



ALBERTA COLLEGE OF
SOCIAL WORKERS

2022
**ANNUAL
REPORT**



VISION

Albertans trust that social workers are competent and accountable for providing safe and ethical social work services.

MISSION

The Alberta College of Social Workers serves Alberta's diverse population by regulating the practice of social work. We set standards and administer fair and reliable processes for registration, continuing competence, and discipline.

VALUES

The values we use to make decisions and guide our actions include:

- Public interest and public protection
- Professionalism, competence, and lifelong learning
- Allyship, reconciliation, and equity
- Fairness, consistency, and transparency

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BACKGROUND

The Alberta College of Social Workers (ACSW) serves as the regulatory college for the profession of social work in Alberta. ACSW's mandate and purpose is legislated by the *Health Professions Act* (HPA), which sets out the authority and regulatory duty of the college. Since coming into force on April 1, 2003, the HPA has outlined the regulatory mandate to establish requirements for mandatory registration, continuing competence, the practice of restricted activities and the clinical practice specialization. The HPA provides for protection of title for use by registered social workers (RSWs) and a broadly defined scope of practice.

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The Alberta College of Social Workers serves as the regulatory college for the profession of social work in Alberta.



MANDATE & PURPOSE

Under the *Health Professions Act*, the mandated objectives of the ACSW are:

- To serve and protect the public interest
- To regulate and provide direction to the social work profession
- To establish, maintain and enforce requirements for registration and continuing competence
- To establish and maintain requirements for practice enhancements including the clinical practice specialization and the practice of restricted activities
- To establish, maintain and enforce standards of practice and a code of ethics
- To establish and maintain a complaints and discipline process
- To approve social work education programs for registration



PROTECTION OF THE PUBLIC

Under the *Health Professions Act*, the role of a regulatory college is to “carry out its activities and govern its regulated members in a manner that protects and serves the public interest.” To fulfill this role, ACSW has adopted a professional Code of Ethics and Standards of Practice to help guide the professional activities of social workers across fields of practice. The Continuing Competence Program requires all members to maintain and enhance their current practice

knowledge and skills. Members of the public are able to submit complaints about a social worker acting in an unprofessional manner. Complaints can be investigated by the ACSW to address unprofessional conduct and determine if discipline is required. Registered social workers in Alberta work together to uphold accountability in practice and to the clients, families and communities they serve.

KEY STAKEHOLDER PARTNERSHIPS



ACSW is a member of the Canadian Council of Social Work Regulators (CCSWR) and the Association of Social Work Boards (ASWB) and benefits from these organizations’ purpose of strengthening public protection by providing support and services to social work regulatory bodies to advance competent and ethical social work practices. ACSW

is also a member of the Alberta Federation of Regulated Health Professions (AFRHP), which promotes and advances regulation in the pursuit of excellence in serving the public interest. ACSW also holds membership with the Council on Licensure, Enforcement and Regulation and the Canadian Network of Agencies of Regulation.



ACSW STRUCTURE

PROFESSIONAL REGULATION | PUBLIC PROTECTION





ACSW COUNCIL

MEMBERS OF ACSW COUNCIL:

Siu Ming Kwok • PRESIDENT
 Peter Baylis • VICE PRESIDENT
 Katie Richardson • SECRETARY
 Daryl Pamplin • TREASURER
 Carrie Avveduti • INDIGENOUS SOCIAL WORK COMMITTEE CHAIRPERSON
 Samuel Mammen • MEMBER AT LARGE
 Dayirai Kapfunde • MEMBER AT LARGE

PUBLIC MEMBERS:

Trevor Liskowich
 Laura Delfs
 Elizabeth Goldie
 Allen Billy
 Geraldine Smith



TOP ROW, L TO R: Trevor Liskowich, Elizabeth Goldie, Samuel Mammen

SECOND ROW: Daryl Pamplin, Siu Ming Kwok, Allen Billy

THIRD ROW: Laura Delfs, Peter Baylis, Katie Richardson

BOTTOM ROW: Dayirai Kapfunde, Carrie Avveduti, Geraldine Smith

COUNCIL

The Alberta College of Social Workers Council is empowered by the *Health Professions Act* and may exercise all rights, powers and privileges in fulfilling its duty to govern and oversee the activities of the college and ensure all duties are carried out in a manner that serves and protects the public interest. The ACSW is governed by a Council of fourteen members, composed of seven elected registered members and seven public members appointed by the Government of Alberta. The Indigenous Social Work Committee chairperson holds a designated seat on Council as one of the registered members.

Council performs governance oversight through governance committees, which include the Executive Committee,

Finance Committee, Bylaws Committee and Human Resources Committee. Committees of Council include the Indigenous Social Work Committee and the Nominations and Recruitment Committee. Members of Council serve as liaisons to the legislative and regulatory committees.

In 2022, ACSW held a Council Election. The Nominations and Recruitment Committee received nominations for the available positions in accordance with the ACSW Bylaws and the candidates were confirmed as members in good standing. The slate of candidates yielded one candidate for each available Council position, with one position left vacant. Each candidate was declared elected by acclamation for a three-year term beginning April 1, 2022.



GOVERNANCE

The Council and college staff together undertook significant governance actions throughout the 2022 year. The impetus for the governance priorities derived from the legislative amendments to the *Health Professions Act* which were implemented by Alberta Health with a delivery date of December 31, 2022.

THE GOVERNANCE GOALS ACHIEVED IN 2022 INCLUDED:

- The Bylaws Committee, in collaboration with the Executive Director and Registrar and legal counsel, completed a total revision of the ACSW Bylaws to meet the Bill 46 requirements. Council approved the amended Bylaws in November 2022.
- Council completed a consultation with Alberta Health on the amendments to the Social Workers Profession Regulation. The amendments to the Regulation were needed to meet the Bill 46 requirements. Council adopted the amended Social Workers Profession Regulation in November 2022. It is anticipated that the amended Regulation will be approved by the Lieutenant Governor in Council in March 2023.
- Initial consultation on the new draft Health Profession Restricted Activity Regulation occurred in 2022. Council and college staff anticipate that this work will continue into 2023.
- Council and college staff, in consultation with the Continuing Competence Committee and college membership, prepared proposed amendments to the ACSW Standards of Practice. The proposed amendments addressed legislative requirements set out in changes in the HPA. The proposed amendments to the Standards of Practice were submitted to the Minister of Health for consultation and feedback. Council and college staff anticipate this work will continue into 2023.
- The ACSW has adopted the Canadian Association of Social Workers' Code of Ethics and participated in the review and nationwide consultation on the draft revision of the Code. ACSW is represented on the Code of the Ethics Review Committee, and Council and college staff continue to monitor these changes. It is anticipated that the review will be completed and a proposed amended Code of Ethics presented in 2023.
- Council approved the ACSW Divestment Summary Report for submission to the Minister of Health as required in Bill 46 (2020). The report was submitted in March 2022 and accepted by the Minister of Health in June 2022.
- Council and college staff met the commitment to support the establishment of a new and separate professional social work association. Council and staff will maintain a collaborative relationship to provide ongoing transfer of historical and operational knowledge of association functions and activities.
- Council completed a Request for Proposal to engage a consultant to facilitate development of a new ACSW Strategic Plan. Council engaged Breakpoint Solutions to guide and facilitate the consultation and development of the new plan. The strategic planning process occurred in consultation with Council, committee members and college staff. Council approved a new, three-year ACSW Strategic Plan for 2023 – 2025. Implementation will begin in 2023.
- The ACSW Annual Report 2022 was approved by Council in March 2023 for submission to the Minister of Health and publication and release to members and the public.



PUBLIC MEMBERS' REPORT

Public members are appointed by the Alberta government to assist colleges in carrying out their mandate to govern a profession in a manner that protects and serves the public interest. The role of public representatives on the Council is to support professional accountability and ensure the public is represented and Albertans' views are taken into account.

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As public members, we are pleased to be part of a dedicated Council who serve the public interest through governance of registered social workers in Alberta.

Hearing Tribunals and Complaint Review Committees also include public members to hear evidence, make decisions and establish sanctions if appropriate. Public members are appointed by Order-In-Council and may serve a maximum of two three-year terms. Public members represent a variety of professional backgrounds and offer perspectives that are external to that of regulated members of the profession.

Public members are given equal rights and responsibilities as regulated members elected to the ACSW Council, including representation on various Committees of Council, governance, legislative and regulatory committees. Together, public members and the elected members of the profession bring a diverse skill set and perspective to Council that ensure strong governance in the public interest. Public members are committed to being fully informed about ACSW issues, plans, concerns, and aspirations. This is achieved by active involvement in activities beyond Council meetings, such as serving on committees, and participating in other ACSW initiatives, such as contributing to the ACSW Strategic Plan.

In accordance with the *Health Professions Act*, the composition of ACSW's Council, Hearing Tribunals and



Complaint Review Committees must consist of 50% public member representation. On the ACSW Council, there are seven seats available for public member representation, with five of those seats filled. In 2022, the public members on the ACSW Council were: Laura Delfs, Trevor Liskowich, Bukola Oladunni Salami, Elizabeth Goldie, Allen Billy and Geraldine Smith. Bukola Oladunni Salami completed her final term in March 2022 while Allen Billy and Geraldine Smith were appointed for their first term in June 2022.

As public members, we are pleased to be part of a dedicated Council who serve the public interest through governance of registered social workers in Alberta.



EMBRACING CHANGES WITH INCREASING CONFIDENCE

SIU MING KWOK, PHD, RSW



2021 was a year of transition and reflection. 2022 was a year to lay the groundwork to relaunch ACSW into its single mandate with a co-governance model and new ACSW identity, and redefine our relationship with national social work organizations.

2022 is year zero for the co-governance model. With the legislated changes introduced by *Bill 30: the Health Statutes Amendment Act (2020)*, ACSW Council was required to increase public member representation from 25 to 50 percent on our Council, Hearing Tribunals and Complaint Review Committees. By the end of 2022, we had five public members on Council, two of whom joined in 2022. The new combination of seven registered social work members and seven public members on Council creates new dynamic for moving the Council to more public accountability and transparency. We are confident that healthy and functional exchanges and decision-making in Council strengthen ACSW's mandate of the protection of the public interest.

2022 was a year to rebuild ACSW's identity. The divestment of ACSW's association functions concluded in 2022. Our college now has a single mandate which provides a clear focus for our new Strategic Plan (2023-2025). Meaningfully, it helps rebuild the identity of ACSW by opening the conversation regarding how to operationalize Indigenous engagement, equity, diversity and inclusion principles, and an anti-racist lens in the context of our regulatory framework. This conversation is new to our college and will evolve and continue into 2023.

2022 was a year to redefine our relationship with other national organizations. ACSW will have a new relationship with the Canadian Association of Social Workers. We

continue to work closely with CASW on their revised Code of Ethics and to represent Alberta on the Intersectoral Committee along with other regulators, professional associations, and social work educators. Our redefined regulatory mandate will guide and refresh our collaborative working partnership with CASW. On a related note, I have been elected president of the Canadian Council of Social Work Regulators, an organization that provides a national structure for provincial and territorial social work regulatory authorities to act together on social work regulatory matters in Canada. My role as president of CCSWR helps introduce an Albertan perspective on the social work regulatory function to a national organization. My participation in the Social Work Workforce Coalition, a committee of the Association of Social Work Boards, allows me to work with colleagues in the United States and Canada to re-envision the ASWB licensing examination to become more inclusive to all equity-seeking groups.

With this groundwork laid in 2022, I now call for all of you to walk with ACSW in 2023 as we embrace change with confidence in the regulation of the social work profession in Alberta.



REGULATING SOCIAL WORK IN THE PUBLIC INTEREST

JODY-LEE FARRAH, MSW, RSW



The Alberta College of Social Workers has been on a path of important and meaningful change — change that has required and inspired perseverance, consistency, preparation, and leadership.

Reflecting on the past year, progress was made and goals achieved only through the invaluable impact of ACSW's incredible Council members, committee volunteers, and staff. Together in leadership, the Council and college staff completed a new, three-year strategic plan that has set strategic goals and priorities for ACSW, with an aim toward regulatory excellence. ACSW is stepping into its sole mandate of public protection with a new vision: "Albertans trust that social workers are competent and accountable for providing safe and ethical social work services." This vision is at the heart of regulating a strong and capable social work profession in the public interest.

As a regulated profession under the *Health Professions Act*, ACSW worked diligently to meet and implement regulatory changes that were legislated through amendments to the HPA. *Bill 46: the Health Statutes Amendment Act (2020) (No.2)* required significant changes; most notable was the divestment of the professional association in 2022. The divestment of association functions and activities was a significant undertaking that occurred over a two-year period. This work is now complete and included acknowledgment from the Minister of Health that this requirement has been achieved. Additionally, ACSW actively engaged in consultation with Alberta Health and completed other legislative requirements including: amendments to the ACSW Bylaws, the Standards of Practice, the Social Workers Profession Regulation and the new Health Professions

Restricted Activity Regulation. As the Minister of Health continues to implement Bill 46, ACSW will continue to work collaboratively with Alberta Health to meet the legislative requirements. ACSW has engaged with the Fairness to Newcomers Office to understand Alberta's *Fair Registration Practices Act* and *Labour Mobility Act* and the College's responsibilities as a regulatory body under these statutes.

We have strong regulatory partnerships with provincial regulators and national social work regulatory organizations. We value our national relationships as organizations combine efforts to protect the public and strengthen professional regulation. We remain actively engaged with the Canadian Council of Social Work Regulators, Canadian Association of Social Work Education, National Indigenous Accreditation Board, and internationally, the Association of Social Work Boards. We also value our provincial partnership with our regulatory partners at the Alberta Federation of Regulated Health Professions.

With change comes opportunity, and there is excitement around the formation of the new professional association, carrying on the strong legacy of a unified professional social work community in Alberta. ACSW supported the establishment of a new and separate professional social work association, the Social Workers Association of Alberta (SWAA). Under the leadership of their interim board of directors, SWAA has been fully established with legal



EXECUTIVE DIRECTOR & REGISTRAR'S REPORT CONTINUED

and operational frameworks. As SWAA moves towards welcoming members and building a strong gathering place for all social workers, ACSW looks forward to our continued collaborative partnership.

ACSW's mandate is to serve and protect the public interest through the governance and regulation of the social work profession. Our profession maintains a collective professional value and commitment to ethical and competent

social work practice, upholding Standards of Practice and a Code of Ethics that anchors every social worker in their service to their diverse clients. ACSW's priority is its sole mandate as a regulatory college, aiming to strengthen our regulatory practice while upholding reconciliation, equity, diversity and inclusion within our profession. I look forward to engaging with you to achieve our mission of regulatory excellence through strong regulation.

MEMBERSHIP INFORMATION

NEW REGISTRANTS

640 new complete applications for registration were received, all of which were approved. New registrants include 467 new graduates from approved programs, of which 400 were from Alberta. Of the total new registered social workers, 55 were not new graduates, 74 were gained through labour mobility, 2 were from the USA and 42 have international qualifications. No applications were submitted through the substantial equivalence process. Throughout the year, 169 applications were reinstated after being cancelled.

REVIEWS BY COUNCIL

There were no registration application reviews by Council.

NUMBER AND TYPES OF REGISTERED SOCIAL WORKERS

At the end of 2022, ACSW had a total of 8,969 regulated members, which is an increase of 229 registered social workers over 2021. 619 practice permits were not renewed, 3 practice permits were restricted, and none were denied. At the end of the year, there were 591 inactive registered social workers.

MEMBERSHIP DETAILS

8,969 TOTAL Registered Social Workers	Active	8,286
	Courtesy registry	92
	Inactive	591

619 CANCELLED Registered Social Workers	Previously Active	478
	Inactive	141



COMPLAINT DIRECTORS' REPORT



▲ **SHERYL PEARSON, MSW, RSW, LLB**
BRUCE LLEWELLYN, MSW, RSW ▼



During 2022, the role of complaints director was shared by Sheryl Pearson, MSW, RSW, LLB (North) and Bruce Llewellyn, MSW, RSW (South). Toni Harrison served as the Hearings Director.

The ACSW received a total of 95 complaints in 2022 and carried over 81 complaints from previous years. Please refer to the chart on the next page for the disposition of complaints. The ACSW may only act upon complaints against social workers who are currently registered or who have been registered within the last 2 years. There were 15 complaints filed that are deemed to be “no jurisdiction” and could not be acted upon.

The Hearings Director is responsible for selecting registered social workers (appointed by the ACSW Council)

and public members (appointed by the Government of Alberta) to sit on Complaint Review Committees and Hearing Tribunals. When a complaint is dismissed (either under s. 55(2) or s. 66(3)), the complainant may apply for a review of the decision within 30 days.

In 2022, there were 19 requests for complaint review. Seven decisions were upheld by Complaint Review Committees and the remaining 12 cases have a decision pending. There were 9 hearings. None of the hearings were closed to the public. An additional 7 complaints are scheduled for a hearing in 2023. In 2022, all Complaint Review Committees as well as consent agreement hearings were conducted online. Contested hearings were held in person at the Parlee McLaws offices.

PATIENT RELATIONS PROGRAM

ACSW contracts with Homewood Health to administer the Patient Relations Program to provide therapy for eligible complainants. One complainant is participating in the Patient Relations Program and is receiving treatment for harm caused by alleged sexual abuse.



DISCIPLINE COMMITTEE

The ACSW Discipline Committee consists of 40 registered social workers appointed by Council to serve on Complaint Review Committees, Hearing Tribunals and as Complaint Investigators. The committee members received training and preparation to fulfill this important public protection role. Investigators may complete the National Certified Investigator Training provided by the Council on Licensure, Enforcement and Regulation. All members of the committee take cross-training in discipline offered by the Alberta College of Social Workers in conjunction with Parlee McLaws, Field Law, or the Alberta Federation of Regulated Health Professions. Since 2019, mandatory training has included Trauma Informed Training for Regulatory Organizations provided by the Alberta Federation of Regulated Health Professions. The Complaints Directors refer to the Discipline Committee list to appoint investigators. Currently there are 14 registered social workers and 1 external investigator who may be contracted to conduct complaint investigations.



COMPLAINTS CHART

2022 Complaints (dispositions as of Dec. 31, 2022)	95
Complaints dismissed pursuant to s. 55(2) (e) or (f)	33
No jurisdiction (person not a regulated member)	15
Investigator appointed pursuant to s. 55(2)(d)	22
Expert appointed to assess subject matter pursuant to s.55(2)(c)	0
Referred directly to Hearings Director to schedule a hearing	1
Withdrawn	3
Members dealt with under section 118	1
Resolved under section 55(2)(a) or (a.1)	1
Initial decision pending	19
2022 Complaints investigated (status as of Dec. 31, 2022)	22
Referred to hearing s.66(3)(a)	0
Dismissed s. 66(3)(b)	2
Investigations in progress/decisions pending	20
Complaints arising in 2022 due to allegations of sexual abuse/sexual misconduct (status as of Dec. 31, 2022)	4
Investigator appointed s. 55(2)(d)	4
Investigations in progress/decisions pending	4
2019 Complaints pending decision (as of Dec. 31, 2022)	11
Investigator appointed pursuant to s. 55(2)(d)	11
Investigations pending decisions	11
Hearings in 2022	9
2022 Complaints	1
2021 Complaints	3
2020 Complaints	2
2019 Complaints	1
2017 Complaints	1
2016 Complaints	1
Closed to the public	0
Complaints scheduled for hearings in 2023/pending/stayed	12
Complaint reviews in 2022	19
2022 Complaints	2
2021 Complaints	14
2020 Complaints	2
2019 Complaints	1
Complaint reviews scheduled for 2023/pending	8



REGISTRATION COMMITTEE

The Registration Committee is a legislative committee of ACSW established under the *Health Professions Act* to advise Council on matters relating to the establishment, maintenance, and enforcement of standards for registration.

FUNCTIONS OF THE COMMITTEE ARE:

- To determine, in accordance with HPA regulations, a combination of education, experience, practice or other qualifications that demonstrate the competence required for registration as a regulated member;
- Where necessary, to require an applicant for registration to undergo assessment for the purpose of determining whether the applicant would create a danger to the public or be unsafe for practice;
- To impose conditions on an approval of registration that are deemed to be in the best interest of the public, and to monitor compliance with any conditions imposed on registration or a practice permit;
- To review applications for reinstatement from individuals cancelled under part 4 of the HPA; and,
- To carry out other duties relevant to the registration of members as assigned by the Council or Registrar.

In consultation with the Registrar, this committee advises Council on matters relating to registration, and reviews registration issues. Discussions address eligibility for registration and include specific application recommendations in addition to policy and practice level recommendations.

The Registration Committee is responsible for oversight of

implementing legislative changes that impact registration.

With changes to the *Health Professions Act*, introduction of the *Labour Mobility Act*, and further implementation of the *Fair Registration Practices Act*, it is anticipated that there will be continued changes and refinements to registration policy and practices.



CONTINUING COMPETENCE COMMITTEE

The Continuing Competence Committee (CCC) is a legislative committee of ACSW established under the *Health Professions Act* to advise Council on matters relating to the establishment, maintenance, and enforcement of the Continuing Competence Committee.

FUNCTIONS OF THE COMMITTEE ARE:

- Maintain the Continuing Competence Program under the *Health Professions Act*;
- Regularly review and assure currency of the Standards of Practice; and,
- Ensure effective communication with registered social workers about the competence program.

The CCC fulfills its mandate by making recommendations to ACSW Council on matters pertaining to the program; auditing continuing competence portfolios on a quarterly basis; monitoring compliance where required; and initiating projects or activities related to continuing competence.

The CCC continued to meet virtually over the course of this year with scheduled meetings that included portfolio audits each quarter and one additional meeting scheduled to address the business of the committee.

This year, the CCC implemented the updated annual continuing competence planning tool and explored new models of self-assessment. The committee reviewed draft updates to the Standards of Practice prior to membership engagement. These changes, in part, were to meet legislative requirements. Lastly, ACSW hosted a national collaborative conversation with other social work regulatory colleges in Canada to compare continuing competence programs. This work will continue to inform the future direction of the quality assurance process and the Continuing Competence Program.



PROFESSIONAL SOCIAL WORK EDUCATION COMMITTEE

The Professional Social Work Education Committee (PSWEC) is a regulatory committee of the Alberta College of Social Workers established under the ACSW Bylaws to advise Council on matters relating to the approval of social work education programs for the purpose of registration requirements as per the *Health Professions Act*.

ACSW consults with both the Minister of Health and the Minister of Advanced Education and duly considers feedback from the ministers prior to program approval.

The PSWEC makes recommendations to Council for granting approval status to social work diploma programs in Alberta. A peer-reviewed accreditation/re-accreditation role is facilitated for social work diploma programs collaboratively between the Alberta Association of Social Work Diploma Programs and ACSW via the Professional Social Work Education Committee.

To guide outcomes of the accreditation/re-accreditation process, ACSW has established the accreditation standards for social work diploma programs. The accreditation process is based on a peer review model and strives to ensure a process that is equitable, fair, inclusive and serves the public interest, including learners enrolled in social work diploma programs in Alberta.

The PSWEC holds its meetings in sync with the annual social work diploma program accreditation cycle, which occurs in the spring and fall of each year. In 2022, the PSWEC held five virtual meetings. One special review was conducted in response to concerns regarding one program, ensuring that the ACSW accreditation standards are upheld. The academic year of 2021-2022 included the re-accreditation

of social work diploma programs at Northern Lakes College and NorQuest College. Consultation was completed with the Minister of Health and the Minister of Advanced Education and feedback was fully considered. Both programs were approved by Council in September 2022 for re-accreditation status for a seven-year period. Also in 2022, a candidacy

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The accreditation process is based on a peer review model and strives to ensure a process that is equitable, fair, inclusive and serves the public interest, including learners enrolled in social work diploma programs in Alberta.

review of the first cohort of the social work diploma program at Bow Valley College was completed. Looking ahead to 2023, there are two reviews scheduled in the upcoming year: Keyano College for re-accreditation and Bow Valley College for accreditation following the candidacy review of the second cohort.



CLINICAL COMMITTEE

The Clinical Committee is a regulatory committee accountable to the ACSW Council, which has delegated the committee the authority to oversee the clinical registry.

This includes recommending policies and procedures as they relate to the requirements to be part of and maintain one's status on this registry. The Committee reviews and makes decisions on applications to the registry.

In 2022, the committee met four times for full-day meetings and seven times for lunch hour meetings.

The committee reviewed:

- Pre-supervision applications: 37
- Post-supervision applications: 33

- Porting applications: 2
- Clinical Social Work Supervisor applications: 14
- Evaluations reviewed: 99
- Applicants approved to write the exam: 30

The total number of registered clinical social workers (RCSWs) at the end of 2022 was 337.

The Clinical Committee looks forward to continuing to oversee the clinical designation process and supporting ACSW Council in the regulation of the profession.

INDIGENOUS SOCIAL WORK COMMITTEE

The Indigenous Social Work Committee (ISWC) met virtually 10 times in 2022.

The ISWC spent much of 2022 working to fully understand the new legislation that has outlined the divestment of the association from the regulatory college and how the committee will function within the sole mandate of the ACSW. The ISWC focused on the protection of the public and what role the committee can take within the regulatory college.

On June 21 and September 30, the committee, along with the ACSW, acknowledged National Indigenous Peoples Day and Orange Shirt Day, respectively. On June 21, the committee released a statement to registered social workers

acknowledging National Indigenous Peoples Day with a call to action for non-Indigenous and Indigenous people to come together to celebrate and acknowledge the beauty of Indigenous culture and practices. In acknowledgement of Orange Shirt Day, the committee curated a list of resources that included suggested readings, podcasts, and videos to support RSWs in their social work practice.

We look forward in 2023 to continued work and articulation of our role within the ACSW, including continued connection with RSWs.



NOMINATIONS AND RECRUITMENT COMMITTEE

The Nominations and Recruitment Committee is a standing committee of Council as outlined in the ACSW Bylaws. The committee is comprised of registered social workers and one Council member.

The role of this committee is to oversee nominations and elections processes. Upon request by Council, we recommend candidates for consideration to fill vacancies on Council.

In the 2022 ACSW Council election, a total of six nominations were received for seven positions. In this unprecedented occurrence, the Nominations and Recruitment Committee reviewed the ACSW Bylaws and considered options to address the vacancy. Their recommendation to Council was to decline to fill the vacant seat and reduce the size of

Council by two seats, consisting of one vacant registered social worker seat and one vacant public member seat.

Council voted on the matter and a motion was passed to accept this recommendation.

The Nominations and Recruitment Committee will continue to fulfill its purpose to participate in their governance role.





MEMBERSHIP SUPPORT AND PARTNERSHIPS

This year has been a period of transition for the Membership Activities Team. By the end of 2022, association services and partnerships ended to meet the legislative requirement for regulatory colleges to divest association functions.

College staff that supported association functions have developed foundational knowledge in social work regulation. Staff transitioned to support legislative and regulatory committees and contributed to updates to the Standards of Practice and Continuing Competence Program Manual.

MEMBERSHIP SUPPORT

Important relationships with educators and students were supported in 2022 through six virtual presentations preparing students to apply for registration and enter the profession. Over three hundred participants attended province-wide. Five presentations giving an overview of regulation were also delivered to approximately 180 social work students, and another presentation addressed regulation, registration and the Continuing Competence Program for approximately 40 rural social workers.

As regulated health professionals, social workers are committed to ethical social work practice. In 2022, we responded to an average of fifteen inquiries per week from social workers seeking practice support. These conversations offered opportunities for social workers to reflect on their practice and the applications of the Code of Ethics and Standards of Practice.

PARTNERSHIPS

Collaboration with stakeholders helps advance competent and ethical social work practice. In 2022, this included membership with the Alberta Health Services (AHS) Provincial Social Work Council and the AHS Social Workers Working with Children's Services Working Group. This included collaboration in policy and program development, such as the interprovincial palliative care competencies project.

Our partnership with the Canadian Association of Social Workers included input on their anti-racism statement and the Canada student loan forgiveness program. We also participated in the CASW Code of Ethics revision project. Due to the divestment, ACSW is ending our partnership with CASW and supports transitioning this partnership to the new social work association.

Our longstanding relationships with our social policy partners, the Parkland Institute, Public Interest Alberta, Friends of Medicare, and the Edmonton Social Planning Council ended in 2022. This included stepping down from the Parkland Institute Board of Directors, Public Interest Alberta's Human Services and Poverty Taskforce, and Basic Income Alberta. We also ended our partnerships with BrokerLink Insurance and TD Meloche Monnex Insurance.



TREASURER'S REPORT

The 2022 audited financial statement officially represents the financial position of the Alberta College of Social Workers as of December 31, 2022, and its results of operations for the year then ended.

In 2022, ACSW revenues were \$3,585,102 and expenses were \$3,129,904 before extraordinary and other items. The primary source of revenue for the college is membership dues where the figure for this source for 2022 was \$3,473,524. Other sources of revenue include disciplinary fines and advertising. Interest income showed revenue of \$94,403.

ACSW is required to maintain a contingency fund as part of its legislated functions. The fund is maintained and directed by Council to ensure that the college remains fiscally responsible and able to meet expenses for a minimum of 6 months or more in case of disruptions in revenue or unexpected costs. At the end of 2022, the contingency fund was \$2,322,104.

ACSW is continuing to see a steady and consistent growth in membership. In 2022, the college resumed some in-person meetings and activities while also continuing to utilize technology for Council, committee, and business meetings virtually. Of note, regulatory colleges have been steadily experiencing an increase in complaints, which has impacts in legal fees and costs associated with carrying out the complaints and discipline process. ACSW completed a relocation to a new office space in 2022, and it is anticipated that the relocation will be of financial benefit to the college over the next ten years.

ACSW completed work to meet the requirements set out in the Bill 46 amendments to the *Health Professions Act*.

Most significantly, ACSW completed the requirement to divest of professional association functions and provided support for the establishment of a new professional social work association, the Social Workers Association of Alberta. Meeting these legislative requirements had financial impacts in 2022.

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ACSW remains financially sound in both Capital and Operations budgets and is well positioned to continue our work in public protection through regulation of the profession in 2023.

The Finance Committee is pleased to advise that the organization's financial position is sound and will continue to advise Council on financial matters to ensure that the ACSW has the capacity to meet its legislated financial obligations.

ACSW remains financially sound in both Capital and Operations budgets and is well positioned to continue our work in public protection through regulation of the profession in 2023.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ALBERTA COLLEGE OF SOCIAL WORKERS

Opinion

We have audited the financial statements of Alberta College of Social Workers (the College), which comprise the statement of financial position as at December 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2022, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover

the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

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

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about



whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the

audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KBH Chartered Professional Accountants
Edmonton, Alberta
March 24, 2023



FINANCIAL STATEMENTS

Alberta College of Social Workers
(Incorporated under the Social Work Profession Act of Alberta)

Statement of Financial Position

December 31, 2022

	2022	2021
ASSETS		
CURRENT		
Cash	\$ 1,221,826	\$ 1,196,428
Accounts receivable	27,482	126
Inventory	-	6,381
Prepaid expenses	48,011	42,749
	1,297,319	1,245,684
LONG TERM INVESTMENTS (Note 4)		
	4,565,318	4,398,325
EQUIPMENT & LEASEHOLD IMPROVEMENTS (Note 5)		
	136,984	19,869
	\$ 5,999,621	\$ 5,663,878
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 303,788	\$ 213,352
Deferred revenue		
Membership dues	1,917,193	1,863,734
Clinical registry	9,400	12,418
Deferred contribution related to grant (Note 6)	16,161	16,161
	2,246,542	2,105,665
LEASE INDUCEMENT		
	107,468	-
	2,354,010	2,105,665
NET ASSETS		
Invested in equipment and leasehold improvements	136,984	19,869
Internally restricted for disability support	50,000	50,000
Internally restricted for the new Alberta Association of Social Workers (Note 7)	-	150,000
Internally restricted for discipline and complaints	750,000	750,000
Internally restricted for communications and promotions activities	250,000	250,000
Internally restricted for future capital asset replacement	136,523	273,482
Contingency fund	2,322,104	2,064,862
	3,645,611	3,558,213
	\$ 5,999,621	\$ 5,663,878

CONTINGENT LIABILITY (Note 8)

COMMITMENTS (Note 9)

Alberta College of Social Workers

Statement of Operations

Year Ended December 31, 2022

	2022	2021
REVENUE		
Membership dues	\$ 3,473,524	\$ 3,375,785
Interest	94,403	81,054
Disciplinary fines	4,750	9,950
Advertising	12,425	--
	3,585,102	3,466,789
EXPENSES		
Amortization	35,344	16,995
Council activities	116,127	61,352
Finance and banking	103,798	112,352
Legislative committees	38,452	34,833
Corporate administration	324,732	351,928
Profession practice support	5,896	-
Regulatory complaints	547,751	506,473
Regulatory supplies and printing	12,963	10,824
Regulatory training	2,441	8,493
Staff travel and accommodations (recovery)	10,520	(179)
Wages and benefits	1,931,880	1,779,581
	3,129,904	2,882,652
EXCESS OF REVENUE OVER EXPENSES BEFORE EXTRAORDINARY AND OTHER ITEMS		
	455,198	584,137
EXTRAORDINARY AND OTHER ITEMS		
Seed funding to new Social Workers Association of Alberta (Note 7)	(226,237)	-
Revenues and expenses related to Association activities (Schedule 1)	(141,563)	(105,384)
	(367,800)	(105,384)
EXCESS OF REVENUE OVER EXPENSES		
	\$ 87,398	\$ 478,753



Alberta College of Social Workers

Statement of Change in Net Assets

Year Ended December 31, 2022

	NET ASSETS AT BEGINNING OF YEAR	Transfers	Excess (deficiency) of revenue over expenses	Investment in equipment and leasehold improvements	NET ASSETS AT END OF YEAR
Invested in equipment and leasehold improvements	\$ 19,869	\$ -	\$ (35,344)	\$ 152,459	\$ 136,984
Internally restricted for disability support	50,000	-	-	-	50,000
Internally restricted for new Social Workers Association of Alberta (<i>Note 7</i>)	150,000	76,237	(226,237)	-	-
Internally restricted for discipline and complaints	750,000	-	-	-	750,000
Internally restricted for communications and promotions activities	250,000	-	-	-	250,000
Internally restricted for future capital asset replacement	273,482	15,500	-	(152,459)	136,523
Contingency fund	2,064,862	257,242	-	-	2,322,104
Unrestricted	-	(348,979)	348,979	-	-
	\$ 3,558,213	\$ -	\$ 87,398	\$ -	\$ 3,645,611

Alberta College of Social Workers

Statement of Cash Flows

Year Ended December 31, 2022

	2022	2021
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 87,398	\$ 478,753
Items not affecting cash:		
Amortization of equipment and leasehold improvements	35,344	16,995
Lease inducement	77,188	--
	199,930	495,748
Changes in non cash working capital:		
Accounts receivable	(27,356)	250
Temporary wage subsidy receivable	-	25,000
Inventory	6,381	791
Prepaid expenses	25,018	(8,692)
Accounts payable and accrued liabilities	48,674	(76,156)
Deferred revenue		
Membership dues	53,459	91,383
Clinical registry	(3,018)	2,493
	103,158	35,069
Cash flow from operating activities	303,088	530,817
INVESTING ACTIVITIES		
Purchase of equipment and leasehold improvements	(152,459)	(5,717)
Accounts payable and accrued liabilities - equipment and leasehold improvements	41,762	-
Proceeds on sale of investments	1,070,864	1,180,424
Purchase of investments	(1,237,857)	(1,222,412)
Cash flow used by investing activities	(277,690)	(47,705)
INCREASE IN CASH FLOW	25,398	483,112
Cash - beginning of year	1,196,428	713,316
CASH - END OF YEAR	\$ 1,221,826	\$ 1,196,428



Alberta College of Social Workers
Notes to Financial Statements
 Year Ended December 31, 2022

1. PURPOSE OF ORGANIZATION

The Alberta College of Social Workers was incorporated under the *Health Professions Act*. The College operates to regulate and govern the profession of social work in the province of Alberta. Under the HPA, the College is to serve and protect the public interest; establish, maintain and enforce requirements for registration and continuing competence; establish, maintain and enforce Standards of Practice and a Code of Ethics; establish and maintain a complaint and discipline process, and approve social work education programs for registration. The College is a not-for-profit organization for income tax purposes. No dividends may be paid or assets distributed to members of the College.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF ACCOUNTING

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

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. The COVID 19 pandemic has increased the challenges associated with this estimation process. 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.

Estimates made by management include the assessment of the useful life of capital assets and the recognition and measurement of provisions and contingencies along with the key assumptions pertaining to the likelihood and magnitude of an outflow of resources.

FINANCIAL INSTRUMENTS

Measurement

The College initially measures its financial assets and liabilities at fair value, except for certain non arm's length transactions. The College subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in net income.

Financial assets measured at amortized cost include cash, accounts receivable and long term investments. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities. The College had no investments in equity instruments in 2022 and 2021.

Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Transaction costs

The College recognizes its transaction costs in net income in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption.

Cash and cash equivalents

Cash and cash equivalents consists of funds held at financial institutions.

Inventory

Inventory is stated at the lower of cost and net realizable value with cost being determined on a weighted average basis.

Long term investments

Investments in equity instruments are stated at market value. Changes in market value are recognized in income as unrealized gains or losses from investments.

Investments in guaranteed investment certificates are measured at amortized cost.

Equipment and leasehold improvements

Equipment and leasehold improvements are stated at cost less accumulated amortization. Equipment and leasehold improvements are amortized using the following rates and methods:

Computer equipment	20%	straight line method
Database upgrades	20%	straight line method
Furniture	20%	straight line method
Leasehold improvements	10 years	straight line method
Office equipment	20%	straight line method
Website development	33%	straight line method

Equipment and leasehold improvements acquired during the year but not placed into use are not amortized until put into use.

Lease inducement

Tenant lease inducements are amortized on a straight line basis over the term of the lease.

Revenue recognition

The College follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership dues and other revenues are recognized as revenue in the period to which they relate.

Membership and conference fees that are received in advance for the next fiscal year are recorded as deferred membership dues and deferred conference dues.

Interest income is recognized as it is earned.

Contributed goods and services

The College records the fair market value of contributed goods and services only in the circumstances when the fair market value is determinable and when the goods and services would otherwise be purchased by the College.

3. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments. The following analysis provides information about the College's risk exposure and concentration as of December 31, 2022.

LIQUIDITY RISK

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its receipt of funds from its members and its accounts payable and accrued liabilities. The College's objectives when managing its resources are to safeguard its ability to continue as a going concern with sufficient capital to pay for monthly operating costs as they come due and to fund regulatory activities and programs. The College prepares an annual budget of operating costs which is updated as necessary and approved by Council. In addition, the College has committed to establishing a minimum accumulated surplus of \$1,500,000 as a contingency fund. This fund is to be used for unforeseen legal liabilities, discipline costs and other unanticipated expenses incurred during the operating year. In order to maintain or adjust operating resources, membership fees are reviewed by the Council and proposed increases can be made provided that two-thirds of the Council members approve the increase.

INTEREST RATE RISK

Interest rate risk refers to the risk that the fair value of the financial instruments or future cash flows associated with the instruments will fluctuate due to changes in market interest rates. The exposure of the College to interest rate risk arises from its interest bearing assets.



4. LONG TERM INVESTMENTS

	2022	2021
Scotia money market fund	\$ 44,439	\$ 234,058
Guaranteed investment certificates including accrued interest	4,520,879	4,164,267
	\$ 4,565,318	\$ 4,398,325

The guaranteed investment certificates bear interest at rates ranging from 0.70% to 5.10% and mature on dates from January 2023 to February 2027.

5. EQUIPMENT AND LEASEHOLD IMPROVEMENTS

	Cost	Accumulated amortization	2022 Net book value
Computer equipment	\$ 35,701	\$ 21,380	\$ 14,321
Database upgrades	246,208	246,208	-
Furniture	120,252	47,903	72,349
Leasehold improvements	38,324	3,832	34,492
Office equipment	19,778	3,956	15,822
Website development	16,287	16,287	-
	\$ 476,550	\$ 339,566	\$ 136,984

	Cost	Accumulated amortization	2021 Net book value
Computer equipment	\$ 148,902	\$ 129,033	\$ 19,869
Database upgrades	246,208	246,208	-
Furniture	74,553	74,553	-
Leasehold improvements	320,630	320,630	-
Office equipment	21,594	21,594	-
Website development	16,287	16,287	-
	\$ 828,174	\$ 808,305	\$ 19,869

6. DEFERRED CONTRIBUTION RELATED TO GRANT

The College from time to time is approved for grants restricted for specific projects. In 2017, the College received a grant from Alberta Health. The funds were restricted for the technical support required to develop a data file extract program that will facilitate the transfer of health service provider data from the College to the Alberta Provider Directory. There were no funds received or disbursed during the year for this grant.

7. DIVESTMENT OF ASSOCIATION FUNCTIONS

Bill 46, the Health Statutes Amendment Act, 2020 received royal assent on December 9, 2020. It updated the health legislation to improve governance and accountability with respect to the health care system and health professionals in the province of Alberta. The most significant amendment that has impacted the Alberta College of Social Workers is Section 73 which relates to the cease and divestment of Colleges from association responsibilities. This cessation and desolution must occur by April 1, 2023. In response, the College undertook a plan to identify all association functions it previously performed and assess the financial position with respect to the regulatory function of the College and any association. As part of the plan, the College has provided financial assistance in the amount of \$226,237 for the establishment of the professional association. This was funded by internally restricted net assets from the prior year in the amount of \$150,000 and \$76,237 from the 2022 operations.

Some of the comparative figures have been reclassified to conform to the current year's presentation to segregate the association functions prior to this divestment.

8. CONTINGENT LIABILITY

The College has been named as a defendant in a statement of claim seeking damages in the amount of \$400,000. Management believes the claim is without merit and has engaged legal counsel to defend its position. No amounts have been accrued in these financial statements related to this claim.

9. COMMITMENTS

The College operates from leased premises under a long term lease with a commencement date of January 1, 2023 until March 31, 2033.

The total minimum lease payments required are as follows:

2023	\$ 115,716
2024	154,288
2025	154,288
2026	158,939
2027	160,490
Thereafter	867,377
	\$ 1,611,098

The College is also required to make monthly payments for its proportionate share of operating costs on the leased premise.

The College has entered into a contract with Olatech Business Hosting Corporation to provide the College use of the in1touch software and client support for the period from January 1, 2021 to December 31, 2023 at an annual cost of \$45,360.

The College has entered into a contract with Bird Communications to assist with the creation of a new logo and brand. The company is contracted until March 31, 2023 with a total estimated commitment of \$59,945 plus project expenses.

The College has entered into a contract with Scenic Consulting Services for an Accreditation Coordinator to manage and lead the social work diploma program accreditation and re-accreditation process. The company is contracted until December 31, 2024 at a daily rate of \$1,500. Potential payments arising from the contract are variable depending on the number of accreditation reviews done during the year. In the current year, two accreditation reviews were completed for a total cost of \$32,958.

10. COMPARATIVE FIGURES

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

Alberta College of Social Workers

Revenues and Expenses Related to Association Activities (Schedule 1)

Year Ended December 31, 2022

	2022	2021
REVENUE		
Advocate	\$ -	\$ 13,174
Area coordinators	-	2,250
Conference	-	56,425
Special projects	785	220
Sponsorships	94,942	54,411
	95,727	126,480

EXPENSES		
Advocacy	-	2,916
Advocate	-	90,515
Canadian Association of Social Workers membership fees	133,849	103,444
Conference	-	21,105
Membership activities	-	5,090
Membership dues	-	2,123
Promotion of social work	5,964	6,671
Divestment costs	97,477	-
	237,290	231,864

DEFICIENCY OF REVENUES OVER EXPENSES FROM ASSOCIATION ACTIVITIES	\$ (141,563)	\$ (105,384)
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STRATEGIC PLAN 2023-2025

● We demonstrate regulatory excellence

- Albertans and social workers understand the role of the Alberta College of Social Workers
- Registration, continuing competence, and professional conduct processes are fair, transparent, and reliable
- Registered social workers are held accountable for safe, competent, and ethical practice

● We are leaders in the integration of the principles of Truth and Reconciliation

- Principles of Truth and Reconciliation are integrated into the policies and procedures of the ACSW
- Principles of Truth and Reconciliation are integrated into the practice standards and expectations for regulated members

● We are leaders in the integration of the principles of Equity, Diversity, and Inclusion

- Principles of Equity, Diversity and Inclusion are integrated into the policies and procedures of the ACSW
- Principles of Equity, Diversity and Inclusion are integrated into the practice standards and expectations for regulated members

● We demonstrate organizational excellence

- ACSW adheres to governance best practices
- ACSW adheres to operational best practices
- ACSW develops and maintains strong relationships with stakeholders
- ACSW provides clear, comprehensive, and consistent communication