



Annual Report 2016 - 2017

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.



College of Midwives of Manitoba (CMM)

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Front Cover:

Sarah Harpe and Jason Davis are delighted to welcome Truman John Davis into their family. He was born on December 20, 2016 weighing 8lb 15oz and measuring 21.5". "Words can't fully express our gratitude to midwife Danielle Laxdal who gave us amazing care that went above and beyond. Thanks Danielle! A big thanks also to Dr. Christy Pylypjuk for all of her compassionate care and for making space for informed choice."

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CMM Mission

The purpose of the College 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.

Commitment to Equity

The College is committed to the goal of equity in the practice of midwifery which includes: providing service to women who historically have been under-represented or under-served by the health care system; and recruiting midwives with diverse backgrounds, experience and knowledge. Such recruits may drawn from groups including immigrants and newcomers to the province, visible minorities, Aboriginal persons, persons with disabilities, and persons who live in rural or remote communities.

College Staff

Janice Erickson, BA, RM - Registrar (Non-prac.)

Patty Eadie, BA, BSW- Executive Director

Kathy Kirby - Administrative Officer

Charlotte Onski - Bookkeeper

Governing Council of the College

Janice Erickson, RM (Non-prac.).....Registrar - Ex-officio

Gina Mount, RM.....Elected Council Member/Chairperson

Darlene Birch, RM.....Appointed Council Member (Kagike Danikobidan)

Joan Keenan, RM.....Elected Council Member

Tracey Novoselnik, RMElected Council Member

Thelma Mason.....Appointed Council Member (Kagike Danikobidan)

Carolyn Markmann.....Appointed Public Representative

Lori Peters.....Appointed Public Representative

Sandi Howard, RM.....Elected Council Member

Jenna Mennie-Clarke, RM.....Elected Council Member

Chairperson & Registrar's Report Gina Mount, RM & Janice Erickson, RM (Non-prac) Registrar

It is our pleasure to provide the annual Chairperson & Registrar's Report for the College of Midwives of Manitoba (CMM) for 2016-2017 fiscal year.

Registration

The members of the CMM are the backbone of our organization. As a self-governing profession, we depend on the participation of members to ensure the CMM upholds the responsibilities of the midwifery legislation. The continued growth of the profession is required to ensure we continue to meet these demands. On March 31, 2017 the College of Midwives of Manitoba (College) had 79 registered midwives (54 practicing and 25 non-practicing); this represents a net increase of three members. New members were registered via the Assessment and Gap Training Program for Internationally Educated Midwives here in Manitoba, the International Midwifery Pre-registration Program in Ontario, and from out-of-province midwifery education programs. In addition, we had 16 student members, which included Manitoba students in the McMaster Midwifery Education Program (MEP), as well as visiting students from other out-of-province midwifery education programs.

Highlights from the Governing Council

The CMM's role is to protect the safety of the public in the provision of midwifery services in Manitoba. The Council is the governing body of the CMM, and is composed of elected midwife members and appointed public representatives. The Council's responsibility is to manage and conduct the affairs of the College and exercises the rights, powers and privileges of the College. The Council does this work while striving to make decisions that positively impact users of midwifery care. The College is a committee-run organization that relies on its membership and arms-length appointed public representatives to make decisions and undertake the activities that make up the College's mandate. Decisions made at the committee level receive their final acceptance via the Council. The commitment that committee and Council members give is reflected in the excellent work done by the College members.

This year's Council members include: Gina Mount, RM, Jenna Mennie-Clarke, RM, Tracey Novoselnik, RM (ending October 2016), Joan Keenan, RM (beginning October 2016), Sandi Howard, RM (beginning January 2017), Carolyn Markmann (Appointed Public Rep), Lori Peters (Appointed Public Rep), Darlene Birch, RM (Kagike Danikobidan Rep) and Thelma Mason (Kagike Danikobidan Rep).

The Council has convened regularly this past year and this report contains some of the highlights of this year's accomplishments.

Regulation Amendments

At the tail end of this fiscal year, the proposed changes to the *Midwifery Regulation* and *Schedules (Schedule A - Laboratory and Diagnostic Tests and Schedule B - Medications and Devices)* were approved by government. These changes have been a long standing project of the Council of the CMM, and the Council is looking forward to implementing the changes in 2017-18. These amendments will help to ensure the provision of safe, timely and efficient care to midwifery clients. The new drugs and tests included in the amendments help to provide midwifery clients with access to necessary diagnostics and treatments of commonly occurring conditions in pregnancy. The first step of implementation of the amendments includes providing members with access to education modules related to expanded scope in *Schedules A and B*.

As members are aware, the education modules are now available online and should be completed by all practising midwives prior to September 1, 2017. The College of Pharmacists of Manitoba will be notifying its members of the upcoming changes, and the Drug Program Information Network (DPIN) will have been updated by then with the necessary changes. Once this transition is complete, the College may turn its attention to adding specific narcotics to the midwifery prescriptive authority. Changes to federal legislation were approved a number of years ago, and midwives in Nova Scotia and British Columbia both had narcotics included in their prescriptive authority in 2017. Education modules have been developed and are available nationally to those jurisdictions that plan on including narcotics in the midwifery prescriptive authority.

College of Midwives of Manitoba (CMM) Annual Report 2016-2017

Midwifery Education

Early in 2016 the midwifery community learned that the proposed University of Manitoba (U of M) and University College of the North (UCN) Joint Bachelor of Midwifery Education Program would not be proceeding. This was a significant loss for the growth of midwifery services in Manitoba, and a crisis for the students enrolled in the existing program. A considerable public campaign was mounted to secure an avenue for these students to continue their midwifery education. As a result, through the efforts of numerous stakeholders, arrangements were made for those students to be enrolled in the McMaster Midwifery Education Program (MEP) in Ontario, while still being based in Manitoba. These students have now completed their 2nd year, and are on track to graduate in 2019. This has been a victory for this cohort; however there is no plan yet for ongoing midwifery education in Manitoba. Without consistent access to graduates, the stability and sustainability of midwifery in Manitoba is threatened. The college makes every effort to educate and communicate with the Department of Education and Training about the concerns related to the lack of an education program and continues to stress the importance of educating indigenous midwives in Manitoba.

The College, with support from the Midwives Association of Manitoba (MAM), developed a midwifery information package which was provided to the Minister of Education and Training, as well as the Minister of Health, Seniors and Active Living on International Day of the Midwife this year (May 5, 2017). This information package contained information on several key areas:

- The demographics of midwives in the province as well as trends in registration and resignation;
- Demands for midwifery care and gaps in service, specifically in Northern and Indigenous communities;
- Gaps in access to registration, for example, lack of consistent education and gap training programs; and
- Lack of reliable data on midwifery outcomes.

It also made recommendations on increasing access to midwifery care in Manitoba that included:

- Creating a recruitment and retention strategy that includes plans for consistent growth and meaningful integration into all sectors of the health care system;
- Creating an avenue for consistent access to midwifery education that supports educating Indigenous midwives; and
- Legislation that is more responsive to changing needs of the profession and allowed for increase and flexibility in scope of practice.

The Office of the Minister of Education and Training has responded, and as a result, College staff and key Council and committee chairpersons will be attending a meeting with the Executive Director of Post-Secondary Education and Labour Market Outcomes on June 26, 2017.

Assessment and Bridging of Internationally Educated Midwives

2015-16 was the last year of the three-year funding agreement with Manitoba Health and Health Canada to deliver the pilot Assessment and Gap Training Program. Despite a successful three years, funding has not been provided for ongoing delivery of this program. The CMM is currently committed to offering the written portion of the assessment on a cost-recovery basis, and is exploring options for offering the clinical exam in Manitoba as well. Due to the small number of midwives that are eligible to proceed to gap training every year, the CMM is exploring the option of Manitoba candidates participating in gap training opportunities in Ontario.

We are pleased to report that with support from the International Midwifery Pre-registration Program (IMPP) in Ontario, eligible Manitoba candidates who have completed assessment in Manitoba are able to complete the IMPP Gap Training program. Candidates will need to attend the intensive portion of the training in Ontario, however they will be able to return to complete their clinical clerkship in Manitoba.

College of Midwives of Manitoba (CMM) Annual Report 2016-2017

Fair Registration Practices in Regulated Professions Act

The Office of the Manitoba Fairness Commissioner (OMFC) works with Manitoba regulators to ensure their registration practices comply with *The Fair Registration Practices in Regulated Professions Act*. One manner in which they do this is by undertaking a review of each college's registration practices. The review of the CMM's process began in 2016-17 and will be completed in the first half of 2017-18.

Despite setbacks to the assessment and gap training process for internationally educated midwives described earlier, the OMFC recognizes CMM's commitment to providing an avenue to assessment. The CMM was able to commit to several progress opportunities identified by the OMFC, which include some of the actions already taken in terms of working with the IMPP process, and engaging with government to raise awareness of the need for access to gap training.

Special Committee on Member Resolutions (SCMR)

In response to a resolution passed by members at the 2014 CMM Annual General Meeting, Council established a special committee to review the topics of continuity of care and practising in an alternate or limited spectrum of care. At the direction of the SCMR the Standards Committee made revisions to the *Standard for Continuity of Care* after it sought feedback from the full membership of the CMM. The revisions and clarifications were incorporated and the revised standard was approved by Council in March 2017. To address the issue of practising in an alternate or limited spectrum of care, the SCMR drafted the *Alternate Practice Arrangement (APA)* in 2015-16. The accompanying application form, decision tools and supporting documents continued to be developed during 2016-17.

We are pleased to report that the draft APA process was approved by Council in May 2017. Similar to the feedback process undertaken for the Standard for Continuity of Care, the APA process document will be circulated to all members. Opportunity for members to provide feedback will be open for 60 days. We anticipate any changes to the process incorporated as a result of this feedback will be completed by December 2017. If the changes are not significant the APA will be approved at that time, if significant changes are made, the APA process document will be circulated again for further feedback.

Manitoba Alliance of Health Regulatory Colleges (MAHRC)

The College continues to participate as a member of the *Manitoba Alliance of Health Regulatory Colleges (MAHRC)*. This group has engaged with many branches of government over the past year, including Manitoba Health regarding the roll out of the *Regulated Health Profession Act*, the Office of the Manitoba Fairness Commissioner regarding registration process reviews and reports, as well as the Manitoba Institute for Patient Safety regarding relevant safety initiatives. MAHRC also launched a public awareness campaign regarding the role of health regulatory bodies, and has established a continuing competency sub-committee.

Annual Public Meeting

This year the College participated in the International Day of the Midwife event organized by the Midwives Association of Manitoba and held at the Women's Health Clinic Birth Centre in Winnipeg. The event was attended by a number of members of the public, including internationally educated midwives interested in becoming registered in Manitoba. The College was able to provide information on the role of the College to the public, including regulation and the registration process in Manitoba.

Strategic Planning

The landscape of regulation continues to evolve therefore, last year Council embarked on a strategic planning process to develop a plan regarding how to best to identify and accomplish priorities within the current realities. Demands on the College are great, and seemingly are always growing. This year Council worked with a consultant in strategic planning to develop a three phase process for creating our strategic plan. This process will begin to be carried out in 2017/18.

College of Midwives of Manitoba (CMM) Annual Report 2016-2017

One priority that is administrative in nature is that staff has begun to investigate the potential for Registration Management Software. A number of options that are specifically designed for use by regulatory bodies are available. They vary in functionality, and price, therefore staff is endeavoring to find the right fit for our organization.

Acknowledgements

We want to take this opportunity to thank all the midwives, appointed public representatives and Kagike Danikobidan members who have dedicated their time and energy over the year by contributing to the various committees and governing Council of the College. Their thoughtful deliberation and decision-making helps to support high quality midwifery care in this province. Midwives in Manitoba provide outstanding, compassionate care to hundreds of families every year. We are proud to work alongside such a dedicated, passionate group of professionals.



He Hu, RM presented this lovely blanket to the CMM at the Annual General Meeting June 16, 2017.

Left to right: Janice Erickson, RM (Non-prac.) Registrar, Gina Mount, RM (Chairperson) and He Hu, RM.

Complaints Committee Report
Leah Walkty, RM (Non-prac) Chairperson

The Complaints Committee is charged with the duty of investigating formal complaints regarding the conduct of registered and previously registered midwives thought to be unprofessional, unsafe or unethical.

The College did not receive any complaints in 2016-17 for referral to the Complaints Committee. One complaint from previous years remains in process.

Information on the complaints process and how to lodge a complaint is posted on the College's website at <http://www.midwives.mb.ca/complaints.html>

Thank you to our committee members for all of their work!

Education Committee Report
Marla Gross, RM (Non-prac) Chairperson

Early in 2016 the midwifery community learned that the proposed Joint Bachelor of Midwifery Education Program (University of Manitoba and University College of the North) would not be supported and awarded funding. As a result, the Committee's priorities this year focused on participating in efforts to ensure that the current midwifery students could continue their midwifery education. In addition, the Committee developed a detailed information package to provide to the Minister of Education. It is hoped that this information will be considered as decisions about the future of midwifery education in Manitoba, with specific emphasis on access for Indigenous persons, is considered. The Committee continued to support and review the offering of the Assessment and Gap Training Program for Internationally Educated Midwives. The current funding for this program ends on March 31, 2017, and ongoing funding has not yet been confirmed. This has forced the Committee to begin to review options for access to cost recovery or out-of-province assessment and gap training for IEMs wanting to pursue registration as midwives in Manitoba. We would like to acknowledge Kari Hammersley, RM for her time, talent, and expertise given to the Committee! Her wit, strength of character and laughter will be dearly missed by all.

Board of Assessors Committee Report
Sheila Mills, RM Chairperson (to January 2017)
Janet Macaulay, RM Chairperson (beginning December 2016)

The Board of Assessors Committee approved four midwives for registration as practicing midwives this fiscal year, having applied to the College via various routes of education and experience. We have continued to review supervision of midwives and offer guidance.

The CMM's Assessment and Gap Training initiative has been put on hold while continued funding of the program is reviewed. The Board of Assessors is considering options for partnering with other programs should funding be discontinued.

The Board of Assessors is also reviewing policies and guidelines related to supervision and mentoring of new midwives and anticipates implementing changes in this area in 2017.

The Committee saw significant turnover in members this year due to expiration of terms, and welcomed several new members and an Appointed Public Representative. We would like to thank all members and Public Representatives for a year of work well done. A special thank you to Sheila Mills, RM, our outgoing Chairperson, for her 15 years of membership on the Committee and thoughtful guidance as Chair!

Standards Committee Report
Joelle Ross, RM (Non-prac) Chairperson

The Standards Committee is responsible for reviewing the practice standards of the College, conducting periodic practice audits and ensuring that the needs of the community are met by the College and its members.

Practice standards referred by the Committee and approved by Council this year:

- *Standard on Records and Record Keeping* (Revised October 2016)
- *Standard for Continuing Competency in Fetal Health Surveillance* (Revised January 2017)
- *Standard on Delegation and Standing Orders* (Issued January 2017)
- *Policy on Student Registration and Supervision* (Issued January 2017)
- *Standard on Continuity of Care* (Revised March 2017)
- *Code of Ethics* (Revised March 2017)
- *Guideline for the Management of the Third Stage of Labour* (Revised March 2017)

Documents referred by the Committee and currently under review of Council this year:

- *Guideline for Vaginal Birth After One Previous Low Segment Caesarean Section*

Priority practice standards/guidelines for consideration next year include:

- *Standard for Discussion, Consultation, and Transfer of Care*
- *Definitions and Standard on Practice Protocols*
- *Guideline on Hypothyroidism*
- *Guideline on Gestational Diabetes Mellitus*

The Standards Committee welcomed two new members this year, Geryl Reimer, RM and Rebecca Wood, RM. Thank you all Standards members for the fabulous work you did this past year!

Quality Assurance Committee Report
Rebecca Wood, RM Chairperson (To June 2017)
Ensieh Taeidi, RM Chairperson (Beginning March 2017)

The Quality Assurance Committee met at least quarterly over the past fiscal year and engaged in the following activities:

- Finalizing CMM's Statement and Response to Canada's Truth and Reconciliation Commission
- Organized a speaker for the 2016-2017 CMM Annual General Meeting for members regarding "Best Practices for Chart Review"
- In process: Review CMM Quality Assurance Audit Process and plan for 2017-18 random practice audit.

Thank you to Rebecca Wood, RM for her expertise over the years as Chairperson. The Committee would like to welcome Ensieh Taeidi, RM who has taken over as Chairperson and midwife Susan Frank as a new member on the Committee.

Perinatal Review Committee Report
Gisele Fontaine, RM (Non-prac) Chairperson

The objects of the Perinatal Review Committee are to

- Maintain and improve the quality of midwifery practice through case review;
- Ensure the adherence to midwifery standards primarily through education, rather than discipline;
- Explore policy and guideline development and make appropriate recommendations informed by evidence-based research;
- Function within the provisions of the CMM Pledge of Privacy and Confidentiality, protecting deliberations of this Committee;
- Contribute to relevant reports as requested;
- Liaise and collaborate with other agencies/professional bodies who have a role in improving the quality of obstetrical and neonatal care in Manitoba; and
- Make recommendations to the CMM Council as appropriate.

The Committee met three times this year to conduct case reviews. Five cases were submitted by midwives between April 1/16 and March 31/17, with four case reviews completed. Three case reviews had carried over from the previous year and were finalized this year. In each case a 'results' letter was issued to the midwife(s) involved, providing a summary of the review, and outlining the findings of the Committee, including recommendations for changes in case management if necessary. In some cases where improvements could be made by other professionals involved in a case, findings and recommendations are issued accordingly.

Sincere thanks are extended to Committee members who provide their time, energy, and expertise for such careful case reviews. The Committee has learned that long-time midwife member and chairperson, Gisele Fontaine, who had retired from midwifery practice recently will be tendering her resignation to the Committee early next year, and Dr. Ferd Pauls, who has provided steadfast support and insight over many years, as well. The passion of both of these individuals for the work undertaken has been inspirational.

Patty Eadie on behalf of Gisele Fontaine, RM

Chairperson

Committee to Select Public Representatives Committee Report
Trina Larsen, Chairperson

The Committee to Select Public Representatives recruited two new members as needed this year. Kristy Davies was appointed to the Education Committee in April 2016 and Krystal Le Moullec was appointed to the Board of Assessors Committee in January 2017. Thank you to our committee members who participated in the selection processes.

Kagike Danikobidan (KD) Committee Report
Freda Lepine, Chairperson
Darlene Birch, RM Co-Chairperson

The work of the Kagike Danikobidan Committee was realized this year through the participation of Committee members Darlene Birch, RM, on the governing Council and Standards Committee, Thelma Mason on the governing Council, Freda Lepine, with alternate Sandi Howard, RM on the Education Committee, and Sandi Howard, RM on the governing Council and Committee to Select Public Representatives. Many thanks are extended to these members for their invaluable insight and commitment.

Patty Eadie on behalf of

Freda Lepine, Chairperson

**Canadian Midwifery Regulators Council (CMRC)
Kris Robinson, RM Chairperson**

This year represents the 10th year that the College of Midwives of Manitoba (CMM) as the Secretariat, and appointed Chairperson Kris Robinson, RM, have had the privilege of fostering the activities of the CMRC. The focus has been on the refinement and submission of a proposal to *Human Resources and Skills Development Canada* (HRSDC) to fund a project that would enable conversion of the Canadian Midwifery Registration Exam (CMRE) to an online format.

For many years the CMRC has identified that the assessment and recognition of midwifery education programs in Canada is a priority. The CMRC continues to work collaboratively with Canadian Association of Midwives (CAMEd Committee) to reach respective mutual objectives in setting a high standard for midwifery education in Canada.

The CMRC has established a schedule of regular meetings to conduct its business, and met in-person in Victoria alongside the annual Canadian Association of Midwives (CAM) conference, thereby facilitating meeting with CAM, CAMEd and the National Aboriginal Council of Midwives (NACM) to communicate and share information on emerging issues and projects of our respective organizations.

The CMRC has continued refinement of its government structure with a view to approve next year, and has had educational meetings regarding use of a protected title with an organization that uses an advertises the title 'death midwife' in the work that it does regarding end of life processes.

Other initiatives this year have included:

- Finalization of the Letter of Professional Standing;
- International Work: Continued participation on the ICM Standing Committee for Regulation (confirmed 2016-2019) and two presentations (workshops) at the ICM World Congress Toronto 2017; and
- Continued participation in the next phase of CAM's development work with the Nurses and Midwives Association in the South Sudan which will involve strengthening their regulatory framework.

**COLLEGE OF MIDWIVES OF
MANITOBA**

Financial Statements
For the year ended March 31, 2017

COLLEGE OF MIDWIVES OF MANITOBA

Financial Statements
For the year ended March 31, 2017

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Independent Auditor's Report

To the Members of College of Midwives of Manitoba

We have audited the accompanying Schedule of Compensation ("Schedule") of College of Midwives of Manitoba and a summary of significant accounting policies and other explanatory information for the year ended December 31, 2016. This Schedule has been prepared by management based on The Public Sector Compensation Disclosure Act.

Management's Responsibility for the Schedule

Management is responsible for the preparation of the Schedule in accordance with The Public Sector Compensation Disclosure Act and for such internal control as management determines necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the Schedule based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Schedule is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Schedule. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Schedule, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the Schedule 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, made by management, as well as evaluating the overall presentation of the Schedule.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial information in the Schedule of Compensation of College of Midwives of Manitoba for the year ended December 31, 2016 is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist College of Midwives of Manitoba to meet the requirements of Section 2 of The Public Sector Compensation Disclosure Act. As a result, the Schedule may not be suitable for another purpose.

BDO Canada LLP

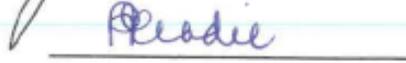
Chartered Professional Accountants

Winnipeg, Manitoba
June 16, 2017

COLLEGE OF MIDWIVES OF MANITOBA
Statement of Financial Position

March 31	2017	2016
Assets		
Current Assets		
Cash and short-term investments	\$ 73,100	\$ 54,492
Accounts receivable (Note 2)	48,675	63,313
Prepaid expenses	15,742	3,848
	<u>137,517</u>	<u>121,653</u>
Capital assets (Note 3)	<u>3,877</u>	<u>5,548</u>
	<u>\$ 141,394</u>	<u>\$ 127,201</u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities (Note 8)	\$ 38,909	\$ 42,313
Deferred revenue - membership fees	19,405	-
	<u>58,314</u>	<u>42,313</u>
Deferred Contributions		
Complaints and Investigation (Note 4)	71,745	71,145
Umbrella Health Legislation (Note 5)	4,600	4,600
Registration Software (Note 6)	2,500	2,500
Strategic Planning (Note 7)	1,900	4,300
	<u>80,745</u>	<u>82,545</u>
	<u>139,059</u>	<u>124,858</u>
Commitments (Note 11)		
Net Assets		
Net invested in capital assets	3,877	5,548
Unrestricted	(1,542)	(3,205)
	<u>2,335</u>	<u>2,343</u>
	<u>\$ 141,394</u>	<u>\$ 127,201</u>

On behalf of the Board:

 Director - chairperson
 Director - Executive

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

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

<u>For the year ended March 31</u>			<u>2017</u>	<u>2016</u>
	<u>Net Invested in Capital</u>	<u>Unrestricted Net Assets</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ 5,548	\$ (3,205)	\$ 2,343	\$ (2,028)
Excess of revenue (expenses) for the year	(2,314)	2,306	(8)	4,371
Invested in capital assets	643	(643)	-	-
Balance, end of year	\$ 3,877	\$ (1,542)	\$ 2,335	\$ 2,343

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	2017	2016
Revenue		
Manitoba Health - general operations	\$ 171,100	\$ 171,100
Manitoba Health - Health Workforce Secretariat - IEHPI Project 5	20,381	22,026
Health Canada (Manitoba Health) - IEHPI Project 5	-	52,305
Practicing, non-practicing and student members	98,199	95,914
Deferred revenue	2,400	11,900
Miscellaneous		
Other	5,713	125
	<u>297,793</u>	<u>353,370</u>
Expenses		
Administration	242,236	227,836
Governance		
Governing Council	12,095	11,509
Complaints Committee	7,376	13,148
QA Random Practice Audit	2,120	2,369
Standards Committee	2,080	2,018
Education Committee	1,979	2,469
Perinatal Review Committee	1,659	1,856
Public Representative Selection Committee	1,197	727
Quality Assurance Committee	1,125	1,074
Board of Assessors Committee	1,110	1,831
Kagike Danikobidan Committee	500	5,914
Health Canada (Manitoba Health) - IEHPI Project 5 and Manitoba Health - Health Workforce Secretariat	20,760	74,331
Amortization	2,314	2,373
Canadian Midwifery Registration Exam (CMRE)	1,250	1,544
	<u>297,801</u>	<u>348,999</u>
Excess of revenue (expenses) for the year	\$ (8)	\$ 4,371

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	2017	2016
Cash Flows from Operating Activities		
Excess of revenue (expenses) for the year	\$ (8)	\$ 4,371
Adjustments for		
Amortization	2,314	2,373
	<u>2,306</u>	6,744
Changes in non-cash working capital balances		
Accounts receivable	14,638	3,805
Prepaid expenses	(11,894)	(240)
Accounts payable and accrued liabilities	(3,404)	(12,099)
Deferred revenue	19,405	-
Deferred contributions	(1,800)	(8,316)
	<u>19,251</u>	(10,106)
Cash Flows from Investing Activities		
Purchase of capital assets	(643)	(1,960)
Net Increase (decrease) in cash and cash equivalents during the year	18,608	(12,066)
Cash and cash equivalents, beginning of year	54,492	66,558
Cash and cash equivalents, end of year	\$ 73,100	\$ 54,492

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, 2017

1. Nature of the Organization and Summary of Significant Accounting Policies

a. Nature of the Organization

The College of Midwives of Manitoba (CMM) is the regulatory body for the profession of midwifery in the province of Manitoba, Canada. It was established on June 28, 1997 when the provincial legislature gave Royal Assent to the Midwifery and Consequential Amendments Act. The CMM is a non-profit organization and is therefore exempted from income taxes.

b. Basis of Accounting

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

c. Revenue Recognition

The organization follows the deferral method of accounting for contributions which includes donations and government grants. 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.

d. Capital Assets

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

Furniture and fixtures	5 years straight-line basis
Computers	3 to 5 years straight-line basis
Equipment	10 years straight-line basis

e. 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 expenditures during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

**COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements**

For the year ended March 31, 2017

1. Nature of the Organization and Summary of Significant Accounting Policies (continued)

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.

2. Accounts Receivable

Included in accounts receivable is a GST rebate in the amount of \$1,765 (\$1,983 in 2016).

3. Capital Assets

	2017			2016		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Equipment	\$ 3,165	\$ 1,919	\$ 1,246	\$ 3,165	\$ 1,603	\$ 1,562
Furniture & fixtures	9,554	8,256	1,298	9,554	7,870	1,884
Computers	21,332	19,999	1,333	20,690	18,588	2,102
	\$ 34,051	\$ 30,174	\$ 3,877	\$ 33,409	\$ 27,861	\$ 5,548

4. Deferred Contributions - Complaints and Investigation

These deferred contributions represent restricted funding initially received from Manitoba Health, ongoing funding allocation from the Manitoba Health grant, members fees and interest earned on investments held for complaints and investigation proceedings.

	2017	2016
Balance, beginning of year	\$ 71,145	\$ 82,261
Amount recognized to offset expenses	-	(11,900)
Interest earned on investments	600	784
Balance, end of year	\$ 71,745	\$ 71,145

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2017

5. Deferred Contributions - Umbrella Health Legislation

These deferred contributions represent internally restricted funding for activities related to migration to the Regulated Health Professions Act as required by the Health Professions Regulatory Reform Initiative.

	2017	2016
Balance, beginning of year	\$ 4,600	\$ 4,600
Transfer from operations	-	-
Balance, end of year	\$ 4,600	\$ 4,600

6. Deferred Contributions - Registration Software

These deferred contributions represent internally restricted funding for the future purchase of a regulatory registration software package which will automate and streamline many of the member registration and registration renewal functions, including invoicing, receipting, emailing and producing reports.

	2017	2016
Balance, beginning of year	\$ 2,500	\$ 2,500
Transfer from operations	-	-
Balance, end of year	\$ 2,500	\$ 2,500

7. Deferred Contributions - Strategic Planning

These deferred contributions represent internally restricted funding for the costs associated with a strategic planning event, which is expected to occur in 2017.

	2017	2016
Balance, beginning of year	\$ 4,300	\$ 1,500
Transfer (to) from operations for staff and officer review process - update of Personnel policies and handbook	(2,400)	2,800
Balance, end of year	\$ 1,900	\$ 4,300

COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements

For the year ended March 31, 2017

8. Accounts Payable and Accrued Liabilities

The government remittances payable as at March 31, 2017 is \$ \$588 (Nil in 2016).

9. Pension Plans

During the year, the organization contributed \$10,213 (\$11,883 in 2016) on behalf of its employees.

Eligible employees of the organization 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 the length of service and on the average of annualized earnings during the best five years of the last ten years prior to retirement, termination or death, that provides the highest earnings.

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.

The most recent actuarial valuation of the plan as at December 31, 2015 indicated a solvency deficiency. The deficiency will be funded out of the current contributions in the subsequent years. Both employer and employee contribution rates are 7.9% of pensionable earnings up to the yearly maximum pensionable earnings limit (YMPE) and 9.5% on earnings in excess of the YMPE.

Effective April 1, 2015, the contribution rates increased to 8.9% (employer and employee portion) of pensionable earnings up to the YMPE and 10.5% (employer and employee portion) on earnings in excess of YMPE.

**COLLEGE OF MIDWIVES OF MANITOBA
Notes to Financial Statements**

For the year ended March 31, 2017

10. Financial Risk Management

The organization, through its financial assets and liabilities, is exposed to various types of risk in the normal course of operations. The organization'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 organization'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 organization to credit risk consist principally of accounts receivable, however the majority of this receivable is from the provincial government and therefore the risk is reduced.

Liquidity Risk

Liquidity risk is the risk that the organization will not be able to meet its obligations as they fall due. The organization maintains adequate levels of working capital to ensure all its obligations can be met when they fall due.

11. Lease Commitment

The organization has an operating lease for its premises at approximately \$1,650 per month with yearly increments to February 1, 2019.