



Ontario College of
Social Workers and
Social Service Workers

2019 ANNUAL REPORT

REACHING NEW HEIGHTS

VISION

The Ontario College of Social Workers and Social Service Workers strives for organizational excellence in its mandate in order to: serve the public interest; regulate its members; and be accountable and accessible to the community.

MISSION

The Ontario College of Social Workers and Social Service Workers protects the interest of the public by regulating the practice of social workers and social service workers and promoting ethical and professional practice.

JOINT MESSAGE FROM THE PRESIDENT AND THE REGISTRAR & CEO



Shelley Hale, RSW
President



Lise Betteridge, MSW, RSW
Registrar & CEO

REACHING NEW HEIGHTS

As the regulatory body for social workers and social service workers in Ontario, the Ontario College of Social Workers and Social Service Workers is committed to protecting the public interest. We fulfill our public protection mandate by ensuring that our members provide professional and ethical care and services, and that we are accountable to the public we serve.

In 2019, the College reached new heights in its mission to better serve Ontarians. We concluded our 2016-2019 Strategic Plan and accomplished many of the objectives within our four strategic priorities: strengthening stakeholder and public awareness; upholding ethical and professional practice; maintaining effective governance; and achieving regulatory effectiveness.

The College strengthened stakeholder and public awareness in 2019 with the launch of its first-ever public awareness campaign, “What’s in a name? Protection for you.” The public awareness campaign promotes awareness of the College and its Online Register of social workers and social service workers in Ontario. The campaign has proven highly effective and is resonating with Ontarians; to date, it has contributed to a four-percentage-point increase in public awareness of the College as well as a significant 70% increase in visits to the Online Register.

The College supported its members’ ethical and professional practice through a variety of programs and resources. In 2019, the College created its

ETHICS→A: Ethical Decision-Making Tool, along with supporting materials, to assist members in considering ethical issues and using their professional judgment. We leveraged technology, providing members with greater access to online resources such as webinars, livestreams and videos. We also developed cultural humility resources, helping members to develop and maintain an awareness of the ongoing issues and inequities that impact the clients they serve.

We maintained effective governance by promoting a culture of diversity, inquiry and accessibility. We approved bylaw amendments which increased the transparency of the Online Register and others which permitted the development of campaign guidelines for candidates running for election to Council. In 2019, the College conducted an accessibility audit of its digital platforms – and implemented key recommendations – to ensure these platforms are accessible to all Ontarians. We continue to work to ensure that our communications and materials are available in French as well as accessible to those living with disabilities.

The College took significant steps in its pursuit of regulatory effectiveness. We responded to public expectations for greater transparency by publishing our discipline decisions on CanLII, an open legal database. We increased our title protection efforts with pro-active media outreach and greater enforcement, including pursuing unregulated practitioners through the courts. And we implemented a Support Person Program to better serve individuals who may have been sexually abused by College members.

In 2019, the College welcomed the Honourable Todd Smith as the newly appointed Minister of Children, Community and Social Services. We also welcomed newly appointed public members of Council Karen Fromm and Faiza Khalid-Khan, RSW; and newly elected member Kenta Asakura, RSW. We would like to take this opportunity to say goodbye to public member of Council, Gerald Mak, and elected member Linda Danson, RSW. Thank you for your hard work and dedication.

Public protection is the guiding compass from which the College gets its direction. In the years ahead, we will continue to aspire to new heights in our mission to better serve and protect Ontarians.

2019 ACCOMPLISHMENTS

The strategic priorities listed below are taken from the College's 2016-2019 Strategic Plan:

STRENGTHEN STAKEHOLDER AND PUBLIC AWARENESS

Public

- Regularly engaged all stakeholders, including the Ontario public, to raise awareness of the College's public protection mandate.
- Updated the College website regularly, which included revisions to the Complaints and Discipline section.
- Increased total social media followers to 10,696 as of December 31, 2019, which represents a 51% increase over the previous year.
- Increased overall web traffic by 21% from 2018 to 2019, from 929,760 pageviews to 1,122,113 pageviews.
- Increased web traffic to the Online Register by 70% from 2018 to 2019, from 110,294 pageviews to 187,928 pageviews.
- Launched a multi-faceted public awareness campaign, "What's in a name? Protection for you," which has led to a four-percentage-point increase in public awareness.
- Continued proactive media outreach and communicated regularly with journalists to advise them of the College's role, the protected titles and the Online Register.

Members

- Increased overall membership to 22,491 (19,472 social work members, 2,765 social service work members and 254 dual members) as of December 31, 2019.
- Registered 1,818 social work members and 599 social service work members, including 1,093 new graduates, for a total of 2,417 new members.
- Attained a 95% rate of renewal of College members.
- Held Educational Forums for members in Sault Ste. Marie and Ottawa, attracting 65 and 150 attendees, respectively.
- Hosted more than 500 participants, and reached over 600 others via live webcast, at the 2019 Annual Meeting and Education Day (AMED).
- Published two issues of the *Perspective* newsletter on the College website which were distributed to members and other stakeholders via email.
- Distributed 99 eBulletins to members and other stakeholders on a range of regulatory and practice issues.

Employers & Educators

- Published four issues of the *Employer Communiqué* on the College website which were distributed to employers and other stakeholders via email; the *Employer Communiqué* had 576 subscribers as December 31, 2019.
- Hosted Employer Roundtable in Kingston.

- Continued the College’s employer outreach campaign, which included digital advertising and targeted messaging, to inform employers about the role of the College.
- Responded to inquiries from social work deans and directors and social service work coordinators regarding a range of regulatory and practice issues.

Government

- Leveraged government relations expertise to highlight the role of the College and its public protection mandate.
- Continued to engage government and other stakeholders on the regulations under the *Child, Youth and Family Services Act* and the regulation of Children’s Aid Society staff.
- Reached out to the Honourable Todd Smith to congratulate him on his appointment as Minister of Children, Community and Social Services.

UPHOLD ETHICAL AND PROFESSIONAL PRACTICE

- Provided 3,505 practice consultations to members, employers and the public, with the most common inquiries related to private practice, consent/confidentiality/duty to warn, and documentation.
- Responded to 403 Continuing Competence Program (CCP) inquiries.
- Achieved a 99.37% compliance rate in the 2018 CCP.

- Delivered 45 presentations to social work programs, social service work programs, and workplaces.
- Staffed a booth at five career fairs.
- Sent out student curriculum packages to all schools of social work and social service work programs for the third consecutive year.
- Launched the ETHICS→A: Ethical Decision-Making Tool, with accompanying video, to assist members in applying their professional judgment in particular practice scenarios.
- Developed the following Practice Notes: “ETHICS→A: Ethical Decision-Making Tool”; and “Cultural Humility: A Commitment to Lifelong Learning.”
- Presented the “Preparing for Private Practice” webinar to over 350 participants, to respond to a key area of interest for members.
- Sent an eBulletin to all members highlighting the 2019 AMED keynote speaker Dr. Jeffrey Ansloos’ call to action for members to read: *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*; the *Executive Summary of the Truth and Reconciliation Report*; and the *United Nations Declaration on the Rights of Indigenous Peoples*.

MAINTAIN EFFECTIVE GOVERNANCE

- Held Council elections in Electoral District Nos. 1, 2 and 5.
- Held election for Council’s Executive Committee and issued press release announcing results.
- Revised and approved several governance policies.
- Continued to leverage technology to enhance the work of Council and committees.
- Completed an accessibility review of the College website – which included the Online Register and *Perspective* microsite – and implemented key recommendations.
- Continued to provide French language services to applicants, members and the public.
- College Council made the following governance decisions:
 - To approve proposed revisions to governance policies B-001 (Governance Policy Template); B-009 (Role Description: Council Member); B-010 (Role Description: Committee Chair); B-014 (Council/Registrar Relations); and B-015 (Role Description: Registrar / Chief Executive Officer).
 - Not to approve proposed revisions to the College’s Policy on Per Diems and Expenses.

- To approve proposed bylaw revisions related to electronic practice, including Bylaws No. 114 (amending Bylaw No. 103 – Fees); 115 (amending Bylaw No. 36 – Elections); and 116 (amending Bylaw No. 21 – Statutory Committees).
- To approve proposed revisions to Bylaw No. 113 amending Bylaw No. 1 (Schedule 1 – Code of Conduct).
- To approve the Finance Committee’s proposed revisions to the College’s Long-Term Investment Policy which address ethical investing.
- To approve Bylaw No. 117, amending Bylaw No. 103 – Fees.
- To approve amendments to Bylaw No. 118 – Professional Corporations.
- To approve amendments to Bylaw No. 1 – General Bylaw.

ACHIEVE REGULATORY EFFECTIVENESS

Complaints and Discipline

- Supported the work of the Complaints and Executive Committees in conducting regulatory investigations and issuing decisions and reasons pursuant to the *Social Work and Social Service Work Act* (the Act); to that end, 192 matters were processed through intake, 70 new investigations were considered, 87 investigations were closed, and 83 decisions were issued.

- Supported the work of the Discipline and Fitness to Practise Committees in conducting regulatory hearings and pre-hearing conferences pursuant to the Act and the rules of procedure of the Discipline and Fitness to Practise Committees.
- Created a guide for witnesses testifying at Discipline Hearings: “Testifying at a Discipline Hearing: A Guide for Witnesses.”
- Implemented the Support Person Program, an arm’s length program to support victims of sexual abuse by College members.
- Created a Sexual Abuse webpage to provide information to the public about how the College handles complaints related to sexual abuse and advises of available resources.
- Investigated 116 matters relating to title protection, and pursued two unregulated practitioners through the courts for use of the protected titles and/or holding out as registered members of the College.
- Created a Mandatory Reporting Guide and Reporting Form, to be used by employers, members and other stakeholders to file mandatory and other reports with the College.
- Published Discipline Committee decisions and reasons as ordered by the Committee in the College’s official publication and website, and on CanLII (Canadian Legal Information Institute), a national case law database.
- Monitored member undertakings as well as orders from the Discipline and Fitness to Practise Committees.

Regulatory Outreach

- Engaged in ongoing and regular communication with other Canadian social work regulators around a range of matters, including registration and mobility, electronic and other practice issues, continuing competence, and complaints and discipline.
- Provided comments to: the Canadian Association of MAID Assessors and Providers on their guidance document, *Bringing Up Medical Assistance in Dying (MAID) as a Clinical Care Option*; the College of Nurses of Ontario with respect to their Governance Survey; the College of Psychologists of Ontario with respect to their consultation on the use of the title “Psychologist;” the Canadian Society of Medical Evaluators in relation to their Canadian Telemedicine/Virtual Care Regulatory Survey; the Ministry of Health and Long-Term Care on the College and its mandate; the College of Kinesiologists of Ontario regarding their Practice Guideline for Complementary and Alternative Therapies; and the College of Massage Therapists of Ontario on their draft revised Code of Ethics.
- The College joined a group of Federation of Health Regulatory Colleges of Ontario (FHRCO) colleges and the Financial Services Regulatory Authority (FSRA) of Ontario to consider the implications of fraud perpetrated by professionals in the auto insurance sector.

- Consulted with staff from other regulators on various regulatory issues, including on the differing lengths of time regulators keep discipline decisions on their registers.
- The Registrar was part of a panel called “Expanding Regulatory Reach: How Effective Stakeholder Engagement Can Support Core Regulatory Activities and Protect the Public” at the 2019 CLEAR Annual Education Conference.
- The Registrar was part of CLEAR’s Conference Planning, Executive Leadership Program (ELP), and Regional Symposium Committees; she co-taught the ELP in Toronto, Edmonton and Minneapolis.
- The Deputy Registrar was appointed to the national program planning committee of the Canadian Network of Agencies for Regulation.
- The President and Registrar attended the Association of Social Work Boards (ASWB) Annual Delegate Assembly; both also attending the Spring Educational Conference, with the Director of Professional Practice.
- The President participated on the ASWB Continuing Competence Committee; the Registrar was a member of the Bylaws and Resolutions Committee.
- The President and Registrar participated in the Canadian Council of Social Work Regulators (CCSWR) Annual General Meeting and other meetings; the Registrar was re-elected to the CCSWR Board of Directors for a second term as Vice-President.

2019 COMMITTEE REPORTS

EXECUTIVE COMMITTEE

Shelley Hale, RSSW, President

Lisa Seburn, RSW, Vice-President

Déirdre Smith, Public Member, Vice-President

Mukesh Kowlessar, RSSW

Toula Kourgiantakis, RSW

Richard (Rick) Lamb, Public Member

The Executive Committee provides leadership to Council and facilitates its efficient and effective functioning. The Committee is authorized to exercise any power or perform any duty of the Council between meetings of Council, other than the power to make, amend or revoke a regulation or bylaw. In addition to acting on behalf of Council, the Committee receives and reviews reports from the investigation of mandatory reports concerning the conduct or actions of College members and makes referrals to the Discipline and Fitness to Practise Committees of the College. The Committee's statutory mandate also includes the approval of the Registrar's appointment of investigators.

In 2019, the Executive Committee oversaw the planning process for the 2020-2023 Strategic Plan, and considered and forwarded to Council many matters that are described in the achievements described elsewhere in this Report.

MANDATORY REPORT STATISTICS

In 2019, the Executive Committee:

- Considered 15 reports and closed 16 reports investigations.
- Issued 13 written decisions and reasons.
- Made three referrals to the Discipline Committee.

DISCIPLINE COMMITTEE

Chair: **Frances Keogh**, RSW

As part of its duty to serve and protect the public interest, the College is required to have a Discipline Committee. The duties of the Committee are to:

- Hear and determine allegations of professional misconduct or incompetence on the part of a College member, directed or referred to it by the Complaints Committee, the Council, or the Executive Committee.
- Perform any other duties assigned to it by Council.

In 2019, the Discipline Committee:

- Received four referrals.
- Held 11 hearings and four pre-hearing conferences.
- Issued eight decisions and reasons.

FITNESS TO PRACTISE COMMITTEE

Chair: **Frances Keogh**, RSW

As part of its duty to serve and protect the public interest, the College is required to have a Fitness to Practise Committee. The duties of the Committee are to:

- Hear and determine allegations of incapacity on the part of a member of the College, as directed or referred to it by the Complaints Committee, the Council, or the Executive Committee.
- Perform any other duties assigned to it by the Council.

No Fitness to Practise hearings or pre-hearing conferences were held in 2019.

COMPLAINTS COMMITTEE

Chair: **Sue-Ellen Merritt**, RSSW

As part of its duty to serve and protect the public interest, the College is required to have a formal complaints process, which gives members of the public the ability to have their complaint about a College member's conduct or actions submitted to the College's Complaints Committee. This complaints process is designed to identify and address concerns about professional misconduct, incompetence and/or incapacity of College members. The process is also designed to ensure fairness to both the individual making the complaint and the member who is the subject of the complaint.

In 2019, the Complaints Committee:

- Considered 55 new complaint investigations.
- Closed 71 complaint investigations.
- Issued 70 written decisions and reasons.
- Delivered four personal attendance cautions.
- Made one referral to the Discipline Committee.

REGISTRATION APPEALS COMMITTEE

Chair: **Judy Gardner**, RSSW

As part of its duty to serve and protect the public interest, the College is required to have a Registration Appeals Committee. The Committee reviews matters related to the registration of applicants in the College. If the Registrar proposes to refuse a certificate of registration to an applicant or proposes to place a term, condition or to issue a limitation on a member's certificate of registration, to which the person does not consent, the applicant is given notice of the Registrar's proposal, with written reasons for it. The applicant is notified that he or she has 60 days to request a review of the Registrar's proposal. If the applicant requests a review, the Committee shall conduct the review.

In 2019, the Registration Appeals Committee:

- Received six requests for review (three social work, three social service work).
- Considered seven requests for review (four social work, three social service work), of which four decisions with reasons were issued and three decisions were approved in principle.

ELECTION COMMITTEE

Chair: **Lisa Seburn**, RSW

The mandate of the Election Committee is to:

- Set the date for each election.
- Determine the procedures to be followed in carrying out an election and a recount procedure which are not specified in the bylaws.
- Determine disputes as to whether a member is eligible to nominate a candidate to stand for election or to vote.
- Determine if questionable ballots and/or envelopes are acceptable.
- Carry out the functions set out in the bylaws.

In 2019:

- The Election Committee reviewed election documents, questionable nominations and ballots, and participated in a training program with scrutineers.
- An election was conducted for social workers and social service workers in Electoral District Nos. 1, 2 and 5; the election process was once again available online, including the call for nominations and the voting process.
- The Committee congratulated Lisa Seburn, RSW, Angèle Desormeau, RSSW, Kenta Asakura, RSW, Shelley Hale, RSSW, Frances Keogh, RSW, and Mukesh Kowlessar, RSSW, who were elected to three-year terms beginning September 2019.

STANDARDS OF PRACTICE COMMITTEE

Chair: **Angèle Desormeau**, RSSW

The mandate of the Standards of Practice Committee is to:

- Consider and review the Standards of Practice of the College and guidelines which relate to the Standards of Practice of the College.
- Recommend to Council a process for consulting the members of the College in connection with the Standards of Practice of the College and guidelines which relate to the Standards of Practice of the College.
- Implement, or cause to be implemented, in accordance with Council's direction, a consultation process in connection with the Standards of Practice of the College and guidelines which relate to the Standards of Practice of the College.
- Recommend, for the approval of Council, changes to the Standards of Practice of the College and adoption of guidelines which relate to the Standards of Practice of the College.
- Recommend, for the approval of the Registrar or Council, printed and other material which they consider appropriate in order to communicate standards of practice and guidelines to members of the College.
- Perform such other duties as may from time to time be determined by Council.

In 2019:

- Council directed the Standards of Practice Committee to explore the development of resources to support members who provide Naloxone interventions in their practice setting. The Committee will oversee the process of drafting amendments to the Practice Guidelines for Medication Practices in order to provide guidance to members on the use of Naloxone in practice; it also recommended that staff develop Practice Notes to provide further practice support on this issue.

FINANCE COMMITTEE

Chair: **Mukesh Kowlessar**, RSW

The Finance Committee makes recommendations to Council on matters related to the College's financial planning, financial management and asset management including:

- The annual operating budget
- Internal financial controls
- Financial policies and fiscal plans
- Policies for the investment of funds

In 2019:

- The Committee regularly reviewed the College's financial statements and the statements of the College's current financial portfolio. The Committee recommended to Council revisions to the College's Long-Term Investment Policy regarding ethical investing.

- The Committee reviewed policies related to the management of College finances.
- At the recommendation of the Committee, the College's auditor provided an orientation to Council at the September 2019 Council meeting on the College's finances and the Council's fiduciary responsibilities.
- The Committee directed the process for the development of the 2020 annual budget and work plan, considered cash flow projections and recommended a \$30 increase in general membership fees for 2020.
- The Chair of the Finance Committee presented the 2020 draft budget and work plan to Council; it was approved at the December 2019 Council meeting.

NOMINATING COMMITTEE

Chair: **Donald Panton**, RSW

The Nominating Committee makes recommendations to Council on the appointment of members and chairs to each of the statutory committees and non-statutory committees established in the bylaws of the College.

In 2019:

- The Committee held an orientation meeting in July to review the statutory requirements regarding membership on the statutory committees and the requirements of Committee membership for those non-statutory committees set out in bylaw.

- The Committee met in September to review the information provided by Council members and non-Council members in their appointment forms, respecting membership on the statutory and non-statutory committees, and made recommendations to Council on the appointment of members and chairs to each of the committees at the September 2019 Council meeting.

GOVERNANCE COMMITTEE

Chair: **Déirdre Smith**, Public Member

The mandate of the Governance Committee is to:

- Develop, maintain and review governance policies and procedures.
- Make recommendations to Council regarding policies, procedures and changes.
- Perform such duties as may from time to time be determined by Council

In 2019, the Governance Committee:

- Reviewed and recommended amendments to a number of Governance policies in accordance with the review cycle.
- Continued to implement objectives from the 2016-2019 Strategic Plan approved by Council in May 2016.

TITLES AND DESIGNATIONS COMMITTEE

Chair: **Andy Kusi-Appiah**, Public Member

The Titles and Designations Committee considers appeals submitted by members (appellants) within 30 days after being notified by the College that the Registrar has determined that the appellant does not hold an earned doctorate in social work, as defined by subsection 47.3(2) of the *Social Work and Social Service Work Act*. The Committee delivers its decision in writing to the appellant and the Registrar. The decision of the Committee is final and binding and no further appeal is allowed.

CORPORATIONS COMMITTEE

Chair: **Vinita Puri**, RSW

The Corporations Committee considers appeals submitted by the corporation within 30 days after being notified of the matter by the College. The Committee delivers its decision either to the Registrar and/or to the appellant. The decision of the Corporations Committee is final and no further appeal is allowed.

2019-20 COLLEGE COUNCIL

(AS OF DECEMBER 31, 2019)



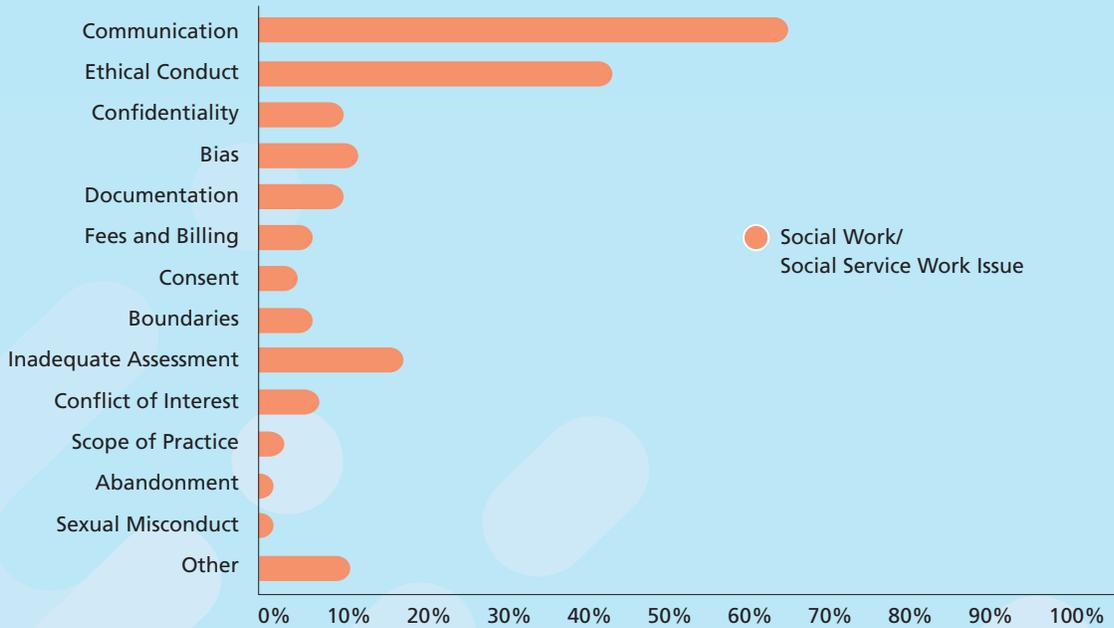
COLLEGE COUNCIL

- Kenta Asakura, RSW
- Amanda Bettencourt, RSSW
- Charlene Crews, RSSW
- Angèle Desormeau, RSSW
- Karen Fromm, Public Member
- Judy Gardner, RSSW
- Sanjay Govindaraj, RSW
- Shelley Hale, RSSW
- Frances Keogh, RSW
- Faiza Khalid-Khan, Public Member
- Lisa Kostakis, Public Member
- Toulia Kourgiantakis, RSW
- Mukesh Kowlessar, RSSW
- Andy Kusi-Appiah, Public Member
- Richard (Rick) Lamb, Public Member
- Sue-Ellen Merritt, RSSW
- Donald Panton, RSW
- Vinita Puri, RSW
- Lisa Seburn, RSW
- Déirdre Smith, Public Member

NON-COUNCIL MEMBERS

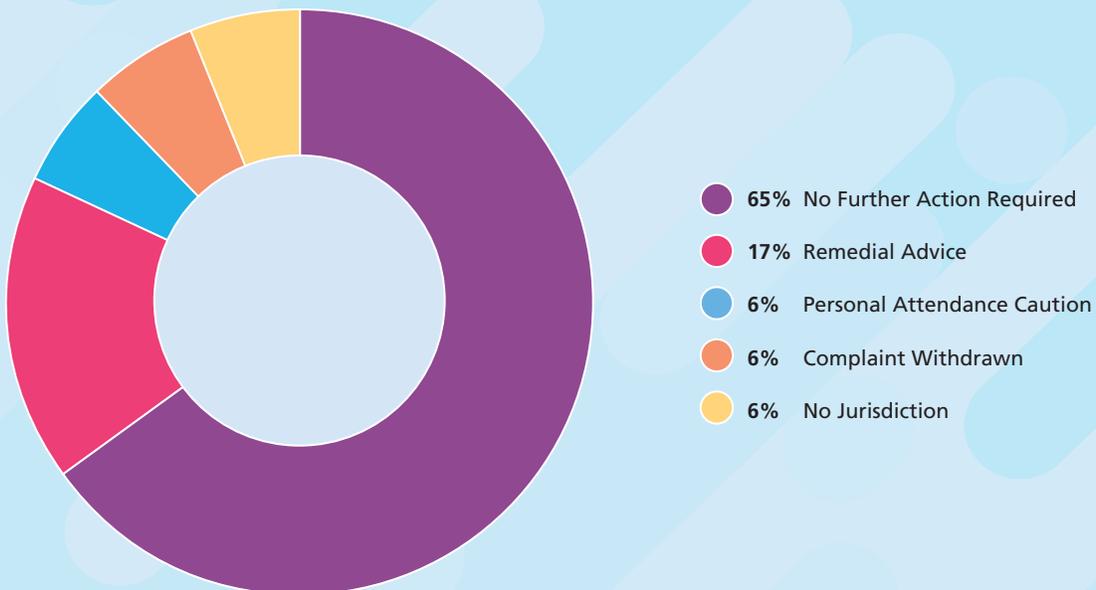
- Greg Clarke, RSSW
- Rita Silverthorn, RSW
- Isabella Thomson, RSW

ISSUES RAISED BY COMPLAINTS

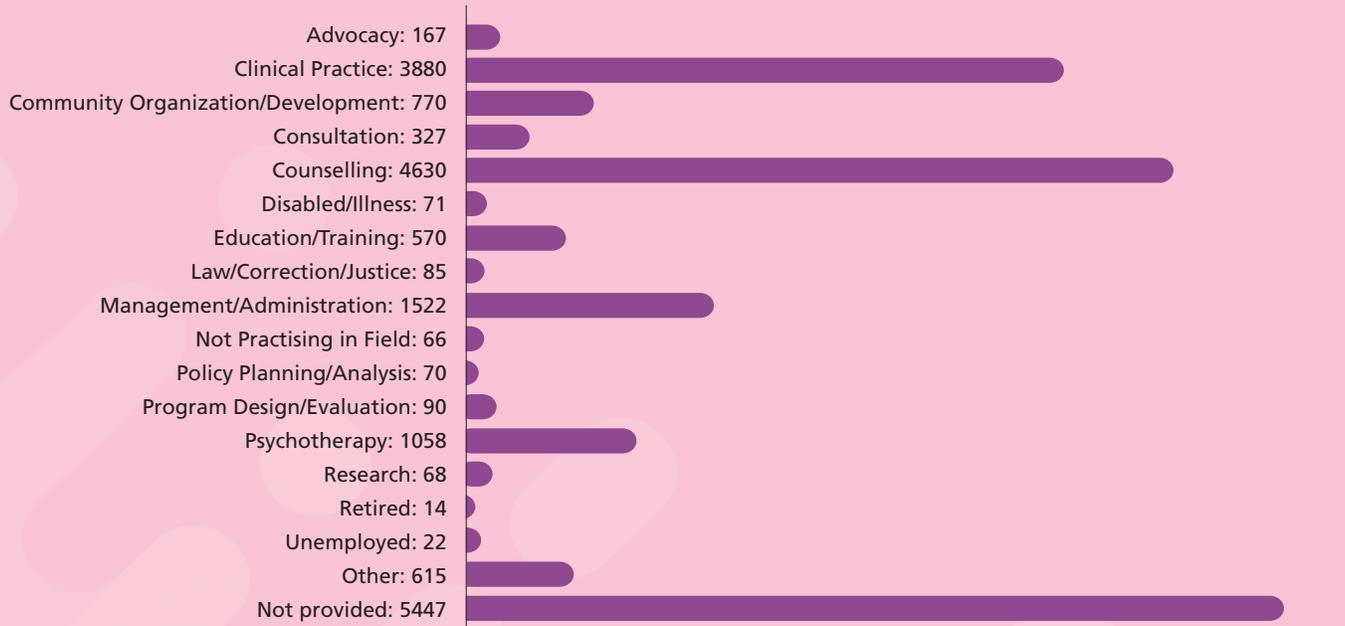


Note: Complaints often raise several social work/social service work issues.

DISPOSITION OF COMPLAINTS

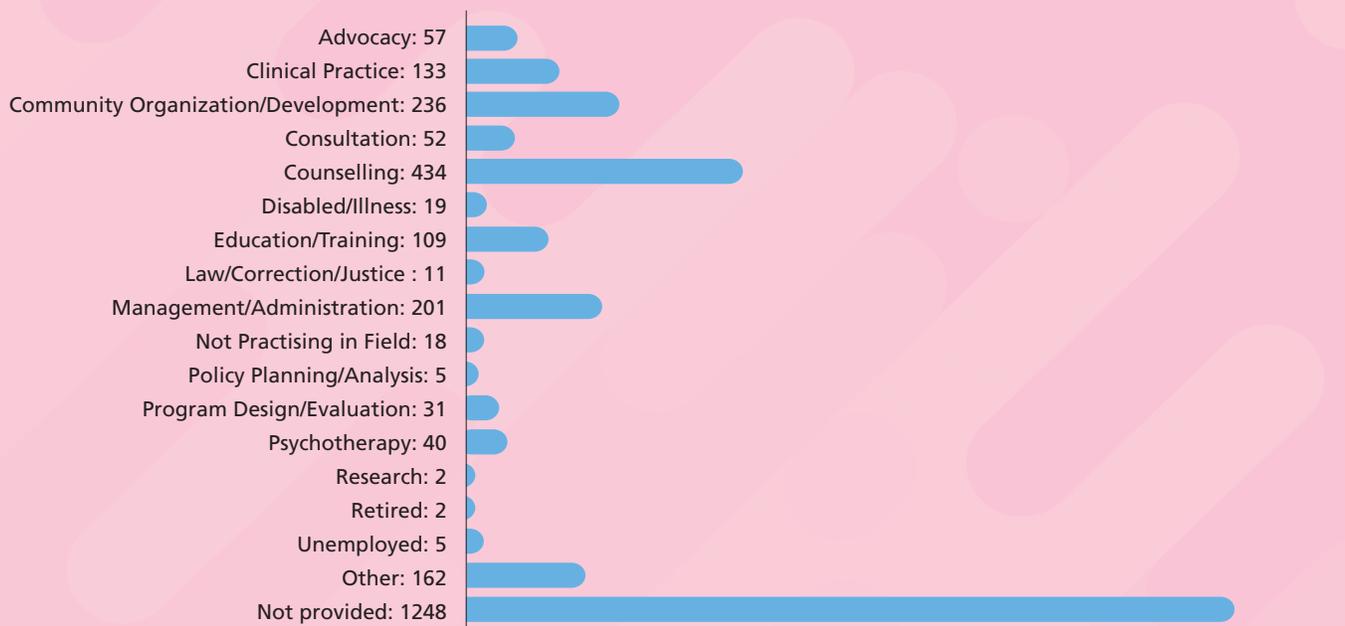


PRIMARY EMPLOYMENT FUNCTION FOR REGISTERED SOCIAL WORKERS



Note: This information is provided voluntarily by members.

PRIMARY EMPLOYMENT FUNCTION FOR REGISTERED SOCIAL SERVICE WORKERS



Note: This information is provided voluntarily by members.

INDEPENDENT AUDITOR'S REPORT



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REPORT OF THE INDEPENDENT AUDITORS ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of
Ontario College of Social Workers and Social Service Workers

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2019, the summary statement of operations and the summary statement of changes in net assets for the year then ended and related notes, are derived from the audited financial statements of Ontario College of Social Workers and Social Service Workers for the year ended December 31, 2019.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in Note 2 to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditors' report thereon, therefore, is not a substitute for reading the audited financial statements and the auditors' report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated April 28, 2020.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 2 to the summary financial statements.

Auditors' Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

Crowe Soberman LLP

Chartered Professional Accountants

Licensed Public Accountants

Toronto, Canada

May 9, 2020

FINANCIAL STATEMENTS

SUMMARY STATEMENT OF FINANCIAL POSITION

At December 31	2019	2018
ASSETS		
Current		
Cash	\$ 3,863,724	\$ 3,213,848
Short-term investments	2,410,569	2,035,950
Prepaid expenses and sundry	88,715	82,173
Interest receivable	19,675	21,671
	6,382,683	5,353,642
Long-term investments	3,608,720	3,890,635
Equipment and leasehold improvements	349,474	357,753
Computer software	571,262	604,645
	\$ 10,912,139	\$ 10,206,675
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 522,800	\$ 853,167
Deferred revenue	5,020,047	4,216,517
	5,542,847	5,069,684
Commitments and contingencies		
NET ASSETS		
Net assets invested in equipment, leasehold improvements and computer software	920,736	962,398
Unrestricted net assets	4,448,556	4,174,593
	5,369,292	5,136,991
	\$ 10,912,139	\$ 10,206,675

FINANCIAL STATEMENTS (CONT.)

SUMMARY STATEMENT OF CHANGES IN NET ASSETS

Year ended December 31

	Net assets invested in equipment, leasehold improvements and computer software	Unrestricted	2019	2018
Balance, beginning of year	\$ 962,398	\$ 4,174,593	\$ 5,136,991	\$ 5,632,654
Excess (deficiency) of revenue over expenses	(309,078)	541,379	232,301	(495,663)
Inter fund transfer - invested in equipment, leasehold improvements and computer software	267,416	(267,416)	-	-
Balance, end of year	\$ 920,736	\$ 4,448,556	\$ 5,369,292	\$ 5,136,991

FINANCIAL STATEMENTS (CONT.)

SUMMARY STATEMENT OF OPERATIONS

Year ended December 31	2019	2018
Registration and application fees revenue	\$ 7,099,898	\$ 6,284,006
Expenses		
Salaries and benefits	4,060,741	3,777,373
Premises rent	788,095	798,750
Legal	517,947	752,170
Advertising and promotion	277,657	233,896
Council and committee meetings	233,089	232,399
Consulting	205,384	186,999
Bank charges	161,752	158,003
Leasing and maintenance	152,365	109,087
Professional development	92,344	85,069
Office supplies	78,759	80,090
Telephone	40,995	35,943
Audit and accounting	35,030	36,160
Postage and courier	30,356	34,134
Insurance	28,112	27,529
Translation	22,101	20,907
Printing and stationary	19,520	22,189
Website	12,417	29,814
Election	9,050	3,585
Amortization	294,505	289,041
	7,060,219	6,913,138
Excess (deficiency) of revenue over expenses before other income	39,679	(629,132)
Other income		
Investment income	163,410	133,469
Realized gain on sale of investments	10,525	-
Unrealized gain on investments	33,260	-
Loss on disposal of equipment	(14,573)	-
Excess (deficiency) of revenue over expenses	\$ 232,301	\$ (495,663)

NOTES TO SUMMARY FINANCIAL STATEMENTS

December 31, 2019

1. Organization

Ontario College of Social Workers and Social Service Workers (“the College”) was created on March 1, 1999 pursuant to the proclamation of the *Social Work and Social Service Work Act, 1998*. The College is a non-profit organization whose objectives are to regulate the practice of social work and social service work in Ontario, to govern its members and to protect the public interest. The College is exempt from income tax under Section 149(1)(1) of the *Income Tax Act*. Registration remains valid so long as the College continues to fulfill the requirements of the Act and regulations in respect of non-profit organizations.

2. Summary financial statements

The summary financial statements are derived from the audited financial statements of the Ontario College of Social Workers and Social Service Workers for the year ended December 31, 2019, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

A copy of the complete audited financial statements is kept on file at the Ontario College of Social Workers and Social Service Workers and can be provided upon request.

The set of criteria applied by management in preparing these summary financial statements is as follows:

- (a) The figures presented in the summary financial statements agree with or can be recalculated from the figures presented in the audited financial statements.
- (b) Management believes that the summary financial statements contain the necessary information and are at an appropriate level of aggregation so as not to be misleading to the Members.
- (c) Management determined that the summary statement of cash flows does not provide additional useful information to the Members and as such has not included them as part of the summary financial statements. The statement of cash flows is available upon request by Members.





OCSWSSW.org

**Ontario College of Social Workers
and Social Service Workers**

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