



Ontario College of
Social Workers and
Social Service Workers

fulfilling our
mandate...



focused on
the future



2004
Annual Report

The Ontario College of Social Workers and Social Service Workers

Mission Statement

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 excellence in practice.

Vision Statement

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.

Values

We believe that our Mission and Vision statements are realized when the goals and outcomes of the College and the Council reflect the following:

Respect

- Every individual has the right to be treated with dignity and respect.
- Diversity of perspectives and cultures are recognized and valued.
- Social workers, social service workers and public members are equally represented on Council and their contributions to the College are valued.

Fairness and Transparency

- The College strives to provide services that are accessible and available within Ontario.
- The College's communication with stakeholders is clear.
- Policies and processes are transparent and reflect openness, quality and consistency.

Efficiency and Effectiveness

- Issues are addressed and activities are conducted in an effective, timely and efficient manner.

Leadership and Accountability

- The College offers responsible and responsive leadership.
- The College is guided by a strategic plan and is fiscally responsible in its operations.
- Policies and services are evaluated regularly.
- Council and staff are credible, knowledgeable and consistent in implementing policies that demonstrate accountability to the public.

Ethical Conduct

- Council and staff follow an established code of conduct that is consistent with the ethical values of the professions.

Caring Communities

- The College contributes to creating caring communities through its accountability to the public.

president's
message



Diane Thompson
President

I am pleased to report to you on the activities of the College for 2004. In developing the theme for this year's report, *Fulfilling our Mandate – Focused on the Future*, we were mindful that the College, at the time of the completion of this report, is approaching its fifth year anniversary. With the initial organizational and developmental processes well in hand, 2004 was a year of consolidation and completion of initiatives contained in the strategic plan of the College. The articulation of these goals ensures that the College fulfills its mandate and is focused on future priorities. In my role as President for a third term, I am happy to report that 2004 was a year filled with ambitious goals, numerous challenges and abundant success.

Reports contained herein concentrate on the activity of the Statutory Committees and other Committees established in by-law by the College. The addition of the Finance Committee reflects Council's commitment to fiscal management policies and processes that are transparent and accountable. Additionally, the College has engaged an investment management firm to invest the College's assets. The establishment of the Governance Committee affirms Council's commitment to good governance practices and regular reviews of governance policies approved by Council. These additional Committees of Council serve to fulfill the mission, vision and values established by the College and secure a solid foundation for the future.

Significant work was completed by a number of task groups, which made recommendations to Council. While not exhaustive, recommendations included:

- Social Service Worker Outreach Task Group presented its recommendations to Council and a work-plan is now in place;
- Entrance to Practice Examination Task Group presented its recommendations to Council resulting in Council's approval that the College "embark on administering an entrance to practice examinations as part of the registration process for membership set out in sections 7.(1) 2. and 8.(1) 2 of Ontario Regulation 383/00" .

- Governance Task Group finalized its work by establishing twenty-one foundational policies and a comprehensive governance model for Council to utilize in exercising its authority, direction and control of the College. It was a privilege for me to serve as Chair of this task group for four years prior to seeing its conversion to a Committee of Council.
- At its May Council meeting, Council undertook an extensive review of fees in relation to a possible reduction for retired and/or inactive members and the broader policy implications of doing so. After considerable review, Council approved a motion that an inactive and retired membership category not be implemented at this time and be considered at the conclusion of the five-year review process that would occur in 2005 and the potential recommendations that Council might submit.

With respect to legislative matters, in January, the Registrar and the 2nd Vice-President of the College, Mary Ciotti, presented to the Standing Committee on General Government of the Ontario Legislature regarding the *Personal Health and Information Protection Act, 2003* ("PHIPA"). The College also provided comments and recommendations to the Ministry of Health and Long-Term Care on the proposed regulation under PHIPA. The College has been designated as an investigative body under *Personal Information Protection and Electronic Documents Act* ("PIPEDA"). During the last quarter of 2004, Council began to consider the five-year review process that would occur in 2005 and the potential recommendations that Council might submit.

The Registrar of the College and I met with Minister Papatello on April 15 to provide the Minister with information about the College and to discuss matters of mutual interest. Additional meetings were held with the Minister's staff and the Registrar as follow-up to those discussions. We were pleased with their support and assistance.

The Annual Meeting provided an opportunity for the College to provide an Education Day at the same time. It was an outstanding success. Plans are in place to build on that success for 2005.

As previously mentioned, 2004 was an ambitious year and one of significant accomplishment for the College. With Council's continued commitment and the ongoing professional support of the Registrar and staff, the College is poised to move solidly forward in fulfilling its mandate of serving and protecting the public interest.

Council:

Top row, left – right:

Lisa Barazzutti, Anita Gupta
Roman Delicart, Joe Fecht
John Pretti, Shelley Hale
Jai Mills, Marianne Park

Bottom row, left – right:

Muriel Hill, Sue-Ellen Merritt
Diane Thompson, Mary Ciotti
Joanne Turner

Absent:

Zita Devan, Geneviève Côté
Judy Shanks, Kevin Kennedy
Marco Ventola, Michael Kopot
Mukesh Kowlessar, Rachel Birnbaum



registrar's message



Glenda McDonald, RSW
Registrar

As I prepare my report for this year's Annual Report, the submission of the College respecting the five year review of the *Social Work and Social Service Work Act* is nearing completion. The submission clearly reports that the College has substantially accomplished the goals set out in the first five year plan and has been successful at fulfilling its mandate of regulating the professions of social work and social service work in the public interest. While we are proud of the strides that the College has made in a relatively short period of time, we are keenly aware of the need to keep focused on the future and ensure that our stakeholders (members, employers, students, educators, government and the public) have confidence that the self-regulation of the professions results in

effective and ethical social work and social service work practice in Ontario. The following highlights of College operations in 2004 are intended to demonstrate that this confidence is well placed:

Professional Practice, Continuing Competence and Education:

- Under the stewardship of the Standards of Practice Committee, the College continues to move forward with revisions to the Standards of Practice and the development of practice guidelines in four areas of practice identified by members in the consultation on the Standards of Practice. These guidelines will be reviewed by members in the relevant practice areas prior to being considered by Council in 2005 and once approved, will be distributed to members.
- The Continuing Competence program for members received approval 'in principle' by Council in May 2004 and underwent a pilot test with a sample of College members in the Fall of 2004.
- A highlight in 2004 was the first annual Education Day for members of the College, Contemporary Ethical Issues in Practice, held on June 25, 2004, in conjunction with the Annual Meeting. The day was an unqualified success and provided over 300 members of the College the opportunity to enrich their practice, promote critical discourse and reaffirm their commitment to ethical conduct.
- In 2004, College staff provided over 75 presentations regarding the College and its mandate to a variety of interested groups, many of them, social work or social service work students.
- The College agreed to be a partner in the Internationally Educated Social Work Professionals Bridging Project, funded by the Ministry of Training, Colleges and Universities. The lead sponsors of the project are Ryerson University and Access Alliance Multicultural Community Health Centre. The goal of the project is to increase the access to social work employment for internationally trained and educated social workers in Ontario.

- The College was informed that our request for funding was approved by the Ministry of Health and Long Term Care to develop a toolkit for members regarding the new provincial privacy legislation (PHIPA). The toolkit will be distributed to members by Summer, 2005.

Registration, Complaints and Discipline:

- In May 2004, Council approved an entry to practice examination for each profession. The development of a workplan respecting the development of the two entry to practice examinations is underway.
- 1074 new members were issued certificates of registration in the College, bringing the total number of members to 11,514.
- The College conducted the second Discipline Committee hearing in September 2004. In accordance with the direction of the Discipline Committee, the Committee's decision was published on the College website and in *Perspective*, the College's newsletter.

Government Relations:

- The President and Registrar met with the Honourable Sandra Pupatello, Minister of Community and Social Services in April 2004, and discussed among other matters, the recommendations of the College respecting the *Ontario Disability Support Program Act* ("ODSP"). In December 2004, the College was notified that effective December 15, 2004, the ODSP Regulations had been amended to add Registered Social Workers to the list of professionals who can complete the Activities of Daily Living Index in the Disability Determination Package.

It is this focus on fulfilling our statutory responsibilities as well as on government relations and communication with members and other stakeholders that ensures that the College does not operate in a vacuum and maintains the support of the members of the professions and the public in meeting our mandate.

I wish to take this opportunity to thank the College staff for their skill and dedication in implementing the policy decisions of Council that have helped us achieve our objectives over the past year. In the coming year, together with the Council we will set new strategic priorities that will determine the course for the College over the next five years. With the firm foundation of the past five years experience to guide us, we are more than ready for the challenge.



College Staff

Top row, left – right:

Angella Rose, Nadira Singh
 Marlene Zagdanski, Frances Ma
 Eva Yueh, Catherine Painter
 Mindy Coplevitch, Lynda Belouin
 Trudy Langas

Bottom row, left – right:

Pamela Blake, Pat Lieberman
 Glenda McDonald, Susanne Pacheco
 Ema Sevdina, Tracey Richards

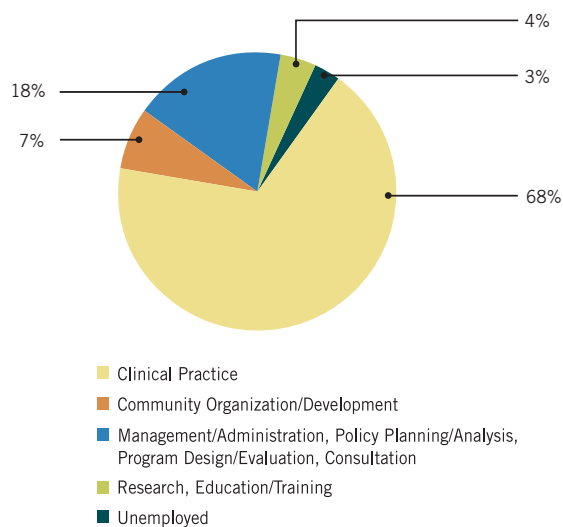
Absent:

Gail Vormaworh, Elaine Hall

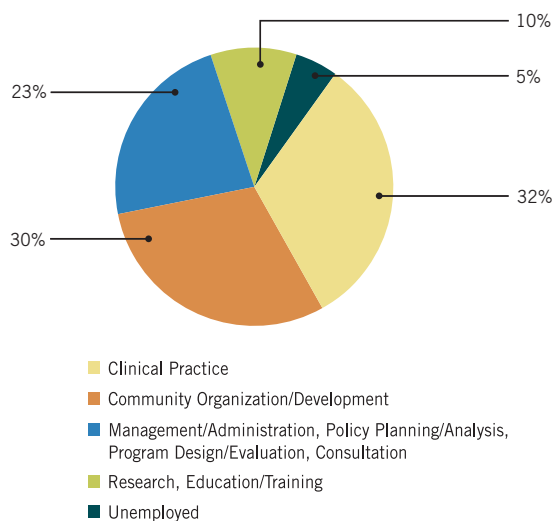
Membership Statistics (December 31, 2004)

Current Status of Member	Year Of Registration					TOTAL
	2000	2001	2002	2003	2004	
Registered SW	5377	1409	1061	1225	879	9951
Suspended SW	270	105	22	0	0	397
Resigned SW	275	73	17	0	23	388
Deceased SW	12	4	0	0	0	16
Registered SSW	273	136	103	247	188	947
Suspended SSW	100	33	0	0	0	133
Resigned SSW	56	23	3	0	2	84
Deceased SSW	3	0	0	0	0	3
Registered SW/SSW	52	7	9	7	7	82
Suspended SW/SSW	4	0	0	0	0	4
Resigned SW/SSW	3	0	0	0	0	3
Deceased SW/SSW	1	0	0	0	0	1
Total Registered Members	5702	1552	1173	1479	1074	10980
Total Suspended Members	374	138	22	0	0	534

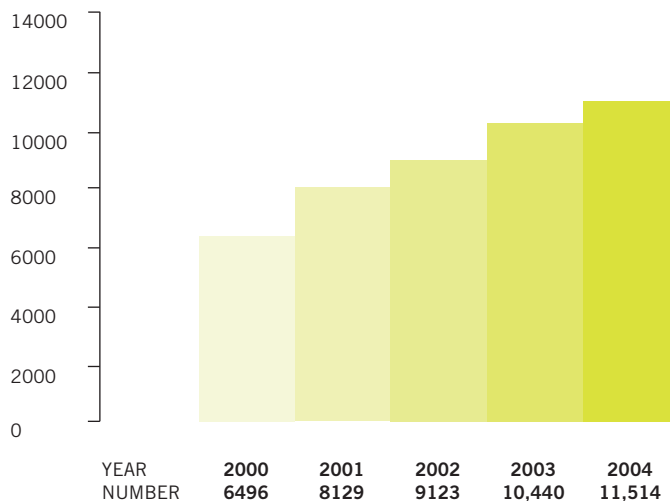
Primary Employment Function Registered Social Workers



Primary Employment Function Registered Social Service Workers



Members Registered 2000 - 2004



committee reports



executive committee

In accordance with the by-laws of the College, at the first Council meeting following each election of Council Members, Council Members elect the Executive Committee and appoint Council Members and non-Council members to the statutory committees and non-statutory committees established in the by-laws. Members who served on a committee for a portion of 2004 are noted with an asterisk (*) and the dates of appointments, election and/or resignation.

Executive Committee:

Left – right: Mary Ciotti, Diane Thompson, Sue-Ellen Merritt, Marianne Park

Absent: Kevin Kennedy, Rachel Birnbaum

Executive Committee

Diane Thompson	Public Member	President
Sue-Ellen Merritt, RSSW	Elected Member	First Vice-President
Mary Ciotti, RSW	Elected Member	Second Vice-President
Kevin Kennedy, RSSW	Elected Member	
Marianne Park	Public Member	
Rachel Birnbaum, RSW	Elected Member	Elected September 9, 2004
*Joanne Turner, RSW	Elected Member	To September 8, 2004

Mandate

The Council delegates to the Executive Committee the authority to exercise any power or perform any duty of the Council other than the power to make, amend or revoke a regulation or by-law. In those instances, a full report is made to Council at its next regular meeting. In fulfilling its administrative responsibilities, the Executive Committee reviewed legislation and policy submissions and made recommendations to Council for their consideration. In managing the approved strategic plan of the College, the Committee also struck additional task groups to assist in accomplishing the strategic priorities identified in the plan and monitors their progress against projected timelines.

The Committee's mandate includes approval of the Registrar's appointment of investigators, receipt and review of reports from the investigation of mandatory reports concerning the conduct or actions of College members, and referrals to the Complaints, Discipline and Fitness to Practise Committees to the College.

Mandatory Reports

- 2000 – 3 reports
- 2001 – 4 reports
- 2002 – 3 reports
- 2003 – 8 reports
- 2004 – 10 reports
- Total to the end of 2004 – 28 reports

Disposition

- Referrals to Discipline Committee – 2
- Interim Orders¹ – Suspension – 1
- Other Action² – 12
- No Action – 6, including 3 non-member reports
- Ongoing investigations – 8

¹ A referral to the Discipline Committee is a statutory prerequisite for an Interim Order

² i.e., Remedial advice, Undertaking, etc.

complaints committee

Complaints Committee

Judy Shanks, RSSW (Chair)	Elected Member	
*Gary Cockman, RSSW	Elected Member	To September 8, 2004
Joe Fecht, RSW	Elected Member	
Anita Gupta	Public Member	
Muriel Hill	Public Member	
*Beth McCarthy-Kent, RSW	Non-Council Member	Appointed January 13, 2004
*Sue-Ellen Merritt, RSSW	Elected Member	Appointed September 9, 2004



Judy Shanks, RSSW
Chair, Complaints Committee

Mandate

As part of its duty to serve and protect the public interest, the College is required to have a formal complaints process which gives anyone (clients, colleagues, other regulated professionals, etc.) the ability to have his/her 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 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. The Committee met 10 times in 2004.

Complaints Received

The number of complaints received to date is as follows:

- In 2000 – 14 complaints
 - In 2001 – 27 complaints
 - In 2002 – 37 complaints
 - In 2003 – 30 complaints
 - In 2004 – 62 complaints
- Total – 170 complaints

Complaints Disposed Of

The decisions issued to date are as follows:

- 67 procedural/jurisdictional decisions and reasons
- 64 final decisions and reasons

Total – 131 issued decisions, including two referrals to the Discipline Committee of the College, and seven decisions requiring the member to appear before the Complaints Committee to be cautioned.

nominating committee

Nominating Committee

Mary Ciotti, RSW (Chair)	Elected Member	
*Joanne Turner, RSW	Elected Member	Appointed September 9, 2004
*Michael Kopot, RSW	Elected Member	To September 8, 2004
*Beverlee McIntosh, RSW	Elected Member	To September 8, 2004
Judy Shanks, RSSW	Elected Member	
Jai Mills, RSSW	Elected Member	
*Diane Thompson	Public Member	Appointed September 9, 2004
*Marianne Park	Public Member	Appointed September 9, 2004
*Anita Gupta	Public Member	To September 8, 2004
*Muriel Hill	Public Member	To September 8, 2004



Mary Ciotti, RSW
Chair, Nominating Committee

Mandate

The mandate of the Nominating Committee is to:

- Conduct the nomination and election of Councillors to the Executive Committee, in accordance with the by-laws
- Make recommendations to Council regarding the appointment of Councillors and non-council members to statutory committees and regarding the appointment of a chair of each statutory committee (other than the Executive Committee)

Activity

The committee meets immediately after each election of the Executive Committee and whenever there is a vacancy on Council. The recommendations for committee appointments are submitted to Council for approval.

election committee

Election Committee

Michael Kopot, RSW (Chair)	Elected Member	Appointed September 9, 2004
*Rachel Birnbaum, RSW	Elected Member	To September 8, 2004
Mary Ciotti, RSW	Elected Member	
Roman Delicart, RSSW	Elected Member	Appointed September 9, 2004
Zita Devan	Public Member	
*Jai Mills, RSSW	Elected Member	To September 8, 2004
*Kevin Kennedy, RSSW	Elected Member	To September 8, 2004
Judy Shanks, RSSW	Elected Member	Appointed September 9, 2004



Michael Kopot, RSW
Chair, Election Committee

Mandate

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 of the elected members to Council
- determine disputes as to whether a member is eligible to stand for election or to vote; and
- carry out the functions set out in the by-laws.

Activity

In 2004 the committee met six times and participated in five teleconferences. Meetings included policy development, review of election documents and a training program for scrutineers and committee members. On May 27, 2004, the committee supervised the election procedures to ensure that the election was conducted in accordance with the By-laws and in compliance with the election procedures approved by the Election Committee.

Of the four candidates nominated in Electoral District No. 1, one was elected to serve in the social work category and one was acclaimed in the social service work category. Of the three candidates nominated in Electoral District No. 2, one was elected to serve in the social work category and one was acclaimed to serve in the social service work category. Of the three candidates nominated in Electoral District No. 5, one was elected to serve in the social service work category and one was acclaimed to serve in the social work category.

3,173 voting packages were mailed to members eligible to vote in Electoral District Nos. 1, 2 and 5. Four hundred and sixty-five ballots were received prior to 5 p.m. on May 28, 2004.

The committee has selected May 26, 2005, for the next year's election. The committee recommended that the number of nominators (currently two) required to nominate a candidate be reduced to one. Council approved a resolution to reflect this amendment at the September 9, 2004 Council meeting.

discipline committee

Discipline Committee

Zita Devan (Chair)	Public Member	
Lisa Barazzutti	Public Member	
*Rachel Birnbaum, RSW	Elected Member	To September 8, 2004
*Geneviève Côté, RSW	Elected Member	Appointed September 9, 2004
Shelley Hale, RSSW	Elected Member	
Paula Klein, RSW	Non-Council Member	
*Michael Kopot, RSW	Elected Member	Appointed September 9, 2004
*Mukesh Kowlessar, RSSW	Elected Member	Appointed September 9, 2004
Jai Mills, RSSW	Elected Member	
*Marco Ventola	Public Member	Appointed September 9, 2004



Zita Devan
Chair, Discipline Committee

Mandate

The duties of the Discipline Committee are to: 1) hear and determine allegations of professional misconduct or incompetence on the part of a member of the College directed or referred to it by the Complaints Committee, the Council, or the Executive Committee; and, 2) perform any other duties assigned to it by the Council. Hearings of the Discipline Committee are usually open to the public.

Activity

In 2004, the Committee received training and orientation. The Committee held one pre-hearing conference and one hearing in September.

standards
of practice
committee

Shelley Hale, RSSW
Chair, Standards Of
Practice Committee

Standards of Practice Committee:

Shelley Hale, RSSW (Chair)	Elected Member	
Lisa Barazzutti	Public Member	
Rachel Birnbaum, RSW	Elected Member	
*Linda Chodos, RSW	Non-Council Member	Appointed January 13, 2004
*Gary Cockman, RSSW	Non-Council Member	Appointed September 9, 2004
*Geneviève Côté, RSW	Elected Member	Appointed September 9, 2004
*Anita Gupta	Public Member	Appointed September 9, 2004
Suzanne Hainer, RSSW	Non-Council Member	
*Beverlee McIntosh, RSW	Elected Member	To September 8, 2004
*Sue-Ellen Merritt, RSSW	Elected Member	To September 8, 2004
John Newman, RSSW	Non-Council Member	
*Marianne Park	Public Member	To September 8, 2004
Elaine Sauriol, RSW	Non-Council Member	

Mandate:

The mandate of the Standards of Practice Committee is to:

- Consider and review the standards of practice of the College and guidelines that 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 that 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 that 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 that 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; and
- Perform such other duties as may from time-to-time be determined by Council.

Activity:

The committee met six times and participated in two teleconferences. The committee continued to: implement the recommendations from the standards of practice consultation and develop the continuing competence program.

The committee worked on revisions to the standards of practice and reviewed new draft standards and practice guidelines. Further consultation will take place with members when all proposed revisions and new materials have been completed.

The committee proposed to Executive and Council a model for a continuing competence program which was approved in principle. In collaboration with a consultant, the committee conducted a pilot of the continuing competence program with members throughout the province, via focus groups and questionnaires. The committee is considering the recommendations which emerged from the pilot and will be making revisions to the program prior to further consultation with pilot participants.

fitness to
practise
committee

Zita Devan
Chair, Fitness to
Practise Committee

Fitness to Practise Committee

*Zita Devan (Chair)	Public Member	Appointed September 9, 2004
*Lisa Barazzutti	Public Member	Appointed September 9, 2004
*Geneviève Côté, RSW	Elected Member	Appointed September 9, 2004
*Suzanne Hainer, RSSW	Non-Council Member	To September 8, 2004
*Shelley Hale, RSSW	Elected Member	Appointed September 9, 2004
*Paula Klein, RSW	Non-Council Member	Appointed September 9, 2004
Michael Kopot, RSW	Elected Member	
*Mukesh Kowlessar, RSSW	Elected Member	Appointed September 9, 2004
*Beverlee McIntosh, RSW	Elected Member	To September 8, 2004
Jai Mills, RSSW	Elected Member	
Marco Ventola	Public Member	

Mandate

The mandate of the Fitness to Practise Committee is to hear and determine allegations of incapacity on the part of a College member and to perform other duties as assigned by Council. Hearings of this Committee are usually closed to the public due to their confidential nature.

Activity

There were no referrals to the Fitness to Practise Committee in 2004.

registration
appeals
committee

Registration Appeals Committee

John Pretti, RSW (Chair)	Elected Council Member	To September 8, 2004
*Roman Delicart, RSSW	Elected Council Member	Appointed September 9, 2004
*Muriel Hill	Public Council Member	
Kevin Kennedy, RSSW	Elected Council Member	
*Mukesh Kowlessar, RSSW	Elected Council Member	Appointed September 9, 2004
Marianne Park	Public Council Member	
Judith Tremblay, RSW	Non-Council Member	
*Marco Ventola	Public Member	To September 8, 2004



John Pretti, RSW
Chair, Registration
Appeals Committee

Mandate

The Registration Appeals Committee reviews matters related to the registration of members in the College. If the Registrar proposes to refuse to issue a certificate of registration to an applicant or proposes to place a term, condition or limitation to which the applicant has not consented on a certificate of registration, the applicant must be given notice of the Registrar's proposal. If the applicant requests a review of the Registrar's proposal, the Registration Appeals Committee shall conduct the review. The Registration Appeals Committee reviews all written submissions and documentation received and is not required to hold a hearing before making a decision or giving direction to the Registrar.

The Registration Appeals Committee held 13 meetings in 2004 including two teleconferences and an orientation session for committee members.

Requests for Reviews Received to Date

- 2001 – 49 requests received
- 2002 – 1 request received
- 2003 – 22 requests received
- 2004 – 19 requests received

Status of Reviews

- 70 final decisions and reasons issued
- 3 registered by way of alternate application
- 18 under review

finance
committee

Finance Committee

Joanne Turner, RSW (Chair)	Elected Member	Appointed September 9, 2004
Joe Fecht, RSW	Elected Member	Appointed September 9, 2004
Anita Gupta	Public Member	Appointed September 9, 2004
John Pretti, RSW	Elected Member	Appointed September 9, 2004
Judy Shanks, RSSW	Elected Member	Appointed September 9, 2004
Glenn Thompson, RSW	Non-Council Member	Appointed September 9, 2004



Joanne Turner, RSW
Chair, Finance
Committee

Mandate

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

- i) the annual operating budget;
- ii) internal financial controls;
- iii) the audit of the financial statements;
- iv) financial policies and fiscal plans; and
- v) policies for investment of funds.

Activity

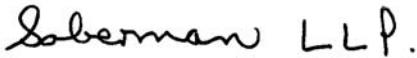
On September 8, 2004, Council approved the establishment of a finance committee. Since its inception, the committee was involved in the review of the current premises, the negotiations for an offer to lease new premises and the final development of the lease for new premises beginning August 1, 2005. In addition, the committee reviewed the proposed 2005 operating budget, reviewed the third quarter financial statements and is currently in the process of reviewing the College's investments and developing an investment policy for consideration by Council.

Auditor's Report

We have audited the statement of financial position of The Ontario College of Social Workers and Social Service Workers as at December 31, 2004 and the statements of changes in net assets, operations and cash flows for the year then ended. These financial statements are the responsibility of the entity's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian general accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the entity as at December 31, 2004 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



SOBERMAN LLP
Chartered Accountants

Toronto, Canada
February 10, 2005

Statement of Financial Position

At December 31	2004	2003
ASSETS		
Current		
Cash	\$3,807,905	\$2,387,174
Short-term investment	576,380	2,871,201
Interest receivable	109	2,107
Prepaid expenses and sundry	58,106	10,628
	4,442,500	5,271,110
Long-term Investments	2,337,175	-
Equipment	440,054	547,961
	\$7,219,729	\$5,819,071
LIABILITIES		
Current		
Accounts payable and accrued charges	\$27,804	\$40,411
Deferred revenue	2,178,519	2,310,754
	2,206,323	2,351,165
Commitments		
NET ASSETS		
Net assets invested in capital assets	482,407	547,961
Unrestricted net assets	4,530,999	2,919,945
	5,013,406	3,467,906
	\$7,219,729	\$5,819,071

Statement of Operations Year ended December 31

	2004	2003
Registration and application fees	\$3,895,345	\$3,620,780
Expenses		
Salaries and benefits	1,175,155	1,167,182
Legal	269,456	212,445
Council and committee meetings	143,041	126,711
Premises Rent	139,909	154,921
Newsletter	74,653	2,646
Postage and courier	66,433	53,869
Bank charges	63,067	40,018
Advertising and promotion	54,317	41,992
Standards consultation	49,824	42,233
Leasing and maintenance	48,600	48,285
Printing and stationery	45,125	53,271
Consulting	34,905	18,632
Office supplies	30,189	30,535
Election	28,547	16,488
Insurance	26,154	22,960
Professional development	23,591	26,013
Drafting regulations and by-laws	19,543	8,598
Telephone	13,486	12,578
Audit and accounting	13,311	17,174
Travel	6,119	4,294
Translation	5,291	3,636
Website	4,309	13,129
Develop registration process	3,302	6,878
Communications to establish college	1,858	7,168
Amortization	161,671	153,247
	2,501,856	2,284,903
Excess of revenue over expenses before other income	1,393,489	1,335,877
Other income		
Interest	141,728	98,690
Other	10,283	3,563
	152,011	102,253
Excess of revenue over expenses	\$1,545,500	\$1,438,130

Complete audited statements are available from the office of the Registrar.



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