

ANNUAL REPORT 22/23

College of Midwives of Manitoba





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 Manitoba government. This financial support is essential in enabling the College to fulfill its responsibilities while it continues to develop and grow as a regulatory body.

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About the College of Midwives of Manitoba

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

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.

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 (Rural)

Vice-Chairperson: Miriam Brown, RM – Elected Member (term began September 2022)

Vice-Chairperson: Erin Vosters, RM – Elected Member (term ended April 2022)

Vice-Chairperson: Alison Beyer – Appointed Public Representative

Sandra Howard, RM – Elected Member (Northern) (term ended October 2022)

Laura McIntosh, RM – Elected Member (term began September 2022)

Lorie Peters – Appointed Public Representative (Rural) (term ended October 2022)

Patricia Murphy – Appointed Public Representative (term began November 2022)

Alfred Sankoh, RM – Elected Member (Rural)

Laura Wiebe, RM – Appointed Kagike Danikobidan Representative

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

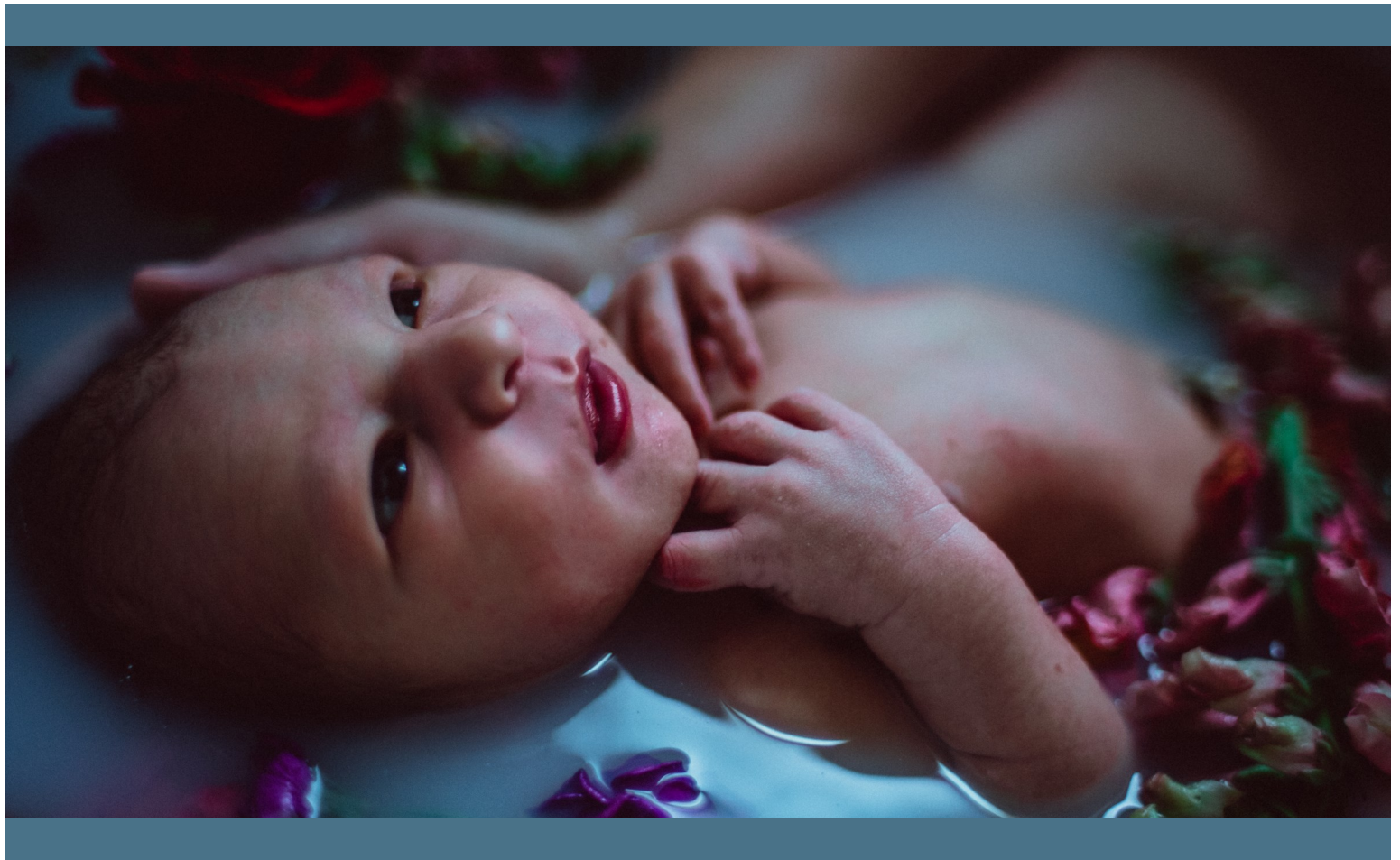
College Staff

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

Patty Eadie, BA, BSW – Executive Director

Lynda Highway – Administrative Officer

Charlotte Onski – Bookkeeper



Chairperson and Registrar's Report

Cara McDonald, RM – Chairperson and Janice Erickson, RM (NON-PRACT.) —Registrar

This year marked the conclusion of CMM's 2018-2022 Strategic Plan. Three key priorities were completed in the final year of this strategic plan.

Random Practice Assessment Process

After several years of development work, CMM implemented three important changes to the Random Practice Assessment (RPA) process. Firstly, the newly developed national self-assessment questionnaire was incorporated into the process. Secondly, the process was separated into two parts. Part I focuses on self-assessment and review of quality assurance requirements. Part II involves chart audits. This accommodated the third change, which was to increase the number of midwives selected to participate in the RPA from approximately 2% of eligible members to 20%. In the fall of 2022 nine midwives (instead of the customary two) were selected for the RPA. Seven midwives completed Part I and two completed the entire process. CMM's Quality Assurance Committee received valuable feedback on the new process and will continue to work on improvements prior to the next RPA in the fall of 2023.

Updated Midwifery Standards of Practice

In February 2023 the CMM approved the new Midwifery Standards of Practice. This streamlined and updated document replaces the previous Standards of Practice for Midwifery in Manitoba as well as several stand-alone standards. This new Standard adopts a more principles-based approach and defines expectations for midwives to practice competently, ethically and safely in all areas of their practice regardless of location, model or scope. By reducing its focus on the small details, the CMM is supporting midwives to work autonomously using their knowledge, skills and judgement across all areas of practice.

Proposed Revisions to the Standard on Currency of Practice

Finally, proposed changes to the five-year currency requirement were finalized in early 2023 and were distributed for member consultation. The newly revised standard provides increased flexibility to midwives while continuing to ensure they maintain their competency to practice. We anticipate the new standard will be implemented on July 1, 2023.

Having fulfilled the majority of priorities identified in our 2018-2022 Strategic Plan, Council undertook development of a new strategic plan to guide its work in 2023-2027. Council identified three priorities to focus on in the next five years. Within each priority Council identified specific objectives to guide the next steps.

Priorities and Objectives 2023—2027



Priority #1

Regulate midwifery care that is responsive to the needs of the public

Objective 1: Maximise public benefit

Objective 2: Support registration and retention of Indigenous midwives



Priority #2

Strengthen governance and operations

Objective 1: Continue to enhance capacity of Council and committee members

Objective 2: Enhance public and registrant engagement

Objective 3: Operational planning



Priority #3

Advance equity, diversity and inclusion (EDI)

Objective 1: Increase knowledge, understanding and best practices in EDI

Objective 2: Articulate core values for CMM

Objective 3: Develop a strategy for registration of internationally educated midwives

Membership Statistics

as of March 31st

57

Practising

24

Non Practising

6

Students

15

Register changes

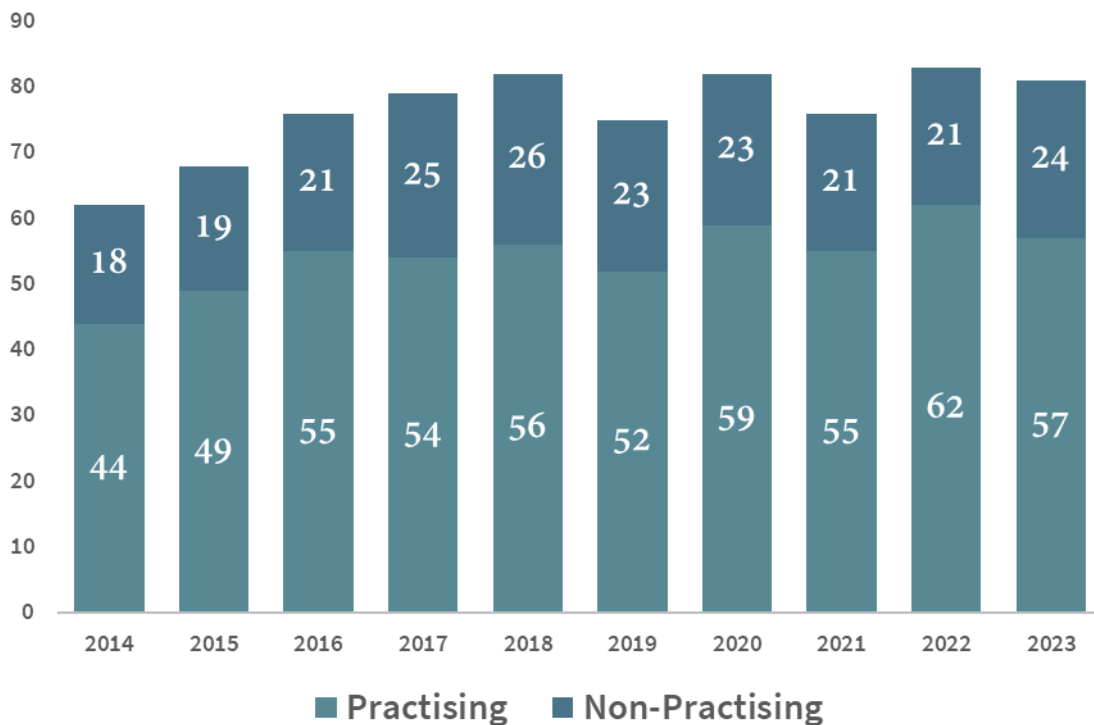
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Resignations

1

New Registrant

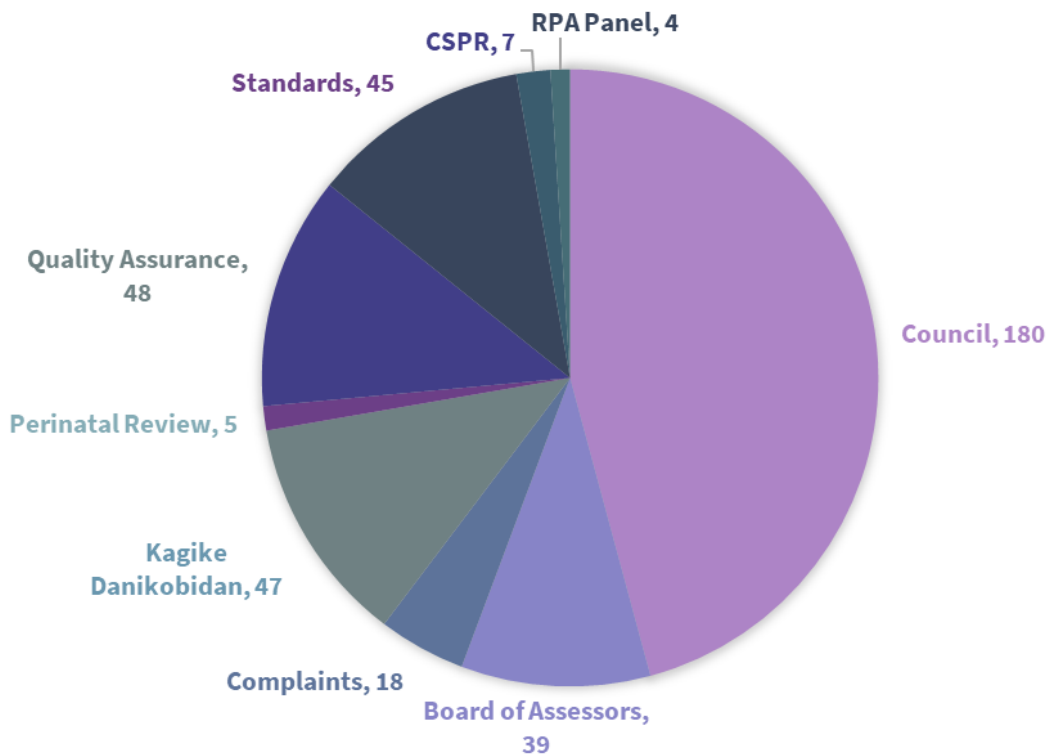
Total Number of Registrants Per Year: 2014-2023



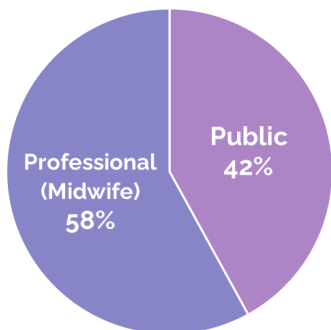
Committees of the College

As a self-governing profession and as mandated by the *Midwifery Act*, we depend on both professional (midwife) and appointed members of the public to participate and contribute to the committees of the College to ensure we uphold the responsibilities of regulating midwifery in the interest of public safety.

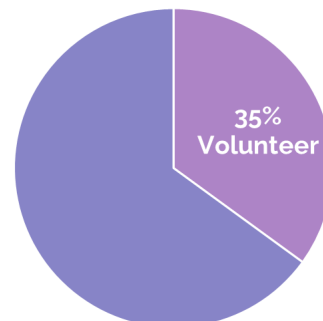
Estimated Volunteer Hours: 393



42% of persons that volunteered on CMM Council and/or one or more CMM committees were members of the public



35% of CMM's professional (midwife) members volunteered on CMM Council and/or one or more CMM committees. (CMM is currently one of the smallest health regulatory bodies in Manitoba with a total of 81 professional members in 2022-2023.)



Committee to Select Public Representatives

Chairpersons: Danielle Guenette, Women's Health Clinic (term began October 2022) and Kate McIntyre, Women's Health Clinic (term ended October 2022)

Juliette Adetudimu, RM

Sandra Howard, RM, KD Representative (term ended January 2022)

Bibianne LaFleche, Public Representative (term ended August 2022)

Lorie Peters, Public Representative

Laura Wiebe, RM, KD Representative (term began January 2022 and ended August 2022)

Kagike Danikobidan

Chairperson: Sandra Howard, RM (term ended September 2022)

Darlene Birch, Elder

Doris Young, Elder (Alternate)

Rachel Bach, RM (Student Member)

Melissa Brown, RM (NON-PRAC.)

Sarah DeLaronde, Community Member (term ended November 2022)

Evelyne Fischer, Community Member (term began September 2022)

Laura Wiebe, RM

Ingrid Wood, Community Representative

Complaints Committee

Chairperson: Heidi Demers, RM

Darlene Birch, KD Representative, Elder Advisor

Patricia Murphy, Public Representative (term began January 2023)

Lorie Peters, Public Representative (term ended January 2023)

Laura Wiebe, RM

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

Board of Assessors

Chairpersons: Maren Fidler-Kliwer, RM (term began September 2022) and Janet Macaulay, RM (term ended September 2022)

Juliette Adetudimu, RM

Tricia Guse, RM

Elaine Labdon, RM (term began September 2022)

Abigail Larson, RM (term ended September 2022)

Krystal LeMoullec, Public Representative (term ended May 2022)

Laura Wiebe, RM, KD Representative

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

Inquiry Committee

Alison Beyer, Public Representative

Brianne Fortier-Turner, RM

Sandra Howard, RM (term ended September 2022)

Elaine Labdon, RM

Stacey Lassnig, Public Representative

Rebecca Wood, RM

Standards Committee

Chairperson: Rebecca Wood, RM

Ashley Hayward, Public Representative

Elaine Labdon, RM

Geralyn Reimer, RM

Bethany Rempel, RM

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

Quality Assurance Committee

Chairperson: Jennifer Akuamoah, RM (NON-PRAC.)

Susan Frank, RM

Marla Gross, RM (NON-PRAC.)

Nikki Ibbitt, RM

Stacey Lassnig, Public Representative

Danielle Laxdal, RM

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

Nominations Committee

Miriam Brown, RM

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



Committee Reports

Committee to Select Public Representatives

Number of meetings held: 3

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 Council and committees of CMM. This is carried out by the Committee to Select Public Representatives (CSPR) which is established by s. 8(5) of the Act.

Public Representatives' role is to represent the best interest of the public in Council and committee deliberations and decisions and is instrumental for protection of public safety in the provision of midwifery services in Manitoba.

The Committee made one appointment this year to the CMM Council, which welcomed Patricia Murphy. Danielle Guenette returned to CSPR as the member appointed by Women's Health Clinic. The Committee and the CMM would like to extend sincere appreciation to the Public Representatives whose work on behalf of Manitobans regarding midwifery care concluded this year: Bibianne LaFleche for CSPR, Lorie Peters for Council and the Complaints Committee, Krystal LeMoullec for Board of Assessors, and Kate McIntyre, appointed by the Women's Health Clinic to CSPR. Thank you!

Kagike Danikobidan ("Always making grandparents")

The Standing Committee on Issues Related to Midwifery Care to Indigenous Persons established by the *Midwifery Act*.

Number of meetings held: 4

In alignment with CMM's strategic priority - protection of the public interest in the provision of midwifery services - support professional practice, KD's support for CMM's application for a project grant from Indigenous Services Canada, First Nations and Inuit Health Branch (FNIHB), Manitoba Region, was accepted and funded. FNIHB had provided an opportunity to apply for one-time funding for projects intended to help bring birthing back to, or closer to home, through increased access to a continuum of culturally safe prenatal, birthing and postpartum care services provided by Indigenous midwives and doulas. This CMM/KD project will enable preparatory research and consultation to determine the need and requirements for development of resources to support Indigenous Manitoba midwives as mentors, and newly registered Indigenous midwives working in Northern or remote areas, rural areas and urban centres. The work for this important project will take place in the 2023 – 2024 fiscal year.

A second highlight, and in keeping with this CMM strategic priority was KD's acceptance of an invitation from the University of Manitoba (Faculty of Health Sciences – College of Nursing – Dean) for an appointment as an Indigenous stakeholder group representative on its newly established Bachelor of Midwifery Program Advisory Council. This Council's purpose is to 'provide advice and guidance to the College of Nursing related to the currency, relevance and quality of its Bachelor of Midwifery Program'. As an advocate for Indigenous midwifery education the hope is strong that this will be a meaningful avenue by which KD can support positive outcomes for

The establishment of Kagike Danikobidan (KD) by the *Midwifery Act* preserved a place for the voices of Indigenous women in Manitoba who partnered in the recognition of midwifery and provided witness to the rich history of midwifery in Indigenous communities. KD strives to ensure the legacy of their valuable historic contribution and to address the ongoing issue of equity in access to midwifery education and services. Through Indigenous community and midwife representation, KD is committed to bringing a balanced perspective to deliberations and decisions of the College of Midwives of Manitoba (CMM).

The purpose of KD is to advise the CMM on issues related to midwifery care to Indigenous women. KD brings an Indigenous midwifery perspective that is centered in community knowledge, needs and values. Consideration is given to the unique educational, legal, health and social service, cultural, environmental and political forces affecting Indigenous women. Members of KD promote respect for Indigenous cultures and traditional teachings and work to strengthen, enhance and advocate for the rights and interests of communities from a foundation of gender and reconciliation. KD advocates for the restoration of midwifery education, the provision of midwifery services, and choice of birthplace, for all Indigenous communities, consistent with the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission.

Indigenous midwifery students in the education program, both in terms of an increased number of Indigenous students and student supports. The CMM also holds an appointed seat.

It goes without saying that KD's work would not be possible without the commitment and vision of its committee members. KD welcomed to its fold newly appointed community member Evelyne Fischer early in 2023, with a passion for Indigenous maternal health, and representing Northern Manitoba. Evelyne filled the vacancy created with the departure of community member Sarah DeLaronde in the fall of 2022. KD extends its appreciation to long-time committee member Sandra Howard, a northern Manitoba midwife who began her contribution to KD as a student representative in 2007 before becoming a midwife member, in the position of Chairperson prior to her retirement from the committee in late 2022. Thank you!

Board of Assessors

Number of meetings held: 6

The Board of Assessors reviews and decides on applications for registration and 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 (CMM). It has the authority to direct the Registrar regarding registration and renewal of registration.

The Board of Assessors monitored compliance of members' supervision plans, reviewed members' currency shortfalls and renewal of registration matters and registered one new member in 2022-2023.

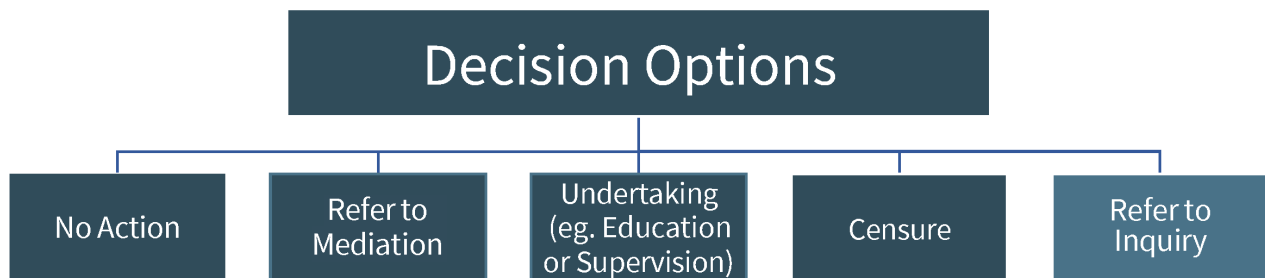
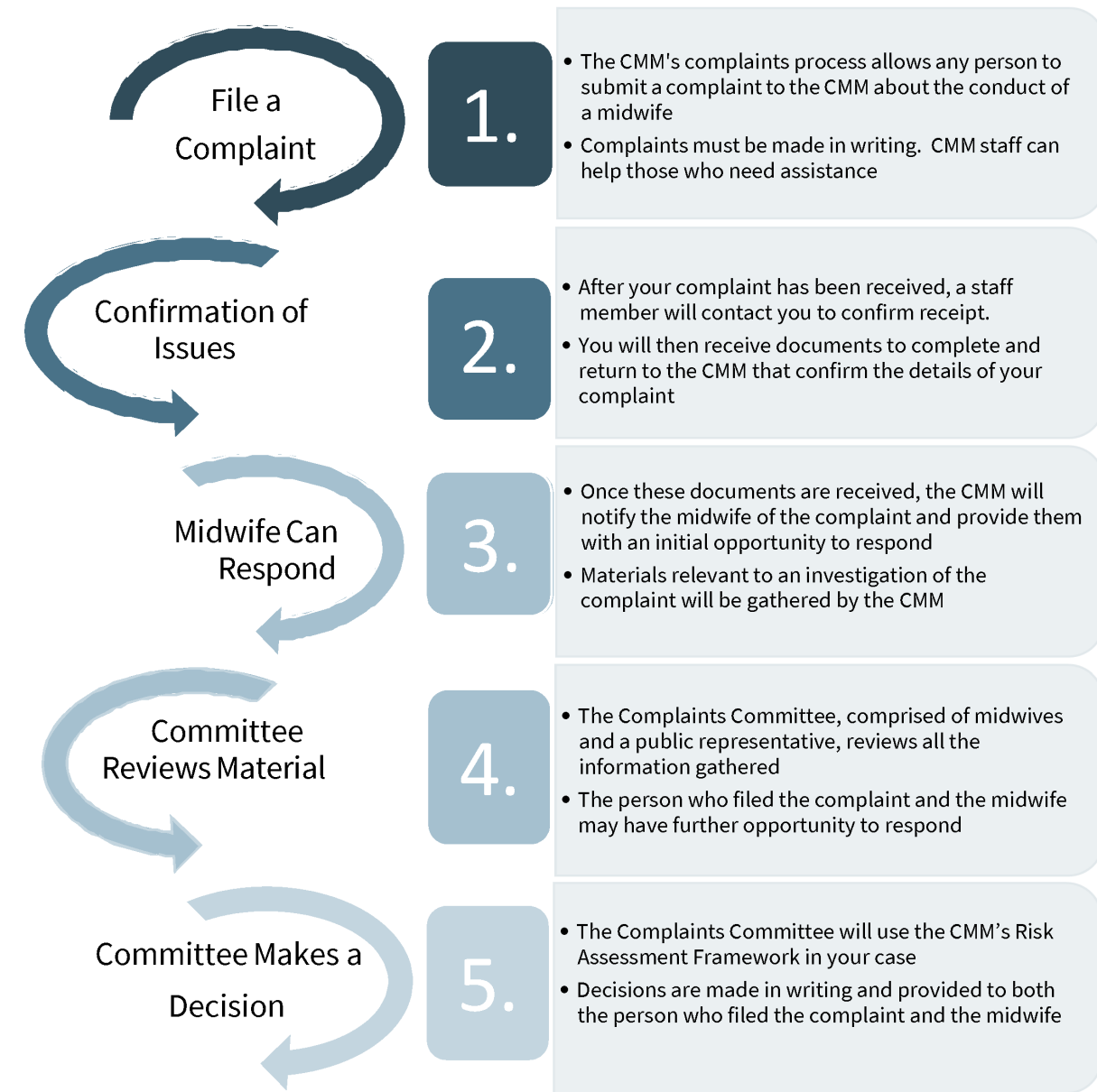
The Board of Assessors embarked on a review of CMM's Alternate Practice Arrangement process which was developed to support inter-professional care models and in response to requests from midwives for flexibility in the delivery of midwifery care. The review will determine its current relevancy, or what changes would be required to continue to best support multiple models of midwifery practice in Manitoba.

Complaints Committee

Number of meetings held: 3

The purpose of the Complaints Committee, established by s. 18 of the Midwifery Act is to ensure protection of the public interest by considering and acting upon complaints submitted to the College of Midwives of Manitoba (CMM) 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 regards to the process of responding to complaints.

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 s. 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 s. 32(2) of the Act. No cases were referred to the Inquiry Committee this year and therefore the Committee did not meet in 2022/23.

Standards Committee

Number of meetings held: 11

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 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.

Completed Work in 2022/23

- Midwifery Standards of Practice – implemented February 2023

This included incorporating and rescinding the following stand-alone documents:

Standard on Informed Choice	Guide on Non-allopathic Therapies
Standard on Continuity of Care	Guideline on Advertising for Midwives
Standard on Handling of the Placenta	Standard on Routine Practices Regarding Blood and Fluid-Borne Pathogens
Standard for Postpartum Care	Standard for Additional Training for Expanded Authority
Standard on Supportive Care	
Standard on Delegation and Standing Orders	Guideline for the Management of Third Stage of Labour
Definitions	

Currently Under Review:

- Standard for the Model of Midwifery Practice in Manitoba
- Definition/Scope of Practice of the Midwife
- Standards, Limits and Conditions for Prescribing Antihistamines or Drugs for the Management of Anaphylaxis
- Additional Skills Addendum to the Canadian Core Competencies for Midwives
- Standard for Obtaining and Maintaining Competency for Additional Skills in Midwifery

Quality Assurance Committee

Number of meetings held: 4

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

In October 2022 nine midwives were selected to participate in the random practice assessment process. Those selected for Part I of the process completed a self-assessment questionnaire and reported on how they met the components of the Standard on Quality Assurance. The two members selected for Part I and II of the process also submitted five client charts for a chart audit.

The Quality Assurance 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. Both forums currently lead projects which CMM anticipates will help to further develop the CMM QA program in the areas of interprofessional collaboration and self-assessment.

The Committee approved revisions to the Standard for Currency in Cardiopulmonary Resuscitation and the requirements for referral to CMM's Perinatal Review Committee. It also finalized revisions to the five-year currency requirements and sought membership feedback in March 2023. It is anticipated these changes will be implemented in 2023/24.

COLLEGE OF MIDWIVES OF MANITOBA

Financial Statements

For the year ended March 31, 2023

COLLEGE OF MIDWIVES OF MANITOBA

Financial Statements For the year ended March 31, 2023

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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, 2023, 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, 2023, 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, 2023

COLLEGE OF MIDWIVES OF MANITOBA
Statement of Financial Position

March 31	2023	2022
Assets		
Current Assets		
Cash and bank	\$ 119,651	\$ 78,724
Interest and other receivables	5,546	5,774
Contribution receivable	29,689	-
Prepaid expenses	6,926	5,391
	161,812	89,889
Restricted investments (Note 3)	67,592	67,162
Property, equipment and intangible assets (Note 4)	4,255	3,065
	\$ 233,659	\$ 160,116
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities (Note 6)	\$ 30,459	\$ 41,585
Deferred revenue from registration fees and other	82,818	32,219
Deferred contribution	29,689	-
	142,966	73,804
Commitments (Note 7)		
Net Assets		
Unrestricted	12,142	7,761
Internally restricted for complaints and investigations (Note 8)	78,551	78,551
	90,693	86,312
	\$ 233,659	\$ 160,116

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, 2023

	Unrestricted	Internally Restricted	2023 Total	2022 Total
Net assets , beginning of year	\$ 7,761	\$ 78,551	\$ 86,312	\$ 88,181
Excess (deficiency) of revenue over expenses for the year	4,381	-	4,381	(1,869)
Net assets , end of year	\$ 12,142	\$ 78,551	\$ 90,693	\$ 86,312

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	2023	2022
Revenue		
Province of Manitoba		
Manitoba Health	\$ 171,100	\$ 171,100
Registration fees	148,829	137,712
Interest and other	2,054	598
	<u>321,983</u>	<u>309,410</u>
Expenses		
Administration	306,305	291,649
Amortization	1,520	1,118
Governance - Council and Committees	9,777	18,512
	<u>317,602</u>	<u>311,279</u>
Excess (deficiency) of revenue over expenses for the year	\$ 4,381	\$ (1,869)

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	2023	2022
Cash Flows from Operating Activities		
Excess (deficiency) of revenue over expenses for the year	\$ 4,381	\$ (1,869)
Adjustments for item not affecting cash		
Amortization	1,520	1,118
	5,901	(751)
Changes in non-cash working capital balances		
Interest and other receivables	228	2,510
Contribution receivable	(29,689)	-
Prepaid expenses	(1,535)	(1,120)
Accounts payable and accrued liabilities	(11,126)	(5,578)
Deferred revenue from registration fees and other	50,599	10,746
Deferred contribution	29,689	-
	44,067	5,807
Cash Flows from Investing Activities		
Purchase of property, equipment and intangible assets	(2,710)	-
Cash Flows from Financing Activities		
Change in restricted investments	(430)	(796)
Net increase in cash and bank during the year	40,927	5,011
Cash and bank, beginning of year	78,724	73,713
Cash and bank, end of year	\$ 119,651	\$ 78,724

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, 2023

1. Nature of the Entity

The College of Midwives of Manitoba ("the College") is the 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 contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions 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, 2023

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 revenue 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 are restricted to fund net assets restricted for complaints and investigations. Investments consist of redeemable guaranteed investment certificates bearing interest of 1.50% and 3.85%, and maturing in April 2023 and November 2023, respectively.

COLLEGE OF MIDWIVES OF MANITOBA Notes to Financial Statements

For the year ended March 31, 2023

4. Property, Equipment and Intangible Assets

	2023			2022		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Computer equipment	\$ 17,210	\$ 13,670	\$ 3,540	\$ 14,500	\$ 12,533	\$ 1,967
Equipment	3,165	2,873	292	3,165	2,740	425
Furniture and fixtures	5,578	5,155	423	5,578	4,905	673
Software	8,028	8,028	-	8,028	8,028	-
	\$ 33,981	\$ 29,726	\$ 4,255	\$ 31,271	\$ 28,206	\$ 3,065

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 7.20% at March 31, 2023. The line of credit is secured by assignment of guaranteed investment certificates. As at March 31, 2023, the line of credit is unutilized.

6. Accounts Payable and Accrued Liabilities

The College has government remittances payable of \$498 as at March 31, 2023 (\$403 in 2022).

7. Commitments

The College has an operating lease for its premises expiring in February 2024 with annual lease payments including common area costs of \$24,900 with annual increments.

The College has a service agreement for its registration software expiring in June 2024 with annual payments of \$13,469.

The College has a lease agreement for office equipment expiring in April 2027 with annual payments of \$3,206.

COLLEGE OF MIDWIVES OF MANITOBA Notes to Financial Statements

For the year ended March 31, 2023

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, 2021 indicated a solvency deficiency. Contributions to the Plan made during the year by the College on behalf of its employees amounted to \$14,593 (\$13,679 in 2022) and are included in the statement of operations.

COLLEGE OF MIDWIVES OF MANITOBA Notes to Financial Statements

For the year ended March 31, 2023

10. Financial Instrument 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 contributions 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 contributions receivable are supported by a funding agreement.

Liquidity Risk

Liquidity risk is the risk that the College will not be able to meet its obligations as they fall due. Financial instruments which potentially subject the College to liquidity risk consist principally accounts payable. 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.



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