



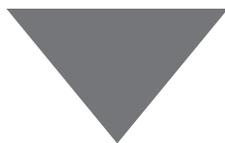
British Columbia College of Social Workers



2014

ANNUAL REPORT

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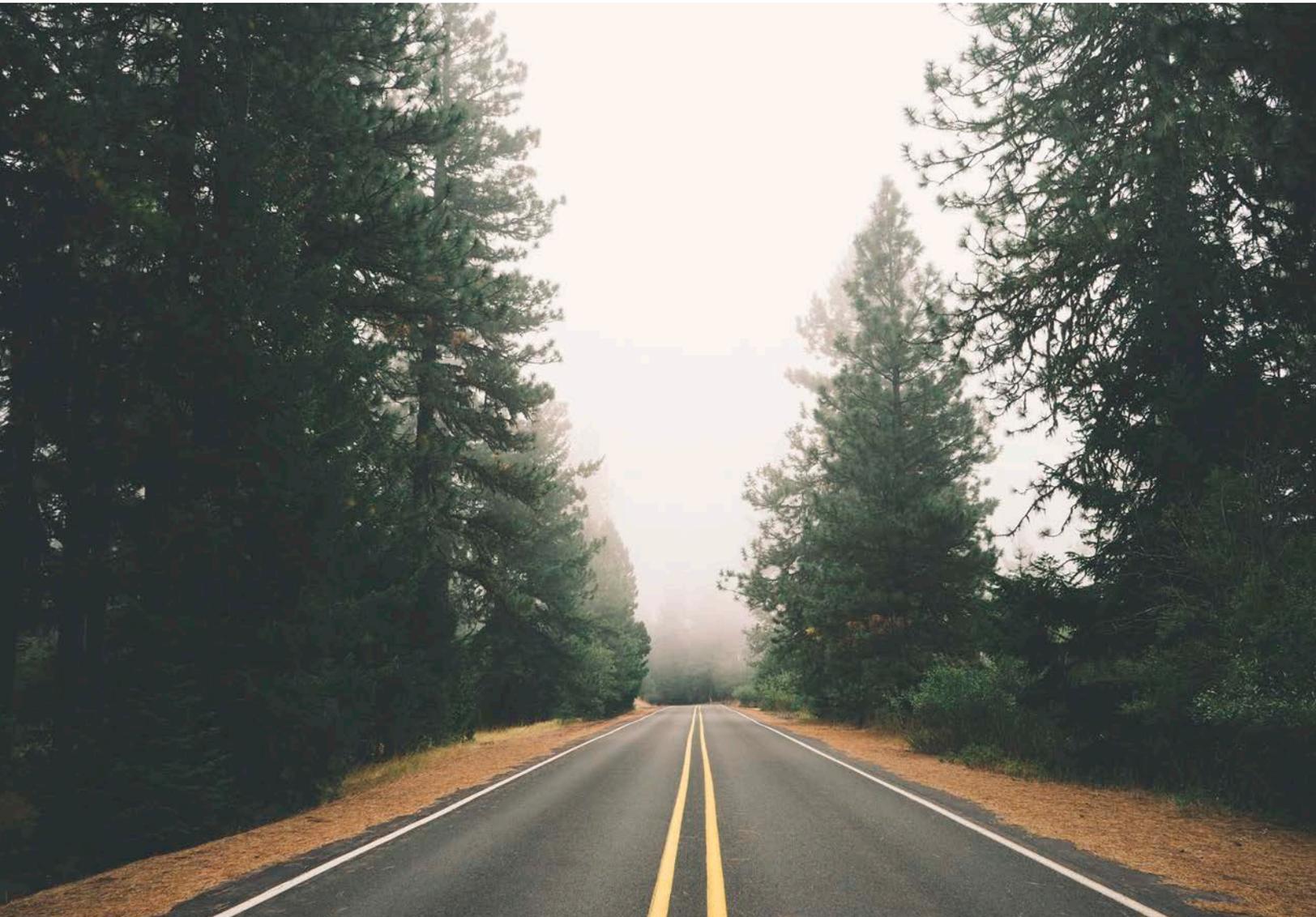
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SO . CIAL WORK

noun

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion and the empowerment and liberation of people.”

- International Federation of Social Workers (IFSW)



GOVERNANCE



MEMBERS OF THE BOARD & STAFF

Renee Avitan, RSW

Susan Barr, RSW

Doris Darvasi, Public Member

Bruce Hallsor, Public Member

Andrea Harstone, RCSW

Leonard Ibbs, Public Member

Elizabeth Jones, RSW, Chair

Deborah Jones, RCSW

Curtis Magnuson, RSW

Josh Myers, RSW

Colleen Spier, Public Member

Jackie Stokes, RSW



John Mayr
Registrar



Chelsea Cooledge
Director of Professional Practice

EXECUTIVE COMMITTEE

Elizabeth Jones, RSW, Chair

Curtis Magnuson, RSW

Leonard Ibbs



Christeen Young
Office Coordinator



Nicole Abram
Registration Coordinator



Makhan Shergill
Director of Professional Practice

LETTER TO THE MINISTER

March 27, 2015

Hon. Stephanie Cadieux
Parliament Buildings - Room 236
PO Box 9057, Stn Prov Govt,
Victoria, BC
V8W 9E2

Dear Minister Cadieux:

It is my pleasure to deliver this annual report to you for the year ending December 31, 2014. This report reflects on the activities of the B.C. College of Social Workers in meeting the duty and objects as established by the *Social Workers Act*.

As the designated regulatory body for the profession of social work in B.C., the College acts within its statutory authority to develop and administer policies and procedures consistent with the Act. Effective regulation relies on the College developing, implementing, and administering transparent, objective, impartial and fair processes.

To this end, the Board of the College deepened its commitment to policy governance and the principles of natural justice. The College acts in the public interest including advocating for a regulatory framework for all professional social workers.

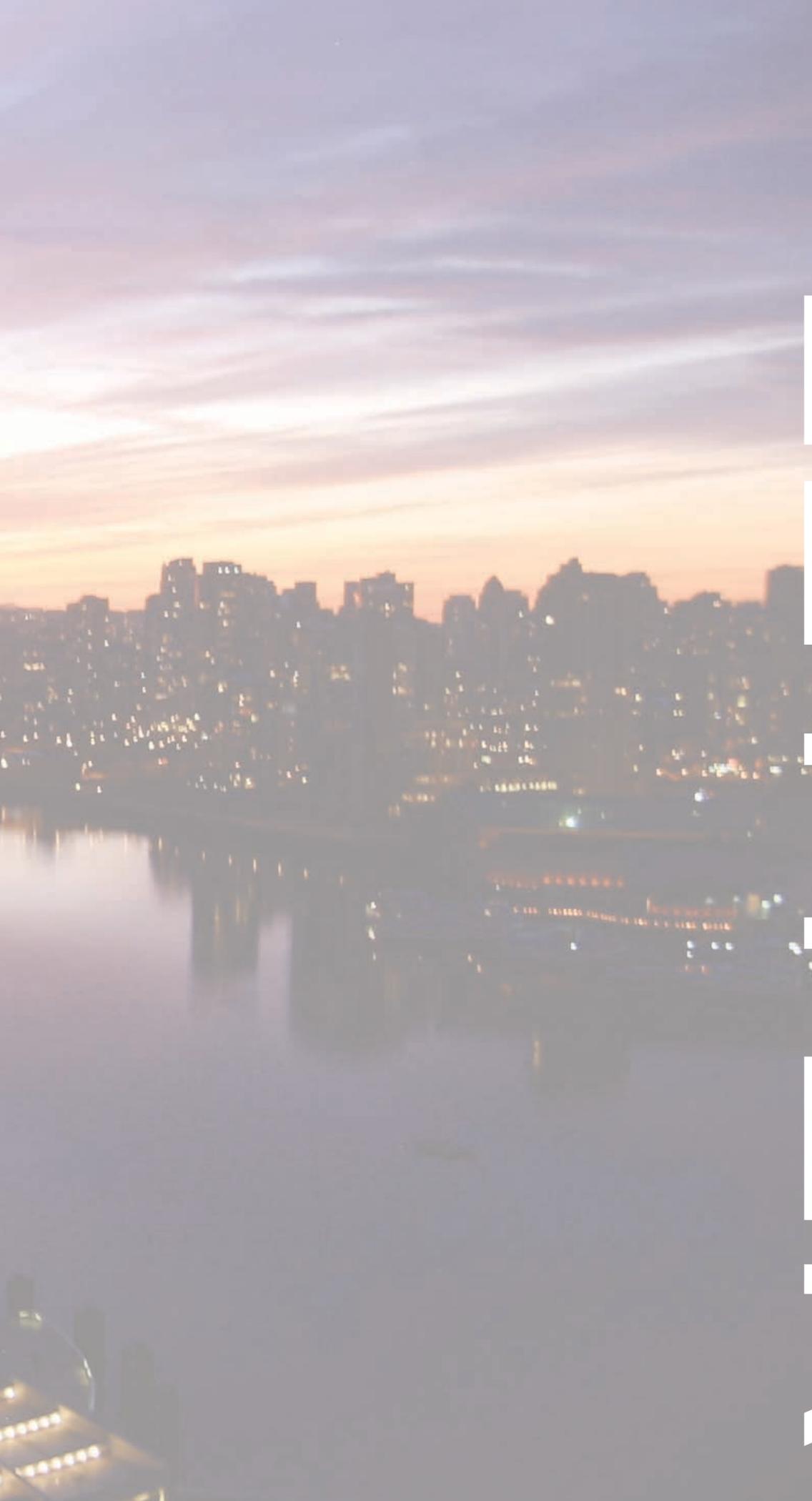
The College has taken concrete steps to enhance the practice of social work in BC through the implementation of a mandatory quality assurance program and the implementation of a competency based licensure exam for applicants. With respect to the exam, the College undertook an extensive consultative process with the Schools of Social Work in BC so as to seek to ensure applicants are prepared for the examination. This consultative process will continue into 2015.

The British Columbia College of Social Workers continues to be seen as a trusted organization locally, nationally, and internationally with respect to professional regulatory matters in the areas of social justice, social policy and regulatory advocacy. The College is an active member of the Health Professions Regulators of BC organization and works to support initiatives that enhance inter-disciplinary practice.

I would like to take this opportunity to honour the dedication and hard work of all the members of the College Board, the professional members who volunteer their time working on committees, the staff of the College, and Ministry liaison personnel.

Yours truly,

Elizabeth Jones, RSW
Chair



LETTER

CHAIR'S REPORT

We determined four strategic directions: stakeholder education and relationships; enhancing social work practice; ensuring public safety; and strengthening college capacity. I have reported on these briefly in the College Conversation's last edition and will continue to do so in the coming year.

“We were pleased to see that virtually all our goals and objectives from 2012 were met.”



Elizabeth Jones, RSW
Chair

As Chair, it is my pleasure to report on our fifth year as a College Board. We continue to develop deeper understandings of our role as regulators of the profession of social work in British Columbia through the advancement of competent and ethical practice.

We were pleased to see that almost all our goals and objectives identified during our strategic planning session in 2012 were met and exceeded. In January 2014, we engaged in our second round of strategic planning, where we determined four strategic directions: stakeholder education and relationships; enhancing social work practice; ensuring public safety; and strengthening college capacity. The College and Board of Directors will continue working closely together to ensure short and long term goals are exceeded and objectives met.

The Committees have been busy with each of their mandates to meet these strategic directions. Particularly noteworthy are the work of the Quality Assurance Committee with Andrea Harstone as Chair, implementing the Continuing Professional Development Program; the motion from the Registration Committee to implement an entry to practice exam effective September 1, 2015; the ongoing scrutiny of complaints by the Inquiry Committee; the public awareness campaign; establishment of connections with the Schools of Social Work to collaborate and ensure knowledge of the exam; the establishment of an Aboriginal Advisory Reference Group; and the creation of the Standards of Practice Reference Group.

We met with the Deputy Minister of MCFD and a number of his staff to ensure continued focus on removal of the exemptions, which is the biggest barrier to implementing full mandatory registration for BC social workers. We received assurances that the Minister will entertain a plan for removal over the next number of years.

We have also been involved with regulators, nationally and internationally. John Mayr, Registrar, and myself presented together and separately about regulation at the Canadian Association of Social Work Educators meeting at the Congress for the Humanities in 2014. John has been involved in training members of Boards in North America with the Association of Social Work Boards. He is also the Vice Chair of the Canadian Council of Social Work Regulators.

I would like to take this opportunity to publicly acknowledge our hard working Board and especially the Chairs of each of the Committees, and to say a special thank you to Andrea Harstone, who left the Board in December, 2014. As previously noted, Andrea chaired the Quality Assurance Committee through the design and implementation of the CPD program.

As well, we'd like to express our appreciations to Leah Bailey and her staff in the legislation branch in the Ministry of Children and Family Development.

Finally, kudos and appreciations to John Mayr and staff; Chelsea Cooledge, Makhan Shergill, Nicole Abram, and Christeen Young for all their work to make the College what it is today: an effective and progressive regulatory body for social work.

REGISTRAR'S REPORT

The College has the duty to act in the public interest while superintending the practice of social work in the province of BC. We mainly accomplish this by establishing standards of practice and ethics, programs to enhance the quality of service provided by registrants and by having fair, transparent, and objective registration and complaints inquiry processes.

“By working together we seek to achieve a winning situation.”



John Mayr
Registrar

2014 was an incredible year for the BC College of Social Workers from a number of perspectives. In conjunction with the members of the Board, committee volunteers, and the dedicated staff of the College we were able to complete some critical pieces of the regulatory framework. As details of specific activities are included elsewhere, I'm going to use this space to talk about what has come to be known as the three pillars.

I was invited, as a member of the Canadian Council of Social Work Regulators, to take part in a panel discussion at the 2014 Congress of the Humanities meetings. The panel, representing the three pillars, was comprised of Dr. Carolyn Campbell from the Canadian Association of Social Work Educators, Morel Cassie from the Canadian Association of Social Workers, and myself. While the conference and the session were engaging, I left pondering what the future might look like.

There was, at that meeting, some significant opposition to regulators having been given time on the agenda. In all, representatives from the BC College of Social Workers were involved in four formal sessions on an array of topics from licensure examination; to the intersection of competency and practice; and the relationship between education, advocacy, and regulation. To me, the opposition was interesting for, as I see it, none of the pillars are going away. In fact to be successful the pillars need to be strengthened. The roles are, at least in part, as follows:

The Canadian Association for Social Work Education says that “the mission of social work education is to promote excellence in social work education, scholarship, and practice with a human rights and responsibility and social justice focus.” Students should, on the completion of a program be aware of what students are expected to know and to be able to do.

Professional associations are there to advocate for their members and the profession. In BC, the BCASW supports and promotes the profession of social work and advocates for social justice. As a voluntary member organization the association undertakes activities which strengthens the voice of social workers, supports practice and builds a solid foundation for advocacy and social action. The association seeks to provide information and support to social workers, leadership in professional and social advocacy and outstanding professional development opportunities.

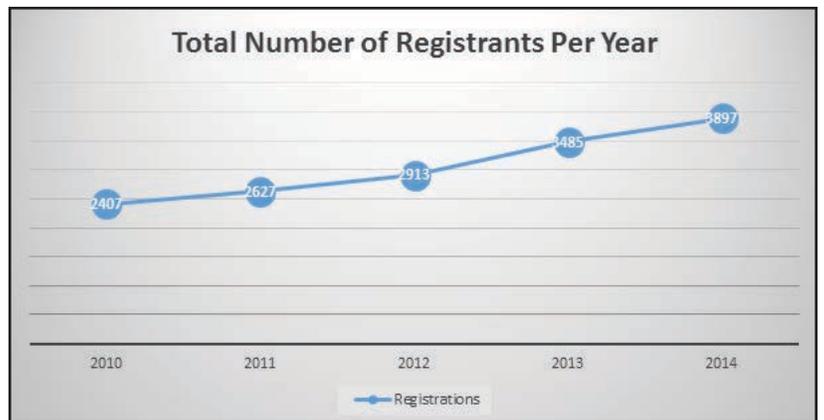
The mandate of the College and other professional regulators can be found in the legislation that found the legislation or statute. The College has the duty to act in the public interest while superintending the practice of social work in the province of BC. We mainly accomplish this by establishing standards of practice and ethics, programs to enhance the quality of service provided by registrants and by having fair, transparent, and objective registration and complaints inquiry processes.

The three organizations are complementary. Our activities are not mutually exclusive. By working together we seek to achieve a winning situation.

On December 31, 2014, the BC College had a total of **3897** registrants, representing an increase of **11.8%** from December 31, 2013.

REGISTRATION COMMITTEE

Jackie Stokes, RSW;
Doris Darvasi
Josh Myers, RSW
Renee Avitan, RSW
Meera Dhebar, RSW



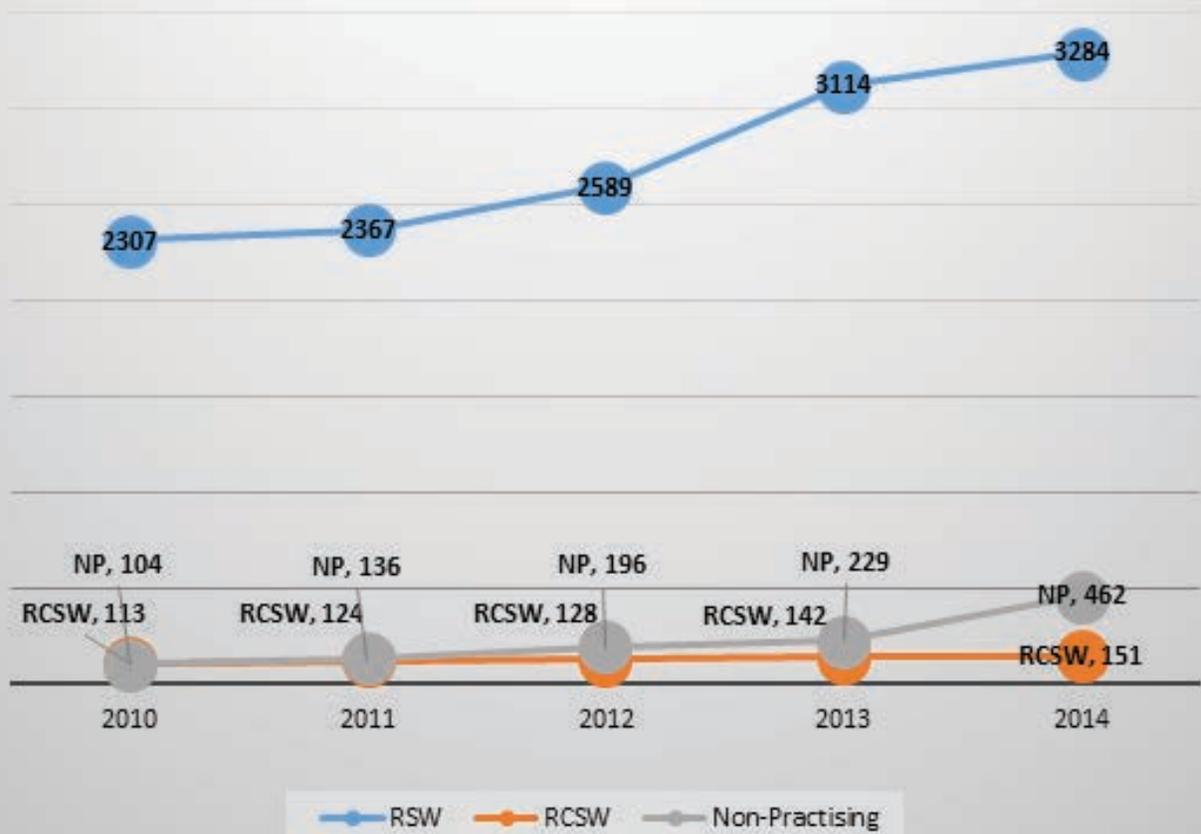
The Registration Committee ensures the registration processes outlined in the *Social Workers Act* and Bylaws are being followed and develops recommendations for registration policies for approval by the Board. The specific activities of the Committee, as referred to in the *Social Workers Act* and Bylaws, include conducting reviews and holding hearings, as per section 14 of the Act, requested by applicants regarding the Registrar’s decisions under section 13(2) refusing registration.

In 2014, the Committee discussed issues related to the September 1, 2015 implementation of the entry to practice licensure exam.

The Committee considered the impact the cost increase for individuals applying for registration after the implementation date. Based on recommendation from the Committee, the Board agreed that the additional exam fee is a legitimate cost of entry to the profession. The Committee also discussed and the Board agreed that individuals would be allowed three attempts to write the licensure examination with a final fourth attempt only with the prior approval of the Committee. In addition and on the advice of the Registration Committee, the Board agreed that the College would adopt the ASWB policy on examination accommodations for persons with disabilities.

The Committee was also busy expanding on existing College policies. There was discussion to further define and clarify the requirements of the clinical application process. Clarification was also provided with regards to individuals applying for registration without a social work degree and how these individuals can satisfy the substantial equivalency requirements.

Annual Increase of Registrants by Class of Registration



Applications Received in 2014

Applications received	615
Applications approved	510
Applications refused	3
Applications closed	4
Applications carried forward	98

Total Number of Registrants by Class of Registration at December 31, 2014

Total number of registrants	3897
Registered Social Worker	3284
Registered Clinical Social Worker	151
Registered Non-Practising	462

REGISTRATION APPEALS COMMITTEE

The Registration Appeals Committee is established by the *Social Workers Act* for the purpose of hearing appeals to decisions of the Registration Committee.

No new or ongoing appeals were considered in the reporting year.

INQUIRY
COMMITTEE
REPORT

The **Inquiry Committee** continues to work within the principles of natural justice to ensure the investigation process is **fair, transparent** and **unbiased**.

INQUIRY COMMITTEE

Curtis Magnuson, RSW; Colleen Spier, Deborah Jones, RCSW; Susan Waldron, RSW; Daniel Sirivar, RSW

One of the core functions of the College in protecting the public is to respond to inquiries and investigate complaints regarding the conduct of registered social workers and former registrants of the College. Under the authority of the *Social Workers Act*, when the College receives a written complaint the Registrar may dismiss the complaint under certain circumstances, or deliver the complaint to the Inquiry Committee. Once an investigation is complete, the Committee may decide to take no further action; enter into a complaint resolution agreement with the registrant in which the registrant agrees to undertake certain remedial actions; or direct the Registrar to issue a citation for a hearing by the Discipline Committee.

There was a 73% increase in complaints in 2014. The increase in complaints may in part be due to the results of a public awareness campaign, the intent of which was to increase awareness of the College and its role in protecting the public interest.

Summary of Complaints 2014

New Complaints	19
Brought forward from 2013	6
Total	25

Breakdown of Complaints

Under Investigation	11
Closed – No Further Action	8
Dismissed by Registrar	4
Resolution Agreement	2
Total	25

Five of the files that remain under investigation are reports from employers who have terminated or have otherwise disciplined registrants due to concerns about their conduct in the workplace. Some of these reports may fall under Section 39 of the Act, which requires an employer to report to the College conduct of a social worker that involves alleged physical or significant emotional harm or sexual abuse or exploitation of a client. Other reports received from an employer may be related to employer expectations of the registrant as an employee and may prove to be outside the jurisdiction of the College. A thorough investigation of all complaints provides for the Inquiry Committee or Registrar to make a fair and appropriate determination for each matter raised.

ARE YOU A
Social Worker?

Do you know why being registered is important?

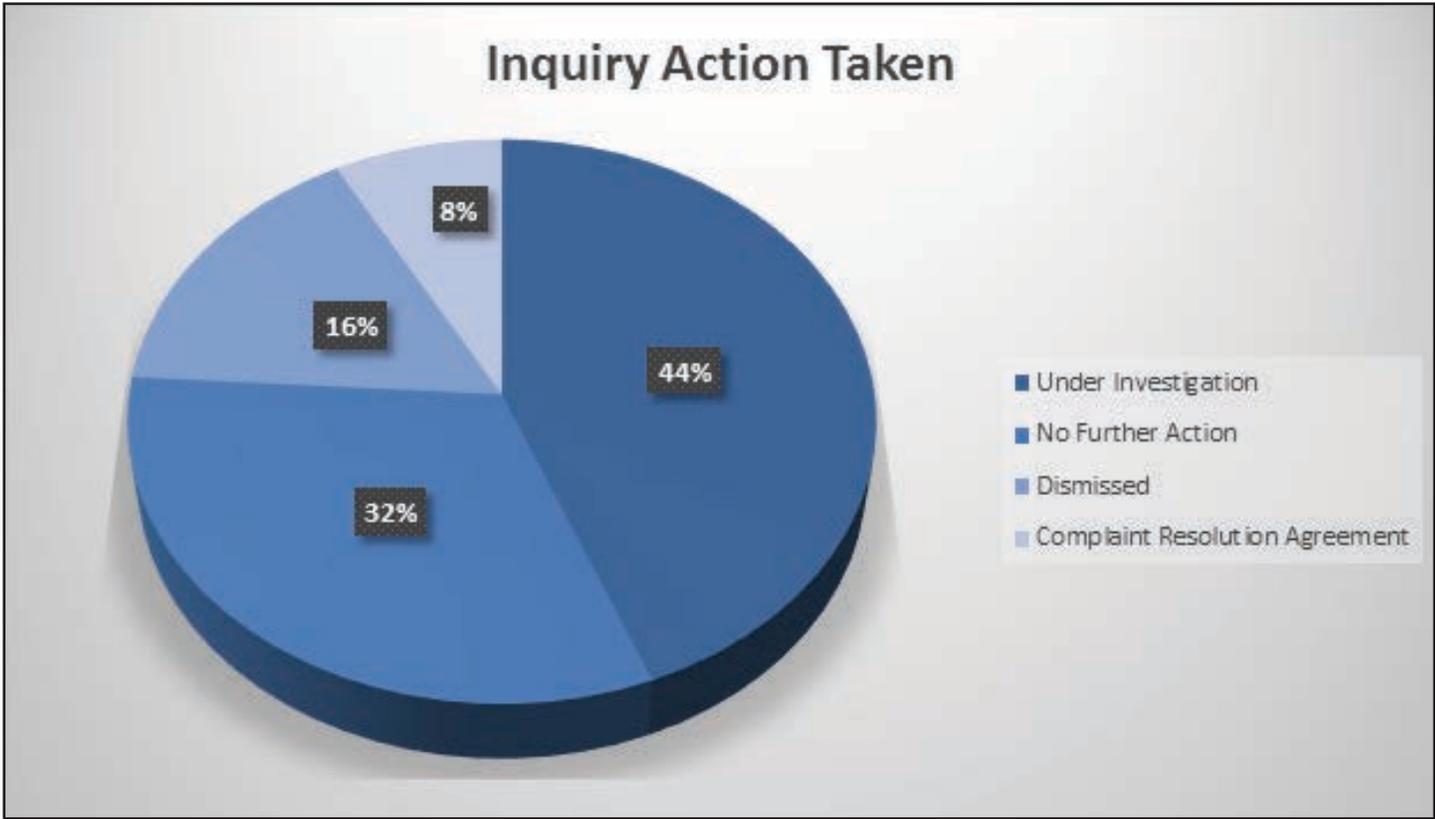
CLICK TO FIND OUT MORE

BC CSW
British Columbia College of Social Workers

Social Media Ad Example

The types of complaints the College received this past year reflect the varied breadth and depth of social work practice in the province. The range and types of allegations raised with the College include matters such as failure to meet the expectations of a parenting coordinator under the *Family Law Act*; matters related to a political role; failure to meet the expectations as a designated responder under the *Adult Guardianship Act*; and the practice of a registrant in a community outside of the province.

The College staff and members of the Inquiry Committee work within the principles of natural justice to ensure the investigation process is fair, transparent, unbiased, and that registrants are given the opportunity to respond to the allegations.



ARE YOU A
Social Worker?

Do you know why September 1st is an important date?

CLICK TO FIND OUT MORE

BC CSW
British Columbia College of Social Workers

DISCIPLINE COMMITTEE

Susan Barr, RSW; Elizabeth Jones, RSW; Jackie Stokes, RSW; Doris Darvasi, Bruce Hallsor

The Discipline Committee is established by the *Social Workers Act* for the purpose of hearing matters that are subject to Citation issued by the Inquiry Committee or Board of the College.

The Discipline Committee continued to have one outstanding Citation during this reporting period a former registrant Michael Anthony. Concurrently to the matter before the College, news reports identified Mr. Anthony as having been charged with sexual assault of a client. The matter raised in the Citation was related to a proceeding in a family law matter and not with the criminal charges. It was therefore determined that the Hearing before the College should be delayed pending the outcome of the criminal matter. The courts concluded the matter in 2014 and Mr. Anthony has been sentenced to incarceration for two years, followed by a two-year probationary term. In the coming year, the College will determine the appropriate course of action within the jurisdiction of the statute.



QUALITY ASSURANCE

BC COLLEGE OF SOCIAL WORKERS
Strengthening Society

BC CSW
Regulating in the public interest
bccollegeofsocialworkers.ca



HIGH STANDARDS

BC COLLEGE OF SOCIAL WORKERS
Strengthening Society

BC CSW
Regulating in the public interest
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BC CSW
British Columbia College of Social Workers

Do you know why being registered is important?

ARE YOU A *Social Worker?*

Do you know why September 1st is an important date?

CLICK TO FIND OUT MORE

BC CSW
British Columbia College of Social Workers



CONTINUING PROFESSIONAL DEVELOPMENT

Andrea Harstone, RCSW; Leonard Ibbs, Elaine Halsall, RCSW; Sandy Lundmark, RSW; Heidi Meseyton, RSW; Carolyn Oliver, RSW

The College's Continuing Professional Development (CPD) program which aims to promote quality assurance with respect to the practice of social work in BC and further enhance the protection of the public was launched in late 2013. Registrants in the practising classes of registration are required to satisfy the CPD requirements and submit to the College using the online recording tool by October 31 of each year.

The October 31, 2014 deadline for the first year of the program brought a 92.3% compliance rate. The College had 3119 registrants in the practising classes of registration successfully submit their CPD information to the College using the online recording tool. There were 260 non-compliant registrants in the practising classes of registration and 436 registrants in the Non-Practising class of registration who were not required to submit continuing development information.

CPD End of Cycle Statistics

RSW/RCSW – Good Standing –	3119
RSW/RCSW – Not in Good Standing –	260
NP – Good Standing –	436

STAKEHOLDER EDUCATION & RELATIONSHIPS

ENHANCING SOCIAL WORK PRACTICE

1.0 Collaboration

Maintain & sustain collaborative initiatives:

- CCSWR
- BCASW
- ASWB
- Aboriginal Community

1.1 Communication

Public Awareness

- Continue to plan and implement PA plan.
- Develop & maintain media relations
- Increase knowledge & visibility of College & regulation of social work
- Promote & expand registration

Registrant awareness

- Increase communications with registrants
- Increase articles in College Conversation

Students and Schools of Social Work

- Encourage understanding of Regulation
- Contact each school yearly
- Encourage registration

Media Relations

- Proactively engage media

1.2 Regulatory Research

- Conduct research on emerging & urgent issues

2.0 Enhance Social Work Practice

2.1 Undertake activities to define social work practice.

- Develop policy on knowledge, skill, and ability
- Work to enhance social work practice
- Complete consultation & revision of standards of practice

2.2 Advance Competencies

CCSWR

- Promote activities related to the competency profile
- Participate & direct phase 2 activities

2.3 Quality Assurance

- Continue implementation of CPD program
- Develop policies for special consideration

2.4 Preparing Students for Registration

- Develop & present information to schools of social work
- Conduct other outreach to increase awareness

2.5 Strengthen Professional Identity

- Engage in regulatory focused dialogue
- Increase knowledge & visibility of College & regulation of social work
- Undertake activities that build respect for the profession

2014 - 2016

STRATEGIC

PUBLIC SAFETY

STRENGTHENING COLLEGE CAPACITY

3.0 Public Safety

- Develop & propose priority list for removal of exemptions
- Meet with Government to discuss plan

3.1 Professional conduct

- Increase awareness of standards of practice
- Increase awareness of competent practice

3.2 Improve ability to regulate misconduct

- Create, review & revise policies for emerging practice area

3.3 Standards of Practice

- Complete consultation & revision of standards of practice
- Plan and implement new standards of practice
- Engage stakeholders in dialogue regarding Code of Ethics

4.0 Expand College Capacity

4.1 Strengthen internal capacity

- Conduct needs assessment for additional staff
- Identify activities for staff development
- Continue cross functional staff model

4.2 Internal Governance Policies

- Develop & implement Board member assessment
- Develop plan for board member succession
- Develop process and criteria for identification of new board members
- Develop social media platform/forum for election communications

4.3 Board Member Professional Development

- Ensure orientation of new members within 6 months
- Ensure every new member attends ASWB new Board member training
- Communicate educational opportunities to board members

PLANNING

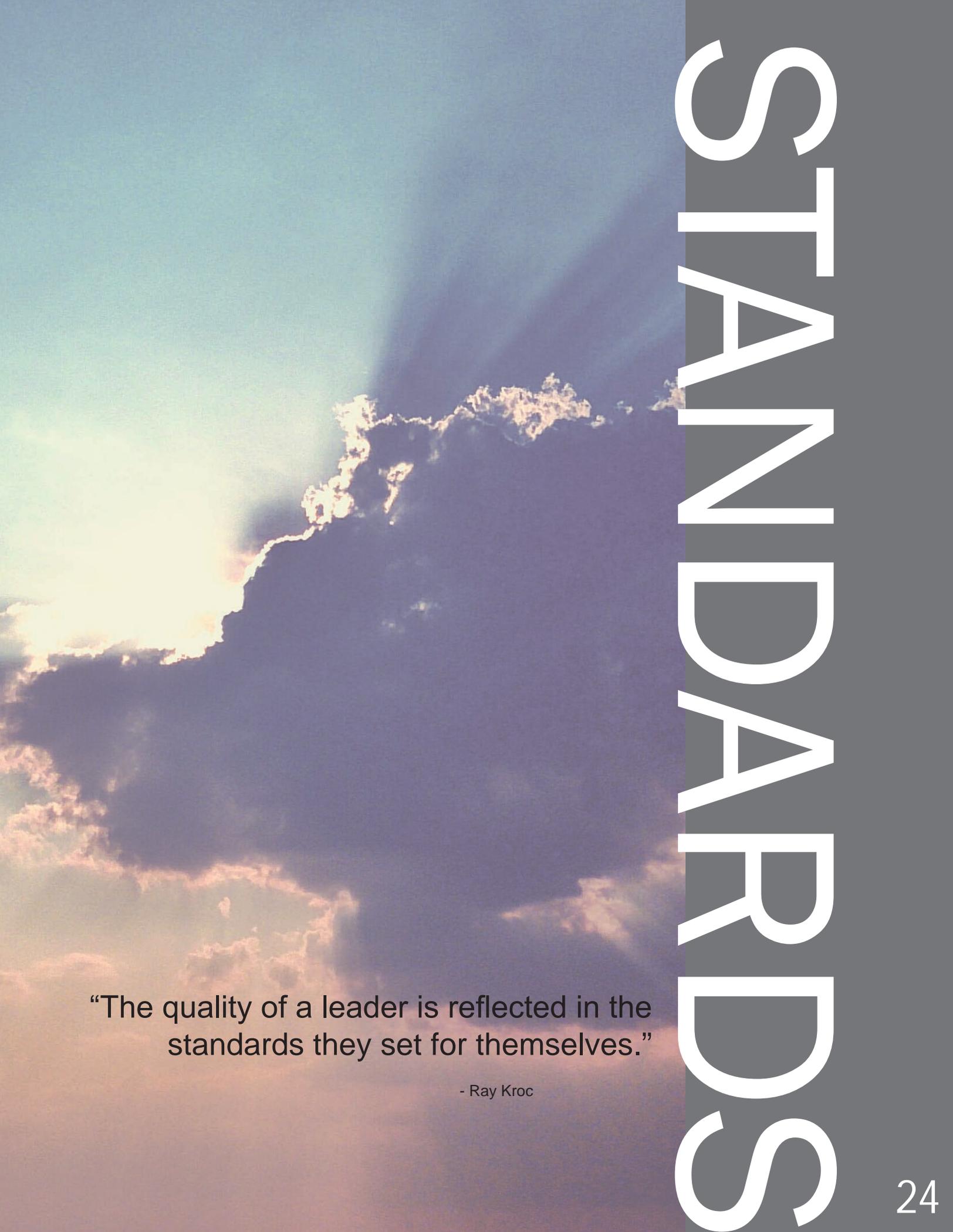
STANDARDS OF PRACTICE

The *Social Workers Act* in establishing the College and its functions requires the establishment, monitoring and enforcement of standards of practice and ethical standards. Standards of practice and standards of professional ethics provide for a professional regulatory body to set the minimum acceptable level of practice for entry into and exit from a profession. Standards inform the registrant and members of the public about the reasonable expectations of a social worker. Standards also provide baseline criteria to assess the conduct of registered social workers when the College receives a complaint about a registrant's practice.

The current Standards of Practice are ill suited for purpose given the varied roles social workers hold in this province, including such areas as direct practice, community development, policy analysis, management and delivering education. The Quality Assurance Committee and the Board of the College have agreed to a complete revision of the current standards. The new Standards of Practice will aim to articulate more clearly the minimum threshold knowledge and skills expected of a registrant in order to practice safely and ethically. We seek to have practice standards statements which are quantifiable and operational, and are relevant to all areas of social work.

To date, a guiding framework has been developed to ensure the process is transparent and reflective and that the revised standards are created from the underlying principles and values of social work. A reference group, made up of a representative group of registrants, provide their wisdom and guidance to staff as the work continues. The College will also be engaging in a comprehensive consultation plan with all registrants and other identified stakeholders.

The Guiding Framework is currently on our website and additional information will be posted as we move forward with this work.



STANDARDS

“The quality of a leader is reflected in the standards they set for themselves.”

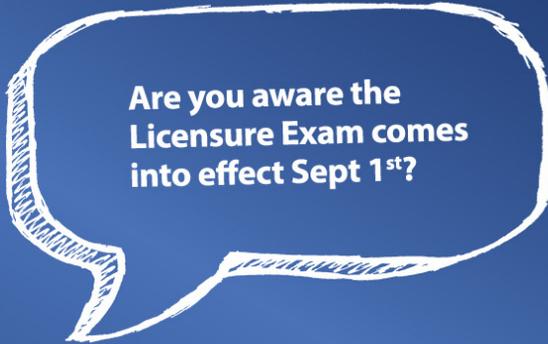
- Ray Kroc

PUBLIC AWARENESS CAMPAIGN

The College continues to engage Bridge Communications on an extensive Public Awareness Campaign. The intent of the campaign is to increase the knowledge and visibility of the College, the regulation of the profession of social work, as well as to promote and expand registration. The campaign included:

- Advertisements in newspapers in several different languages, and ads in transit
- closed caption spots on Global TV,
- 2 Op-Ed pieces in local newspapers
- Op-Ed in national news targeting an Aboriginal audience
- The Registrar engaged in 4 interviews with different radio talk-show hosts/DJ's
- Several digital ads on a variety of websites, including LinkedIn and Google
- Dedicated Facebook page
- Recorded a number of videos to be posted on Youtube and our website

The College also contributed to and participated in the collaborative Public Awareness campaign with the other regulatory Colleges, collectively known as the Health Profession Regulators of BC. This campaign is titled "Care Safe Trust" and a public service announcement was also shown on Global TV as well as bus shelter and newspaper advertising.



Are you aware the Licensure Exam comes into effect Sept 1st?

CLICK TO FIND OUT MORE



CODE OF ETHICS

BC COLLEGE OF SOCIAL WORKERS
Strengthening Society



HIGH STANDARDS

BC COLLEGE OF SOCIAL WORKERS
Strengthening Society



Do you know why being registered is important?

CLICK TO FIND OUT MORE



ARE YOU A

Social Worker?

Do you know why Sept. 1st is an important date?

FIND OUT MORE



BC College of Social Workers Ad Examples

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Financial Statements
Year Ended December 31, 2014

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Index to Financial Statements
Year Ended December 31, 2014

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INDEPENDENT AUDITOR'S REPORT

To the Members of British Columbia College of Social Workers

We have audited the accompanying financial statements of British Columbia College of Social Workers, which comprise the statement of financial position as at December 31, 2014 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements 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 financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 made by management, as well as evaluating the overall presentation of the financial statements.

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 statements present fairly, in all material respects, the financial position of British Columbia College of Social Workers as at December 31, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Burnaby, British Columbia
March 14, 2015


McDonald Rickett
Chartered Accountants

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Statement of Financial Position
December 31, 2014

	Hearings Fund	Operating Reserve Fund	Operating Fund	2014	2013
Assets					
Current					
Cash	\$ -	\$ -	\$ 609,372	\$ 609,372	\$ 541,991
Accounts receivable	-	-	5,872	5,872	91,613
Prepaid expenses	-	-	19,653	19,653	45,196
	-	-	634,897	634,897	678,800
Capital assets (Note 2)	-	-	93,024	93,024	86,032
Restricted cash certificates of deposit and GIC	180,381	240,000	100,000	520,381	520,381
	\$ 180,381	\$ 240,000	\$ 827,921	\$ 1,248,302	\$ 1,285,213
Liabilities					
Current					
Accounts payable	\$ -	\$ -	\$ 12,864	\$ 12,864	\$ 20,249
Government remittances payable	-	-	7,088	7,088	7,222
Deferred income	-	-	171,762	171,762	169,298
	-	-	191,714	191,714	196,769
Deferred rent	-	-	3,671	3,671	2,336
	-	-	195,385	195,385	199,105
Net assets	180,381	240,000	632,536	1,052,917	1,086,108
	\$ 180,381	\$ 240,000	\$ 827,921	\$ 1,248,302	\$ 1,285,213

Approved by the Directors

_____ Director

_____ Director

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Statement of Revenues and Expenditures
Year Ended December 31, 2014

	Hearings Fund	Operating Reserve Fund	Operating Fund	2014	2013
Revenue					
Registration fees	\$ -	\$ -	\$ 857,594	\$ 857,594	\$ 769,664
Application fees	-	-	90,606	90,606	104,494
Interest and other	-	-	14,182	14,182	9,961
	-	-	962,382	962,382	884,119
Administrative expenses					
Amortization	-	-	32,682	32,682	25,648
Bank and credit card charges	-	-	25,275	25,275	24,734
Computer support	-	-	6,065	6,065	19,325
Criminal records review program costs	-	-	27,804	27,804	23,304
Insurance	-	-	5,971	5,971	5,945
Office equipment	-	-	3,924	3,924	4,363
Office supplies	-	-	4,488	4,488	5,478
Postage and courier	-	-	13,897	13,897	12,921
Printing	-	-	14,955	14,955	16,301
Professional fees	-	-	20,420	20,420	20,919
Public awareness project	-	-	267,896	267,896	92,849
Rent	-	-	66,957	66,957	73,376
Telephone and internet	-	-	9,885	9,885	5,172
	-	-	500,219	500,219	330,335
Professional, board and staffing activities					
Gain on disposal of assets	-	-	-	-	460
Professional activities (<i>Schedule 1</i>)	-	-	30,888	30,888	23,797
Board activities (<i>Schedule 2</i>)	-	-	46,699	46,699	34,172
Staffing (<i>Schedule 3</i>)	-	-	417,766	417,766	390,391
	-	-	495,353	495,353	448,820
Excess (deficiency) of revenue over expenses	\$ -	\$ -	\$ (33,190)	\$ (33,190)	\$ 104,964

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Statement of Changes in Net Assets
Year Ended December 31, 2014

	Hearings Fund	Operating Reserve Fund	Operating Fund	2014	2013
Net assets - beginning of year	\$ 180,381	\$ 240,000	\$ 665,726	\$ 1,086,107	\$ 981,144
Deficiency of revenue over expenses	-	-	(33,190)	(33,190)	104,964
Net assets - end of year	\$ 180,381	\$ 240,000	\$ 632,536	\$ 1,052,917	\$ 1,086,108

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Statement of Cash Flows
Year Ended December 31, 2014

	Hearings Fund	Operating Reserve Fund	Operating Fund	2014	2013
Operating activities					
Excess of revenue over expenses	\$ -	\$ -	\$ (33,190)	\$ (33,190)	\$ 104,964
Items not affecting cash:					
Amortization of capital assets	-	-	32,682	32,682	25,648
Loss on disposal of assets	-	-	-	-	460
Deferred rent	-	-	1,335	1,335	1,335
	-	-	827	827	132,407
Changes in working capital:					
Accounts receivable	-	-	85,741	85,741	(83,877)
Prepaid expenses	-	-	25,543	25,543	(20,927)
Accounts payable	-	-	(7,386)	(7,386)	10,445
Government remittances payable	-	-	(134)	(134)	1,141
Deferred income	-	-	2,464	2,464	42,853
	-	-	106,228	106,228	(50,365)
Cash flow from operating activities	-	-	107,055	107,055	82,042
Investing activities					
Purchase of capital assets	-	-	(39,674)	(39,674)	(76,219)
Proceeds on disposal of capital assets	-	-	-	-	100
Cash flow from (used by) investing activities	-	-	(39,674)	(39,674)	(76,119)
Financing activity					
Restricted cash certificates of deposit and GIC	-	-	-	-	(100,000)
Increase (decrease) in cash flow	-	-	67,381	67,381	(94,077)
Cash - beginning of year	180,381	240,000	121,610	541,991	636,068
Cash - end of year	\$ 180,381	\$ 240,000	\$ 188,991	\$ 609,372	\$ 541,991

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Notes to Financial Statements
Year Ended December 31, 2014

Nature and purpose of organization

The British Columbia College of Social Workers (the "College") is incorporated under the Social Workers Act of B.C. as a not-for-profit organization. The purpose of the College is to act in the public interest and to superintend the profession of social work in British Columbia. The College establishes and maintains standards of practice and standards of ethics.

1. Summary of significant accounting policies

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Fund accounting

The Operating Fund reports the assets, liabilities, revenues and expenses related to the College's registration activities.

The Operating Reserve Fund reports the assets, liabilities, revenues and expenses related to the College's extraordinary registration activities.

The Hearings Fund reports the assets, liabilities, revenues and expenses related to the College's hearing activities.

Revenue recognition

- a) The College follows the restricted fund method in which externally restricted contributions are recognized as received in the fund corresponding to the purpose for which they were contributed. Unrestricted contributions are recognized in the Operating Fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Fees are recognized during the fiscal period in which they relate. Fees received in advance of the period to which they relate are recorded as deferred income.
- b) Interest and other income are recognized as revenue in the period the income is earned. The change in the difference between the fair value and cost or cash and cash equivalents at the beginning and end of each year is reflected in the statement of revenues and expenditures. All interest income earned is reported as revenue of the Operating Fund.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

(continues)

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Notes to Financial Statements
Year Ended December 31, 2014

1. Summary of significant accounting policies *(continued)*

Cash equivalents

The College considers certificates of deposits, which consist of guaranteed investment certificates and term deposits, to be cash equivalents as they are readily convertible into cash and because of their short-term maturity.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets are amortized over their estimated useful lives on a declining balance basis at the following rates and methods:

Computer equipment	50%	declining balance method
Furniture and fixtures	20%	declining balance method
Leasehold improvements	10 years	straight-line method

The company regularly reviews its capital assets to eliminate obsolete items.

Leases

The College recognizes rental expense on a straight-line basis over the term of the lease. Any difference between the calculated expense and the amount actually paid is reflected as deferred rent in the Statement of Financial Position.

2. Capital assets

	Cost	Accumulated amortization	2014 Net book value	2013 Net book value
Computer equipment	\$ 70,399	\$ 56,473	\$ 13,926	\$ 24,031
Computer software	91,899	26,137	65,762	46,371
Furniture and fixtures	22,278	13,101	9,177	10,916
Leasehold improvements	5,546	1,387	4,159	4,714
	\$ 190,122	\$ 97,098	\$ 93,024	\$ 86,032

3. Deferred revenue

Deferred revenue represents the 2015 registration fees received in 2014.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS
Notes to Financial Statements
Year Ended December 31, 2014

4. Commitments

The College is a co-lessee of premises for a ten year term of beginning April 1, 2012 and ending March 31, 2022. The College's share of future minimum lease payments are as follows.

Future minimum lease payments:

2015	\$ 37,380
2016	37,380
2017	37,380
2018	37,380
2019	39,383
Thereafter	<u>123,487</u>
	<u>\$ 312,390</u>

5. Financial instruments

The company is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the company's risk exposure and concentration as of December 31, 2014.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the company manages exposure through its normal operating and financing activities. The company is exposed to interest rate risk primarily through its term deposits.

6. Capital disclosures

The College's objective when managing capital is to safeguard the College's ability to continue as a going concern so that it can continue to regulate the Social Work profession in British Columbia with the mandate to protect the public from preventable harm. The College seeks to accomplish this objective by holding sufficient unrestricted and internally restricted fund balances to enable it to withstand negative unexpected financial events.

7. Income taxes

The College is exempt from income taxes under the provisions of the Income Tax Act as a Not-For-Profit organization.

8. Comparative figures

Some of the comparative figures have been reclassified to conform to the current year's presentation.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS**Professional activities****(Schedule 1)****Year Ended December 31, 2014**

	2014	2013
Professional activities		
AGM	\$ 4,471	\$ 3,477
Legal	1,593	4,971
Professional development	6,925	9,108
Registrar's travel	8,775	3,318
Subscriptions and memberships	4,703	2,923
Special projects	4,421	-
	\$ 30,888	\$ 23,797

Board activities**(Schedule 2)****Year Ended December 31, 2014**

Board expenses		
Board travel	\$ 33,019	\$ 20,862
Meetings	5,640	4,502
Honorarium	3,900	3,900
Board professional development	4,140	4,908
	\$ 46,699	\$ 34,172

Staffing**(Schedule 3)****Year Ended December 31, 2014**

Staffing		
Salaries and wages	\$ 358,788	\$ 337,679
Benefits	58,978	52,712
	\$ 417,766	\$ 390,391

The **BC College of Social Workers** (BCCSW) is the regulatory body for the practice of social work in British Columbia. Our mandate is to protect the public interest by establishing and supporting high standards for qualified Registered Social Workers.

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