants/previous registrants who do not meet currency requirements.

Standards Committee

Number of meetings held: 7

The purpose of the Standards Committee is to set the minimum practice standards of the members of the College of Midwives of Manitoba (CMM). All documents developed and revised by the



Photo credit: Stephanie Abgrall Photography

Standards Committee must receive final approval by Council.

The duties of the Standards Committee include:

- Develop and review code of ethics, standards, guidelines and other documents related to the practice of midwifery.
- Assist in members’ understanding and implementation of standards.
- Maintain current records of all standards, guidelines etc., which are kept at the CMM and made available to members.
- Inform members as soon as practical of any changes to standards.
- Adhere to the policies for regular review and revision of the standards of the CMM. Reviews and revisions are based on current literature and consideration of midwifery practices elsewhere in Canada as well as other parts of the world and be reflective of the public interest.
- Adhere to equity principles of the CMM.

Standards, Policies and Guidelines

Revised: 6

- Guideline on Discontinuing Care with a Client
- Standard for When the Client Requests Care Outside of the Midwifery Standards of Practice
- Standard for Consultation and Transfer of Care

- Standard for Use of a Second Attendant
- Standard on Interprofessional Collaborative Care
- Standard on Providing Care to Related Persons

Scheduled for Development: 3

- Statement on Providing Care to Clients with a High Body-Mass Index
- Statement on Anti-Racism
- Guideline on Social Media

Rescinded: 2

- Standard on Practice Protocols
- Guideline for Providing Care to Women with a High Body-Mass Index

Under Review: 1

- Guideline for Water Immersion in Labour and Birth

Scheduled for Review: 4

- Standard on Handling of the Placenta
- Standard on Record-Keeping
- Model of Practice
- Policy on Blood-Borne Infection

Other work

- New Registrant Year Completion Survey

Quality Assurance Committee

Number of meetings held: 6

The Quality Assurance Committee enhances the quality of midwifery care in Manitoba by developing and overseeing the Quality Assurance Program of the CMM.

The Quality Assurance Committee maintains the Standard on Quality Assurance and its components and administers them as a means of promoting high standards of midwifery care, which includes maintaining a process for regular or random assessments of the professional performance of its members. The Committee also recommends continuing competency requirements and develops the criteria, requirements, policies and procedures for certification processes or programs for advanced or additional skills.

In September 2020 two midwives were selected to participate in the random practice assessment process. Those selected completed a self-assessment questionnaire and submitted five client charts for a chart audit. The QA Committee collected feedback from participants and the Assessors and will review this information to make any necessary adjustments prior to its next selection of members in the fall of 2021.

The QA Committee works continuously to keep up with best practice in quality assurance programs. The registrar participates in both a provincial health regulators forum, and a national midwifery forum related to QA processes. Each of these forums is currently leading a project which we anticipate will help to further develop the CMM QA program in the

areas of interprofessional collaboration and self-assessment.

The Committee is also currently working towards making revisions to the 5-year currency requirements.

Perinatal Review Committee

Number of meetings held: 4

The Committee continued its work conducting case reviews. In each case review the member(s) who refer the case is presented with a communication outlining the Committee's findings, which includes recommendations for education in areas of case management when the review indicates. Oftentimes, cases involving prematurity, submitted in accordance with the *Perinatal Review Criteria for Case Review*, demonstrate that services provided by the member(s) are fully in accordance with the midwifery standards of practice, including mandatory consults and transfers of care to other healthcare providers and as such result in no recommendations being provided.

The Committee assessing its procedures with a view to processing cases more efficiently beginning early in 2021-2022.

2020-2021 by the Numbers

Case Submissions	10
Referral Sources: Midwives	10
Completed/Closed*	15
In Progress	23
Pending	16

* Includes case submissions from 2018 and 2019

**COLLEGE OF MIDWIVES OF
MANITOBA**

Financial Statements
For the year ended March 31, 2021

COLLEGE OF MIDWIVES OF MANITOBA
Financial Statements
For the year ended March 31, 2021

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Independent Auditor's Report

To the Members of College of Midwives of Manitoba

Opinion

We have audited the financial statements of College of Midwives of Manitoba (the College), which comprise the statement of financial position as at March 31, 2021, and the statement of changes in net assets, statement of operations and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

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

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO Canada LLP

Chartered Professional Accountants

Winnipeg, Manitoba
June 16, 2021

COLLEGE OF MIDWIVES OF MANITOBA
Statement of Financial Position

March 31 2021 2020

Assets**Current Assets**

Cash and bank	\$	73,713	\$	46,238
Grant and accounts receivable		8,284		3,107
Prepaid expenses		4,271		4,963
		86,268		54,308

Restricted investments (Note 3)

66,366 65,129

Property, equipment and intangible assets (Note 4)

4,183 5,451

\$ 156,817 \$ 124,888

Liabilities and Net Assets**Current Liabilities**

Accounts payable and accrued liabilities (Note 6)	\$	47,163	\$	26,994
Deferred revenue from registration fees and other		21,473		23,268
		68,636		50,262

Commitments (Note 7)**Net Assets**

Unrestricted	10,112		(2,502)
Internally restricted for complaints and investigations (Note 8)	78,069		77,128
	88,181		74,626
	\$ 156,817		\$ 124,888

Approved on behalf of Council:


_____ Director


_____ Director

The accompanying notes are an integral part of these financial statements.

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**COLLEGE OF MIDWIVES OF MANITOBA
Statement of Changes in Net Assets**

For the year ended March 31, 2021

	<u>Unrestricted</u>	<u>Internally Restricted</u>	<u>2021 Total</u>	<u>2020 Total</u>
Net assets , beginning of year	\$ (2,502)	\$ 77,128	\$ 74,626	\$ 78,116
Excess (deficiency) of revenue over expenses for the year	<u>12,614</u>	<u>941</u>	<u>13,555</u>	(3,490)
Net assets , end of year	<u>\$ 10,112</u>	<u>\$ 78,069</u>	<u>\$ 88,181</u>	<u>\$ 74,626</u>

The accompanying notes are an integral part of these financial statements.

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COLLEGE OF MIDWIVES OF MANITOBA
Statement of Operations

For the year ended March 31	2021	2020
Revenue		
Province of Manitoba		
Manitoba Health and Seniors Care	\$ 171,100	\$ 171,100
Other	9,180	-
Registration fees	120,557	125,840
Interest and other	1,169	5,362
	<u>302,006</u>	<u>302,302</u>
Expenses		
Administration	267,958	270,061
Amortization	3,257	3,086
Governance - Council and Committees	17,236	32,645
	<u>288,451</u>	<u>305,792</u>
Excess (deficiency) of revenue over expenses for the year	\$ 13,555	\$ (3,490)

The accompanying notes are an integral part of these financial statements.

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COLLEGE OF MIDWIVES OF MANITOBA
Statement of Cash Flows

For the year ended March 31	2021	2020
Cash Flows from Operating Activities		
Excess (deficiency) of revenue over expenses for the year	\$ 13,555	\$ (3,490)
Adjustments for item not affecting cash		
Amortization	<u>3,257</u>	3,086
	16,812	(404)
Changes in non-cash working capital balances		
Grant and accounts receivable	(5,177)	47,631
Prepaid expenses	692	(142)
Accounts payable and accrued liabilities	20,169	(15,025)
Deferred revenue from registration fees and other	<u>(1,795)</u>	<u>(10,073)</u>
	30,701	21,987
Cash Flows from Investing Activities		
Purchase of capital and intangible assets	<u>(1,989)</u>	(1,171)
Cash Flows from Financing Activities		
Change in restricted investments	<u>(1,237)</u>	(1,201)
Net increase in cash and bank during the year	27,475	19,615
Cash and bank, beginning of year	<u>46,238</u>	26,623
Cash and bank, end of year	\$ 73,713	\$ 46,238

The accompanying notes are an integral part of these financial statements.

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COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2021

1. Nature of the Entity

The College of Midwives of Manitoba ("the College") is the regulatory body for the profession of midwifery in the Province of Manitoba, Canada. The Midwifery Act and the Midwifery Regulation of the Province of Manitoba set out the College's responsibilities.

The College is a non-profit College exempt from taxes under the Income Tax Act.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.

b. Revenue Recognition

The College follows the deferral method of accounting for contributions.

Registration fees revenue is recognized as revenue in the period that corresponds to the registration year to which they related.

Investment revenue is recognized as revenue in the year earned.

Restricted grants are recognized as revenue in the year in which the related expenses are incurred. Unrestricted grants are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

c. Property and Equipment

Capital assets are stated at cost less accumulated amortization. Amortization based on the estimated useful life of the asset is calculated as follows:

Computer equipment	5 years straight-line basis
Equipment	10 years straight-line basis
Furniture and fixtures	5 years straight-line basis

COLLEGE OF MIDWIVES OF MANITOBA Notes to Financial Statements

For the year ended March 31, 2021

2. Summary of Significant Accounting Policies (continued)

d. Intangible Assets

Intangible assets consist of computer software. Intangible assets are stated at cost less accumulated amortization. Amortization is recorded in the year the asset is available for use. Amortization based on an estimated useful life of the asset is calculated on a straight-line basis over a 3-year or 5-year period.

e. Pension Benefits

The College provides pension benefits to substantially all its employees. The College is described as a "matching employer" and its contribution towards the pension benefits is limited to matching the employees' contributions to the pension plan described in Note 9.

f. Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs are the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each statement of financial position date and charged to the financial instrument for those measured at amortized cost.

g. Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

3. Restricted Investments

Investments consist of redeemable guaranteed investment certificates bearing interest of 0.9% and 1.4%, and maturing in April 2021 and November 2021. Investments are restricted to fund net assets restricted for complaints and investigations.

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2021

4. Property, Equipment and Intangible Assets

	2021			2020		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
	Computer equipment	\$ 14,500	\$ 11,690	\$ 2,810	\$ 14,391	\$ 11,613
Equipment	3,165	2,634	531	3,165	2,501	664
Furniture and fixtures	5,578	4,736	842	4,825	4,525	300
Software	8,028	8,028	-	8,028	6,319	1,709
	\$ 31,271	\$ 27,088	\$ 4,183	\$ 30,409	\$ 24,958	\$ 5,451

5. Credit Facility

The College has a line of credit in the amount of \$36,000 with interest at prime plus 0.50% with effective rate of 2.95% at March 31, 2021. The line of credit is secured by assignment of guaranteed investment certificates. As at March 31, 2021, the line of credit is unutilized.

6. Accounts Payable and Accrued Liabilities

The College has government remittances payable of \$1,107 as at March 31, 2021 (\$525 in 2020).

7. Commitments

The College has an operating lease for its premises expiring in February 2024 with annual lease payments including common area costs of \$22,700 with annual increments.

The College has a service agreement for its registration software expiring in July 2022 with annual payments of \$11,025.

The College has a lease agreement for office equipment expiring in March 2022 with annual payments of \$4,548.

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2021

8. Internally Restricted Net Assets

The College has restricted net assets to fund complaints and investigations. These net assets are not available for other purposes without the prior approval of Council.

9. Pension Plans

Eligible employees of the College are members of the Healthcare Employees Pension Plan (a successor to the Manitoba Health Organization Inc. Plan) (the "Plan") that is a multi-employer defined benefit pension plan. Plan members will receive benefits based on highest average earnings and years of credited service.

Pension assets consist of investment grade securities. Market and credit risk on these securities are managed by the Plan by placing plan assets in trust and through the Plan investment policy.

Pension expense is based on Plan management's best estimates, in consultation with its actuaries, of the amount, combined with the contribution by employees, required to provide a high level of assurance that benefits will be fully represented by fund assets at retirement, as provided by the Plan. The funding objective is for employer contributions to the Plan to remain a constant percentage of employees' contributions.

Variances between actuarial funding estimates and actual experience may be material and any differences are generally to be funded by the participating members. The most recent actuarial valuation of the Plan as at December 31, 2019 indicated a solvency deficiency. Contributions to the Plan made during the year by the College on behalf of its employees amounted to \$11,457 (\$12,082 in 2020) and are included in the statement of operations.

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2021

10. Financial Risk Management

The College, through its financial assets and liabilities, is exposed to various types of risk in the normal course of operations. The College's objective in risk management is to optimize the risk return trade-off, within set limits, by applying integrated risk management and control strategies, policies and procedures throughout the College's activities. The following analysis provides a measurement of those risks at year end.

Credit Risk

Credit risk is the risk that one party to a financial instrument fails to discharge an obligation and causes financial loss to another party. Financial instruments which potentially subject the College to credit risk consist principally of cash and bank, investments and grant and accounts receivable. The College is not exposed to significant credit risk since cash and bank and investments are held with a credit union whereby funds on deposits are guaranteed, and grant and accounts receivable are due from government.

Liquidity Risk

Liquidity risk is the risk that the College will not be able to meet its obligations as they fall due. The College manages its working capital to ensure all its obligations can be met when they fall due. In addition, the College has access a line of credit.

11. Uncertainty Related to COVID-19 Issue

On March 13, 2020, the World Health Organization declared COVID-19 a global pandemic. This has had adverse impacts in Canada and on the global economy. As this continues, there could be further impact on the College. Management is actively monitoring the effect on the College's liquidity, financial position, and results of operations. Given the daily evolution of the pandemic and global responses to curb its spread, the College is not able to estimate fully the effects at this time.