

# **The Psychological Association of Manitoba**

## **2022 Annual Report**



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**PSYCHOLOGICAL ASSOCIATION OF  
MANITOBA Annual General Meeting of the Membership April 28 2022  
By Zoom Conference**

**Present:** Sonia Marrone (Chair), Kirsten Wirth, Lorne Sexton, Andy Lubusko, Kent Somers, Kerri Walters, Anne-Marie Brown-DeGagne, Harold Wallbridge (Registrar), Lesley Phimister (Deputy Registrar) and 54 members.

The meeting was called to order at 6:34 p.m.

1. Opening Remarks & Approval of Agenda

Dr. Marrone welcomed the membership and thanked everyone for their attendance, reminded everyone to use the chat to move and second motions.

**MOTION (Stambrook, M./LaForce J.) that the proposed agenda be accepted was made. CARRIED.**

2. Minutes of the Annual General Meeting: April 29, 2021

The Minutes of the 2021 Annual General Meeting were reviewed.

**MOTION (Lubusko, A./Schwartzman, L.) that the Minutes of the Annual General Meeting of April 29, 2021 be accepted. CARRIED.**

3. President's Report:

Dr. Marrone summarized her report. She indicated that PAM is moving to 1661 Portage, and is a sign of our growing organization (number of members and expanded requirements and committees under the RHPA). Thanks to Dr. Wallbridge and review committee for the amount of time and work put into the upcoming changes in legislation. She indicated there are reasonable signs we are getting close and getting a lot of attention from government regarding the RHPA. Dr. Marrone also highlighted the importance of volunteers and needs for PAM, and that it can be beneficial professionally and personally to volunteer.

**MOTION (Stubbings, V./DeWiele, L.) to receive the President's Report. CARRIED.**

4. Treasurer's Report & Presentation of 2022-2024 Budget

Dr. Lubusko presented the Treasurers Report, Auditor's Report and Audited Financial Statement for the 2021 fiscal year. Savings are healthy; however, deficit higher than expected. Total expenses for the year were \$327,230.25 and a deficit of \$67,879.95. Increased hours and salaries were required for Registrar, Asst Registrar, Complaints Committee Asst, and increased legal fees.

Budget: Looking ahead to 2022-2024. Moving offices, updating websites, database, increased legal fees, and reinstatement of travel. Our fees have been lower than other provinces and remained flat for several years. Therefore, fees are increasing to enable PAM to break even in the next two years, and make a small profit by 2024 to increase reserve fund.

**MOTION (Furer, P./Gutkin, A.) that the Auditor's and Treasurer's Reports for the year ending December 31, 2021 be received. CARRIED**

5. Greetings from the Manitoba Psychological Society

Dr. Unger brought greetings and thanks from the Manitoba Psychological Society to council and those who volunteer. She highlighted that MPS is working on mental health and resources for Psychologists. Drs. Unger and Dyck have been meeting with the PAM Registrar and President regularly to talk about the practice of psychology and shared issues.

MPS is advocating for psychological access with media and ministers. MPS has been reviewing processes around Truth and Reconciliation, including a Land Acknowledgement statement and starting a grant for Indigenous students.

Also have some vacancies on the MPS board and looking for volunteers.

6. Registration & Membership Committee

Dr. Somers introduced the members of the committee, presented the report of the Registration and Membership Committee and welcomed new members to P.A.M. There are 22 new registered psychologists, two psychological associates – independent practice, 10 psychologist candidates, and two new life members. In memoriam noted for Drs. DeLuca, McIlwraith, and Smith.

**MOTION (Tritt, S./Unger, J.) to receive the report of the Registration and Membership Committee. CARRIED.**

7. Committee Reports

The following reports (prepared by the committee chairs, in parentheses) were distributed to members prior to the meeting for review: *Complaints (Dr. S. Feldgaier)*, *Inquiry (Dr. J. Newton)*, *Publications (Dr. D. Chubaty)*, and *Examinations (Dr. K. Penner Hutton)*. Thanks, given to committee members for their time.

Members were given the opportunity to provide comments, corrections, and further discussion on these reports. There was no discussion.

**MOTION (Lubusko, A./DeWiele, L.) to receive the reports of the Complaints, Inquiry, Publications, Examinations, and Standards. CARRIED.**

8. Recognition of Outgoing Committee Members:

Dr. Marrone thank the following members on behalf of PAM: council, committees and staff I would like to present the following awards to our outgoing committee members:

**Dr. Bill Davis has served as**

PAM Registration and Membership Committee Member 2002-2021

**Dr. James Newton has served as**

PAM Inquiry Committee Chair 2008-2022

PAM Nominations Committee Chair 2013-2021

**Dr. Linda Trigg has served as**

PAM Inquiry Committee Chair 2008-2021

**Dr. Leslie Richie has served as**

PAM Complaints Committee Member 2018-2021

9. Adjournment

**MOTION (Riddell, J./Furer, P.) was made to conclude the business portion of the meeting, at 7:18 p.m. CARRIED.**

**Report to the Annual General Meeting of the Psychological Association of Manitoba**  
**Submitted by: Sonia Marrone, Ph.D., C.Psych.**  
**President, Psychological Association of Manitoba**

I am pleased to provide a report to members regarding the progress of PAM over the past year.

This is my third report serving as President of PAM Council. I have thoroughly enjoyed the opportunity to serve the profession in this role and continue to be inspired and humbled by the outstanding volunteer efforts by our colleagues to regulate the practice of psychology in Manitoba.

I would like to thank each Committee Chair as well as our Legal Counsel Representatives – Terra Welsh from Thompson, Dorfman, & Sweatman LLP (TDS) and Nicole Watson from MLT Aikins. I would also like to thank Dr. Steven Feldgaier for his dedicated leadership as the Complaints committee chair since April 2018 and has served on the committee since January 2016. Your contributions and commitment to this committee have been invaluable over the years and your presence will be dearly missed by your fellow committee members. Plans for the next chair of the Complaints committee are still being finalized but we hope to make an announcement soon regarding this important role.

I would acknowledge the diligent work of PAM Council – Drs. Anne-Marie Brown-DeGagne; Andy Lubusko; Lorne Sexton; Kent Somers; Kerri Walters; and Kirsten Wirth. After 8 years of serving on Council, Dr. Andy Lubusko will be stepping down from Council. Dr. Lubusko also served as Treasurer from 2019 to 2022. He has been pivotal in supporting Council through significant changes and often provides new Council members with a history of the vast growth of PAM since he started attending Council meetings in 2015 before there was a PAM office and meetings were held in someone's dining room. Dr. Lubusko will be dearly missed and his legacy of thoughtfulness and respectful discussion will be felt at Council for years to come.

Last but not most certainly not least, I would like to thank Ms. Lesley Phimister and Dr. Hal Wallbridge for your steady and skilled leadership in the running of the PAM office which must respond to a multitude of requests, calls, emails and inquiries each day. You manage to do this each day with grace and humility for which I am extremely grateful.

**Regulated Health Professionals Act (RHPA)**

The year has brought with it much work and discussion with the Manitoba Legislative Review Unit and Manitoba Health, Seniors, and Active Living (HSAL) to bring Psychology under the RHPA. The work of drafting and redrafting legislation is arduous and at times, seems unrelenting. While it is accurate to say that we have made excellent progress with coming under the RHPA, the work is not yet complete and we are working intently with HSAL to get this complete before the 2023 Manitoba general election scheduled for October. We had the highest hopes of being able to provide a more definite plan and timeline for coming under the RHPA at this year's AGM, but we are not there yet. While psychology remains in the queue to come under the RHPA, we do not yet have a final draft nor have we been given a timeline for public consultation.

I would like to sincerely thank Dr. Wallbridge for his tireless work and indomitable spirit as he has dedicated much effort to the many edits, discussions, meetings and research that has been asked of him – all done with remarkable commitment and thoughtful consideration of the implications of the regulations for the future of the profession. I would also like to thank the PAM Legislative Review committee (Drs. Sonia Marrone [Chair]; Diane Hiebert-Murphy; Lorne Sexton; Kerri Walters; Harold Wallbridge] for their careful review often with a request for a very tight turn around time to review the draft regulations.

As I have explained in past reports, once the legislative drafters have completed all of the final changes and modifications, the regulations will be approved by the Minister and then will be made available by Manitoba Regulatory Accountability for 60 days for public consultation. During this period, the draft of the regulations will be available on the Manitoba Regulatory Consultation Portal (<https://reg.gov.mb.ca/home>) for review by the public for 60 days at which time, PAM members will be notified to review the proposed regulations. After this period has concluded and any final amendments are made, then the regulations will receive Royal Assent and approval by the Cabinet. We will continue to provide updates to PAM members as the situation progresses.

### **PAM Council and Committee Chairs**

On October 13, 2022, Council held a virtual retreat along with all of the Committee Chairs – Dr. Lesley Koven, Chair of Inquiry; Dr. Kelly Penner-Hutton, Chair of Examinations; Dr. Steven Feldgaier, Chair of Complaints; and Dr. Don Stewart, Chair of Continuing Education. The purpose of this retreat was to consider the future of regulation of the practice of psychology of Manitoba as we eventually transition to the omnibus Regulated Health Professions Act (RHPA). With this transition comes the opportunity to consider which aspects of regulation of psychology will remain consistent and which will transform under the new Act and harken a new era of regulatory functions, activities, and approaches to ensuring safe and competent psychological service delivery for Manitobans. The challenge of effective regulation is striking a balance between oversight and engagement of its members. The objective of this retreat was to discuss how we as regulatory body hope to strike this balance and effectively provide oversight and leadership to the organization. Overall, the retreat was successful in bringing together the various parts of the organization to have thoughtful discussion of our future direction and to facilitate communication and collaboration between Council and committees. The feedback was very positive from those who attended with the intention to schedule this as a regular occurrence and to expand the time for discussion hopefully with the assistance of a moderator in the future.

I also wanted to highlight some of the increasingly complex issues that the Registration and Membership committee are tasked with addressing, particularly in light of the COVID-19 pandemic and increasing labour mobility applicants from other jurisdictions who wish to practice in Manitoba. I would like to thank Dr. Kent Somers for chairing this committee and for his thoughtful consideration of these increasingly complex issues. In addition, the Oral Examinations committee, which is a sub-committee of the Registration and Membership committee has also been working diligently to refine and streamline the oral examinations process. I would like to thank Dr. Kelly Penner-Hutton for chairing this committee and identifying many interesting and innovative ways to increase the number of examiners and find creative ways to enhance the examination process during her tenure.

### **Truth and Reconciliation Committee Update**

In February 2020, Council for the Psychological Association of Manitoba appointed me to chair a Truth and Reconciliation Commission Task Force to develop recommendations for the regulation of psychology based on the CPA report and the Truth and Reconciliation Commission of Canada's 2015 Final Report. A committee of registered psychologists, candidates, and students were appointed to the task force and the first meeting was held on June 1, 2020. The following are members of this task force: Dr. Dell Ducharme; Ms. Aleah Fontaine; Dr. Lesley Koven; Dr. Alicia Ordóñez; Dr. Maggie Penfold; Ms. Stephanie Sinclair; and Dr. Lindsay Woods. We have also consulted with members of the Indigenous community including Elder Isobel Day as well as Ms. Rose Roulette, both of whom have provided invaluable insight and perspective on this project. While we have mostly completed our report and recommendations, we will be taking additional steps to seek out advice, feedback and consultation with Elder Isobel Day and Knowledge Keeper Rose Roulette prior to providing a final copy of the report to Council. The final report and recommendations were the result of many meetings and discussions of how to refine, amend, and include as many recommendations as the task force felt were relevant to Indigenous People. At times, this also included stepping back and reframing our intentions, timelines, and expectations in order to produce a report with professional integrity and also reflects the genuine experiences and needs of Indigenous people. As a committee, we anticipate presenting the final report to Council in 2023.

**Report from the Registrar  
Psychological Association of Manitoba  
Hal Wallbridge, Ph.D., C.Psych. PAM Registrar**

Firstly, I need to once again inform members that the new *Psychologists Registration Act* is not yet ready for general review. The last draft we saw was in December, which needed some feedback from the Legislative Review Committee, although less feedback than on earlier drafts in the previous months. I had hopes that we would be nearing the period of the public review for this legislation this Spring, before the government becomes preoccupied with the expected Fall election, however given that we are now in April, I am no longer expecting that. A challenge with this process is that the part of the government that we consult with is not the part of the government that actually writes the legislation, so progress is always slow. This being an election year has affected the progress of preparing this legislation, I don't expect that any change in government would have any effect on the ultimate approval of a new act. There is, of course, the possibility that a new government would want to take the legislation in a new direction, although regulating psychology under the RHPA would almost certainly not change. What I will be watching for is whether a new government would want to register Psychologists at the MA level, versus our current proposal to use the title Associate Psychologist for MA level providers.

Speaking of which, members will begin to notice in the future that there will be Psychologists registered with the new college where their highest graduate degree is an MA. This is because we have been given strict direction by the Fair Registration Practices Office of the provincial government that any MA-level Psychologist from another jurisdiction who applies for registration in Manitoba through inter-provincial labour mobility legislation must be allowed to retain their professional title, even if this is not consistent with Manitoba legislation. Given the recent prevalence of virtual care resulting from the pandemic, I expect the registration of MA-level Psychologists in Manitoba to be increasingly common. The implementation of this policy will be when the new act is finally passed. Existing PA(IP) members who have come through the labour mobility route will likely be upgraded to the Psychologist title if that was their title in their home jurisdiction. The fact that this will create some inconsistency or possible confusion about the qualifications of registered psychologists in Manitoba was not viewed by FRPO as a significant concern.

Members renewing their registration recently will have noticed a few changes in the renewal process. We are asking members to provide an estimate of the proportion of the services they provide in different practice settings. The reason for this is that we are regularly asked by government to provide information about where psychology providers work, such as in an institutional position or in private practice. Without this proportional information we could not distinguish between someone in full-time private practice from someone who saw only a few private clients in addition to an institutional position. Likewise, we are now asking for members to estimate the proportion of services they provide to different regions in the province. We recognize that the precise proportions would be time consuming to determine, so we are just looking for estimates. For example, while a psychologist might live in an urban centre, they might practice virtually or periodically travel to other areas of the province, and the government would be interested in this data.

Members will also notice that we are now asking anyone who has private practice files, where under PHIA they would be the trustee, to assign a secondary trustee in case they are not able to fulfill their PHIA responsibilities for any reason. This secondary trustee would ideally be another PAM member or regulated health professional who would be familiar with how to handle health records, although we would accept any responsible adult viewed suitable by the member in cases where another such regulated health professional was not available. The reason for this addition to the renewal process is that once a member ceases practice, either unexpectedly or routinely through retirement, PHIA requires that there is period of time where health records must still be securely stored and made available if requested by a former client. According to the RHPA, which we will fall under, this period is for 10 years for adult clients and 10 years after the age of 18 for child clients. So, the file of a 5-year-old child needs to be kept securely for 23 years! We have a CE event planned for May 17 with Alex Segal from ASPPB on professional wills that will be relevant to this area.

Another new change some may have noticed during renewal is that when a member adds any practice areas or new populations to their profiles, they can expect an email from PAM requesting clarification of this change. Adding practice areas or populations will no longer be accepted by self-declaration, although a member could remove a practice area without explanation. This will be familiar to any recent new member of PAM, where increasing care is being taken to ensure that the member has the relevant education and supervised experience to warrant any practice area beyond what would be defined by their graduate degree. An additional practice area or population might be accepted with this clarification alone, or the member might be asked to propose a plan for additional education and/or training. Likewise, while it has not been finalized yet, we are contemplating changing the four primary practice activities from Intervention, Assessment/Evaluation, Teaching and Research to Intervention, Assessment/Evaluation, Consultation, and Supervision. The main reason for this is that we do not really evaluate research and teaching skills through the registration process, so it does not really make sense to include these in a member's practice profile. However, consultation and supervision are relevant to professional practice and could be evaluated. At the next renewal period, I expect members will be asked to self-declare their competence in Consultation and Supervision in order to establish the membership baseline. Note that a member could ask to have their practice areas adjusted at any time, not just at the time of renewal, but expect to have a conversation about it.

PAM is in the process of renewing an agreement with Nunavut such that PAM members will continue to be able to practice via telehealth into Nunavut without being formally registered in Nunavut. This agreement is viewed as beneficial by the territory because of the opportunity for increasing access to psychological services for their residents, and they have asked to renew it. Similarly, we are in the process of finalizing an MOU with Saskatchewan wherein any member of PAM or their immediate family can obtain psychological services from registered psychology providers in Saskatchewan without those providers being registered in Manitoba. To arrange such a service, the resident of Manitoba would explain that they are registered with PAM, which the Saskatchewan provider could confirm with an online search, and services could begin. The Manitoba regulator would be informed that services are being provided, however the name of the PAM member or their family member would not be disclosed to PAM. And, of course, the same arrangement applies in reverse. This MOU was initiated by the two respective provincial psychology fraternal organizations as a means to promote access to confidential psychological services for each jurisdiction, which can sometimes be a challenge when the community of psychology providers is so small.

Alert members might notice there is no Standards Report at this AGM. This is because the task of identifying and communicating any misrepresentations of psychological services by non-PAM members has been taken over by the Registrar. Since the last AGM only one letter has been sent, where the issue was someone who advertised their status as a doctoral student in psychology (not in Manitoba) in such a way that this could have been misperceived as indicating that they were also a Psychologist Candidate with PAM (the title regulated by the Psychologists Registration Act). They have since changed their public description in a way that no longer implies that they are associated with PAM, which I do not believe was ever their intention. Matters of this type will continue to be dealt with by the Registrar.

Finally, I would like to thank my colleagues in PAM for being so flexible and creative in doing the work of the organization. In particular, my thanks to Sonia Marrone (current President) and Lesley Phimister (Deputy Registrar) for their support and patience.

Hal Wallbridge, Ph.D., C.Psych.  
Registrar, PAM

## **Treasurer's Report**

### **Kirsten Wirth, C.Psych., BCBA-D**

When I thought about what to write in this report, I reflected on what I paid attention to as a non-council member. Quite honestly, I presumed the association operated ethically (and of course – it does), and, did not pay too much attention to this report! I thought I might throw in a little information about why a member might be interested in our finances, and what does it mean for each of us, as a member? Basically, our fees are determined by what it costs to operate our association. When there are increased costs to the association, we must pass those costs onto our membership fees as that is largely how we recoup funds. That is, the reason we as members might care how the association spends money, because it affects how much we must personally contribute!

You may recall from last year's report that over the past few years there have been several significant cost increases to our association. As our association grows in numbers, there is a need to increase personnel to manage the day-to-day, a secure space to house our personnel as well as documents and activities, staying up to date with regulatory practices and memberships, engaging in the long and arduous process to become under the RHPA; and last but absolutely not least, manage our legal fees related to regulation and complaints. We also are recommended to save funds equivalent to two years of operating costs as a matter of good practice, and in case there are extreme emergencies or other exorbitant costs that are unexpected. We currently have about 60% of the amount recommended in our savings.

In the past year our income sources included applications, exams, late, and membership fees, as well as rent from the College of Podiatrists, and a small amount from savings interest. Running the day-to-day of the association was worth 65% of our costs, management of complaints were worth 35% of our costs, and we ran a deficit of just over \$33,000. Thankfully, we still have a decent savings account for just these purposes, and we were able to dip into that to cover the excess costs. We also are anticipating continued legal costs due to complex ongoing complaints, and projecting another deficit of just over \$53,000. The current savings since Dec. 31, 2022, is now at \$419,000, with the current projected deficit of \$53,000 our savings will have decreased from \$539,000 in 2020 to \$388,000 in 2023 a loss of \$170,000 thousand.

Given the state of our slowly depleting savings, increases in operating and legal costs, we are looking at our income potential as well as expenditures with increased scrutiny, and brainstorming ways to increase revenue. We are considering whether we would increase membership fees next year, or ask for a one-time adjustment levy, and continue to review costs for the following year. We regularly review the fees of psychology regulators across the country and take those findings into account when determining fees. Also, other health regulators bring in additional funds by putting their savings into investments, and we are planning to put some of our savings (i.e., \$100,000) into GICs this year, as a revenue source.

We have received requests to allow credit card payment for registrations and renewals. We are aware that this is a convenient payment option and we are looking at vendors and associated processing fees. If we did offer payment by credit card payees would incur a processing fee to help offset the significant cost to PAM.

In the coming year(s) PAM council and staff will continue to monitor expenses, projected deficits and savings to make informed decisions. This year we will continue to review cost analyses and keep members informed of any necessary changes. Please review the attached budget so you can get a more in-depth view of what we anticipated last year compared to actual, and what we are projecting for 2023. If anyone has any questions, cost savings or revenue generating ideas, please send them my way!



## Psychological Association of Manitoba Comparative Balance Sheet

	As at 31/12/22	As at 31/12/21	Percent
<b>ASSET</b>			
<b>Current Assets</b>			
Cash to be deposited	1,000.00	0.00	0.00
Steinbach CU	19,636.78	76,015.91	-74.17
Community Reg Savings	469,245.77	460,881.03	1.81
Accounts Receivable	542.00	1,633.00	-66.81
Security Deposit	7,357.66	2,907.66	153.04
<b>Total Current Assets</b>	<u>497,782.21</u>	<u>541,437.60</u>	-8.06
<b>Capital Assets</b>			
Computer Equipment	9,832.05	9,832.05	0.00
Accum. Dep'n: Computer	-7,693.26	-6,776.63	13.53
Computer; Net	2,138.79	3,055.42	-30.00
Office Furniture & Equipment	14,614.25	13,836.17	5.62
Accum. Amort. -Furn. & Equip.	-7,805.90	-7,805.90	0.00
Net - Furniture & Equipment	6,808.35	6,030.27	12.90
<b>Total Capital Assets</b>	<u>8,947.14</u>	<u>9,085.69</u>	-1.52
<b>Other Non-Current Assets</b>			
Leasehold Improvements	5,807.48	5,807.48	0.00
Accum Amortization Leaseholds	-5,807.48	-2,903.75	100.00
Leasehold Improvements; Net	0.00	2,903.73	-100.00
<b>Total Other Non-Current Assets</b>	<u>0.00</u>	<u>2,903.73</u>	-100.00
<b>TOTAL ASSET</b>	<u><u>506,729.35</u></u>	<u><u>553,427.02</u></u>	-8.44
<b>LIABILITY</b>			
<b>Current Liabilities</b>			
Accounts Payable	23,157.72	36,664.46	-36.84
RBC Visa - Andrew(7106)	-336.87	534.44	-163.03
RBC Visa - Lesley(5828)	756.74	0.00	0.00
<b>Total Current Liabilities</b>	<u>23,577.59</u>	<u>37,198.90</u>	-36.62
<b>TOTAL LIABILITY</b>	<u>23,577.59</u>	<u>37,198.90</u>	-36.62
<b>EQUITY</b>			
<b>Owners Equity</b>			
Retained Earnings - Previous Year	516,228.12	587,505.86	-12.13
Current Earnings	-33,076.36	-71,277.74	-53.60
<b>Total Owners Equity</b>	<u>483,151.76</u>	<u>516,228.12</u>	-6.41
<b>TOTAL EQUITY</b>	<u>483,151.76</u>	<u>516,228.12</u>	-6.41
<b>LIABILITIES AND EQUITY</b>	<u><u>506,729.35</u></u>	<u><u>553,427.02</u></u>	-8.44

## Psychological Association of Manitoba Comparative Income Statement

	Actual 01/01/22 to 31/12/22	Actual 01/01/21 to 31/12/21	Percent
<b>REVENUE</b>			
<b>Sales Revenue</b>			
Application Fees	15,550.00	11,633.00	33.67
Exam Fees	8,100.00	7,004.00	15.65
Late Fees	1,800.00	1,200.00	50.00
Membership Dues	271,884.00	230,396.00	18.01
<b>Net Sales</b>	<b>297,334.00</b>	<b>250,233.00</b>	<b>18.82</b>
<b>Other Revenue</b>			
Interest Revenue	8,834.68	5,379.40	64.23
Miscellaneous Revenue	1,600.00	90.00	1,677.78
US Exchange	0.00	47.90	-100.00
Rent	4,200.00	3,600.00	16.67
<b>Total Other Revenue</b>	<b>14,634.68</b>	<b>9,117.30</b>	<b>60.52</b>
<b>TOTAL REVENUE</b>	<b>311,968.68</b>	<b>259,350.30</b>	<b>20.29</b>
<b>EXPENSE</b>			
<b>General &amp; Administrative Expenses</b>			
Advertising & Promotions	0.00	236.44	-100.00
Alarm & security	268.80	268.80	0.00
Bank charges & Interest	295.44	474.15	-37.69
Bookkeeping	3,973.21	5,110.05	-22.25
Business Fees & Licenses Membership	2,971.44	383.16	675.51
Cleaning Services	472.50	945.00	-50.00
Computer supplies & service	3,246.92	3,357.61	-3.30
Depreciation & amortization	5,522.44	3,397.79	62.53
Educational Programs	5,000.00	0.00	0.00
Entertainment & meals	164.87	515.92	-68.04
Gifts	813.67	329.82	146.70
Internet	1,368.81	1,209.00	13.22
Insurance	3,172.50	2,955.64	7.34
Meetings	263.00	0.00	0.00
Memberships & Subscriptions	571.49	0.00	0.00
Moving	9,760.36	0.00	0.00
Deputy Registrar	74,770.00	65,856.00	13.54
Office Supplies	2,348.74	1,016.26	131.12
PAM Dues - Acpro	1,969.00	1,969.00	0.00
PAM Dues - ASPPB	0.00	1,578.01	-100.00
Postage, courier, express	650.02	265.26	145.05
Printing	225.00	300.00	-25.00
Registrar Fee	51,302.92	48,999.96	4.70
Rent	48,484.95	37,106.01	30.67
Rent - Parking	890.90	0.00	0.00
Shredding	0.00	281.92	-100.00
Telephone	962.38	1,316.46	-26.90
Travel/ACRO & ASPPB	3,944.86	0.00	0.00
Mileage/parking	0.00	30.55	-100.00
<b>Total General &amp; Admin. Expenses</b>	<b>223,414.22</b>	<b>177,902.81</b>	<b>25.58</b>
<b>LEGAL/COMPLAITS</b>			
Complaints Committee - Assistant	25,837.25	13,734.35	88.12
Complaints Committee - Investigation	420.00	55,240.00	-99.24
Complaints Committee - Legal	90,299.89	57,308.28	57.57
Complaints Committee - Honoraria	3,980.00	1,980.00	101.01
Complaints Committee Costs	120,537.14	128,262.63	-6.02
Legal to Council	1,093.68	22,798.60	-95.20
<b>Total Legal/Complaints</b>	<b>1,093.68</b>	<b>22,798.60</b>	<b>-95.20</b>
Website Support	0.00	1,664.00	-100.00

Printed On: 20/01/23

**Psychological Association of Manitoba  
Comparative Income Statement**

	Actual 01/01/22 to 31/12/22	Actual 01/01/21 to 31/12/21	Percent
TOTAL LEGAL/COMPLAINTS	<u>121,630.82</u>	<u>152,725.23</u>	-20.36
TOTAL EXPENSE	<u>345,045.04</u>	<u>330,628.04</u>	4.36
NET INCOME	<u><u>-33,076.36</u></u>	<u><u>-71,277.74</u></u>	-53.60

**PAM 2023 BUDGET**

	<b>2022 Projected</b>	<b>2022 Actual</b>	<b>2023 Projected</b>
<b>REVENUE</b>			
Application Fees	16,000.00	15,550.00	16,000.00
Exam Fees	16,600.00	8,100.00	8,100.00
Late Fees	1,200.00	1,800.00	1,200.00
Registration Fees	273,300.00	271,884.00	293,500.00
Temp/Courtesy	5,100.00	N/A	
<b>Other</b>			
Interest	4,000.00	8,834.68	8,000.00
Misc	0.00	1,600.00	0.00
other rent?			
College of Podiatrists Rent	3,600.00	4,200.00	3,600.00
<b>Total Revenue</b>	<b>319,800.00</b>	<b>311,968.68</b>	<b>330,400.00</b>
<b>EXPENSE</b>			
<b>General &amp; Admin</b>			
Advertising/YP	236.44	0.00	236.44
Alam	268.80	268.80	0.00
Bank Charges/Interest	474.65	295.44	300.00
Bookkeeping	5,200.00	3,973.21	4,000.00
Fees & Memberships	1,000.00	2,971.44	
Cleaning	945.00	472.50	
Database & web support	1,664.00	3,246.92	5,544.00
Depreciation & Amortization	3,397.00	5,522.44	5,522.44
Educational Programs/CE Event		5,000.00	1,500.00
Entertainment & Meals	1,500.00	164.87	1,700.00
Gifts/volunteer events/Plaques etc	300.00	813.67	700.00
Retreat Expenses			
TRC Committee			1,000.00
Phone & Internet Combined	1,108.00	1,368.81	1,317.00
Insurance	3,000.00	3,172.50	3,200.00
Zoom subscription		263.00	400.00
Office Move	15,000.00	9,760.36	
Office Supplies		2,348.74	1,000.00
<u>Memberships:</u>			
ACPRO	1,969.00	1,969.00	1,969.00
ASPPB	1,578.01	0.00	1,578.01
MAHRC		571.49	1,709.04
Postage/courier	300.00	650.02	650.00
Printing	300.00	225.00	300.00
Salaries	119,000.00	126,072.92	134,000.00
Rent	38,000.00	48,484.95	50,000.00
CAM & Tax Recovery Towers per lease			3,529.59
Parking		890.90	890.00
New Website			4,000.00
Shredding	0.00	0.00	
Telephone	1,420.00	962.38	
Travel ASPPB	3000	3944.86	
Mileage/Parking	50.00	0.00	0.00
Legal Council	22,000.00	1,093.68	6,000.00
<b>Total admin expense</b>	<b>221,710.90</b>	<b>224,507.90</b>	<b>231,045.52</b>
<b>Complaint Expenses</b>			
Legal	50,000.00	90,299.89	70,000.00
Complaint Assistant salary	13,735.35	25,837.25	25,000.00
Public Member Honorariums	1,800.00	3,980.00	1,980.00
Investigation	15,000.00	420.00	6,000.00
Hearings			50,000.00
<b>Total Complaint Exp</b>	<b>80,535.35</b>	<b>120,537.14</b>	<b>152,980.00</b>
<b>Total Expenses</b>	<b>302,246.25</b>	<b>345,045.04</b>	<b>384,025.52</b>
<b>Reserve Fund Contribution (4%)</b>	12,792.00	0.00	0.00
<b>Surplus/Deficit</b>	<b>17,553.75</b>	<b>-33,076.36</b>	<b>-53,625.52</b>



THE PSYCHOLOGICAL ASSOCIATION OF MANITOBA  
1661 Portage Ave., Suite 307 Winnipeg, Manitoba R3J 3T7  
PH: 204-487-0784 Fax: 431-317-1098 E: officecpmb@gmail.com

March 24, 2023

Lay Auditor's Report

To the Members of the Psychological Association of Manitoba:

We have audited the statement of the financial position of the Psychological Association of Manitoba as of December 31, 2022 and the statements of operations and net assets for the year that ended. These financial statements are the responsibility of the Association's management. Our responsibility as lay auditors is to express an opinion on these financial statements based on our audit.

In conducting the audit, we reviewed the financial statements and the Treasurer's reports. We examined the evidence supporting the amounts and disclosures in the financial statements considering the documents on file used for bookkeeping. We also reviewed the minutes of the Council concerning issues related to the Treasurer's reports and financial decisions. In our opinion the treasurer's reports, the documentation concerning decisions, and the minutes of Council suggest a prudent use of Association funds and careful attention to financial decisions. The Council has taken measures to control expenditures while continuing to provide a high quality of service to members and the public. The decision to increase membership dues in 2021 was a prudent one in light of ongoing annual deficits.

We have approved the 2023 projected budget approved by Council and have determined that it is realistic given the 2022 deficit and anticipated/projected expenses for the coming year.

In our opinion, these financial statements present fairly the financial position of the organization as at December 31, 2022 and results of its operation, changes in net assets and cash flows for the year ending in December 31, 2022.

Sincerely,

Dr. Jackie Walker, C.Psych.

Dr. Wiebke Peschken, C.Psych.

Handwritten signature of Jackie Walker above a horizontal line, and handwritten signature of Wiebke Peschken below it.

Members  
The Psychological Association of Manitoba

## **Registration & Membership Committee Report** **Kent Somers, C.Psych, Chair**

The PAM Registration & Membership Committee meets monthly to review: candidate, associate candidate, temporary, courtesy, reciprocity and oral exam applications, competency change requests, oral exam outcomes/practice conditions, exam and candidacy extension requests, supervision plans, registration queries from potential applicants as well as updates to application forms and registration policies and procedures.

In addition to the review of applications, the Committee also provided PAM staff with guidance this past year on the creation and updates to the following applications and guidelines: courtesy application, ongoing updates to candidate and associate application forms, supervision record of hours form, reference form and declaration of competence as well as fields of practice definitions. PAM staff are working to update application and current member practice resources and forms so that they are consistent, easy to understand and eventually fillable to reduce paper and for ease of sharing amongst committee members.

I would like to thank my colleagues and committee members: Drs: James Ediger, Lesley Koven, Amanda Lints-Martindale, Darren Neufeld, Karen O'Brien and Hal Wallbridge (ex-officio) who provide their time and thoughtful consideration to the often-complex task of overseeing a psychology registration program. I would also like to thank Lesley Phimister, Deputy Registrar, who provides invaluable support to the Committee.

### **In Memoriam**

**Joseph Pear, C. Psych. (1938-2022)**

### **Congratulations to the Following New Members**

<b>Registered Psychologist</b>	<b>Psychological Associate (Independent Practice)</b>	<b>Psychologist Candidate</b>	<b>Life Member</b>
Emily Cameron	Wendy Bentley	Lindsay Berard	Elizabeth Adkins
Michelle Choch	Felicia Gormaly	Elena Bilevicius	Michael Burdz
Tara Conway	Heather Hayes Josephson	Jeremiah Buhler	William Davis
Jessica Dupasquier	Michael Hogan	Carly Cressman	Ronald Richert
Christopher Edmonstone	Christopher Pawluk	Jona Frolich	Graham Watson
Tara Galaugher		Jessa Hogarth	James Newton
Nicole Haverstock		Jacqueline Hogue	
Marysia Lazinski		Lisa Hunter	
Amanda McMahan		Gillian Klassen	
Alicia Nijdam-Jones		Breanna Lawrence	
Katie O'Connell		Tracie Parkinson	
Leslie Roos		Claudia Rattray	
Adam Rossi		Michelle Ward	
Samuel Rumak			
Brenda Tomini			
Alyssa Altomare			
Brooke Beatie			

## Examinations Committee Report Kelly Penner Hutton, C.Psych, Chair

Thank-you to everyone who volunteered to serve on an Oral Examination committee this past year. Without your dedication, we would not be able to welcome new Psychologists to our profession. 2022 continued to be a busy year for oral examinations with five taking place, as well as four oral interviews for reciprocity applicants. All Oral Examinations were held virtually (e.g., on Zoom).

A reminder that oral exam applications are reviewed three times during the year (January, April & October.) This approach should make it easier on volunteers as they will know when to expect Oral Examinations throughout the year (e.g., in the two months following each application deadline). Exams are held from October -June.

We are always looking to expand our list of volunteers to ensure we have a diverse volunteer pool for competency areas. If you are interested in serving on an examination committee please contact Lesley Phimister, Deputy Registrar for more information.

**The Association would like to thank the following who acted as examiners in 2022**

*thank  
you*

### **Chairs**

Naomi Berger  
Ali El-Khatib  
Kelly Penner Hutton  
April Buchanan  
Valerie Kryszanski

### **Examiners**

Gillian Alcolado  
Kate Williamson  
Michael Burdz  
Garry Fisher  
Connie Boutet  
Jennifer Frain  
Alicia Nijdam-Jones  
Debbie Whitney  
Brigitte Sabourin  
Sharon Goszer-Tritt

## Complaints Committee Report Steven Feldgaier, C.Psych, Chair

**Purpose of the Committee:** One of the major functions of PAM is to respond to complaints from the public. The Committee's response is regulated by our By-law #1, which seeks a process that is fair to both the person with a complaint, and the psychologist who responds. During its deliberations the Committee then relies on the same documents that our members use in their work: PAM's Code of Conduct and the Practice Guidelines for Providers of Psychological Services along with the Canadian Code of Ethics for Psychologists amongst others when needed.

**Nature of Complaints:** In 2022, the Committee received 14 new complaints involving a range of issues including professional conduct, consent, professional relationships, representation to the public, confidentiality, fees/billings, office practices, supervision, dual roles, and assessment procedures amongst others. A number of cases encompassed more than one of these issues. These issues are consistent with those of previous years and tend to reflect many of the primary activities of psychological practice. In addition to these 14 new cases, 8 cases were carried over from the previous year. In receiving 14 new complaints this year, the committee saw both a significant increase from the number received in the previous year (9) but also the largest total number of new complaints that it has seen in the past 5 years. This increasing number of new cases, needless to say, also results in an increasing workload for Committee members and, at times, also results in increasing time needed to work through all cases before the Committee. It should also be noted that, given the consistency of the issues that result in complaints being submitted, the Committee would recommend that both PAM and MPS consider providing additional educational workshops, reports, and guidance, etc. that would serve to provide psychologists with current information, guidelines, and ideas on how to best address these issues in one's practice.

**Membership:** As I have noted in all of my previous reports, we continue to be very fortunate in having dedicated Committee members who have now served with us for many years and have brought thoughtful reflection, expert guidance, and much experience to our deliberations. Our 3 members representing the public remain: Dr. Neil Arnason, Mr. Glenn Matsumoto, and Ms. Val Stanowski. Their broad range of perspectives and years of experience serving on the Committee have been much appreciated by us all. Each of our public members also brings a strong commitment to the work to be done and a determination that the voice of the public must be heard in the regulation of professions. Their continued presence on the Committee clearly reflects their strong view that public participation in regulatory matters is essential and beneficial to strengthening public trust in the activities of the Committee.

This year also saw Drs. Lois Edmund, Adrienne Leslie-Toogood, Carmen Bodkyn, and Linda Rhodes continue as psychologist members of the Committee. The psychologists on the Committee provide a broad range of expertise, and their experience working in various settings and with differing client groups has served the Committee well as we continue to address increasingly complex cases. Ms. Monika Allan has continued as a member in her capacity as a Psychological Associate and she has very ably brought this much-needed perspective to our Committee's deliberations.

Beyond the expertise and thoughtfulness that all Committee members bring to their responsibilities, I wish to, once again (as I have done in previous reports), highlight the increasing amount of time that Committee members must devote to the effective operation of the Committee. In addition to the monthly meetings which typically last between two and three hours, each Committee member devotes countless hours each month in reviewing documents, consulting our various guidelines noted above, and preparing for in-depth discussions and deliberations on each case before us. In addition, in recent times, we have also restructured some of the operations of the Committee so that for each new complaint that comes before us, two members of the Committee volunteer to take the lead on summarizing the information submitted to the Committee by both the complainant and the psychologist. This approach has served to reduce some of the work previously done by the Chair but in doing so, it has also added to the time devoted by Committee members.



**Assistance to the Committee:** At various times, other members of PAM agree to serve in a variety of important roles as Investigators, Expert Opinions, and Remediation Supervisors. The Committee wishes to express its gratitude to Drs. Daryl Gill, Pamela Holens, Dan Rothman, Hal Wallbridge (prior to his becoming Registrar) and Dell Ducharme for agreeing to assist on cases that became active this year or were carryovers from the past year. The role of an investigator is critical to the functioning of our Committee as investigators are called upon to devote considerable time and effort into delving more deeply into the complexities of a case and then providing the Committee with much-needed information and insight into the issues at hand. Remediation Supervisors also play a vital role in carrying out the educative aspect of the Committee's work when specific issues need to be addressed while Expert Opinions provide the Committee with much needed expertise on topics and material that Committee members require in addressing particularly complex issues. We rely on the willingness of those who provide ongoing assistance when called upon and we greatly appreciate their support. In many instances, the work of the Committee could not be effectively and efficiently completed without this additional support. Our Committee, once again, would ask that PAM members consider our Committee's requests to serve in these roles when opportunities arise.

As I have repeatedly noted in the past, the Committee would also not function as effectively as it does if it wasn't for the superb assistance of Ms. Doreen Phimister, Complaints Committee Assistant. Doreen's exceptional skill set, her thoroughness in approach, and calm demeanor have served to keep us well organized, on track, and focused on our work. The Committee very much appreciates all of her hard work on our behalf and the support that she provides to all committee members throughout the year. As I would also note again this year, my role as Chair has been made much easier as Doreen continues to be invaluable to me in ensuring that the work gets done and in moving our agenda forward. Doreen also has a unique talent in being able to not only manage the very large caseload but to also be able to anticipate and foresee matters that may need to be addressed in the future. In this way, she continues to bring issues to my attention, which allows us to be proactive when necessary.

As noted in my previous report, the Committee was very pleased to welcome Ms. Terra Welsh as the Committee's new legal counsel midway through the 2021 year. During her ongoing tenure with us, Terra has continued to demonstrate her legal expertise and wisdom to the Committee on a number of complex matters. In having Terra now as our legal counsel, we continue to enjoy and benefit from her professionalism, insight, and ability to explain to committee members the intricacies of the law in relation to our professional practice. I would also like to reiterate that the role of Counsel is not only valuable to the core operations of the Committee, but it plays a critical and vital role in all that we do. It is fair to say that at every committee meeting that we have, there is at least one (and in most instances more than one) question or issue that arises in which members rely on Terra's legal opinion to assist and guide us in our deliberations. Terra also serves an extremely valuable role in serving as the liaison between our committee and the psychologist's legal representative. Increasingly, almost all psychologists are being represented from the outset by legal counsel and choose to have communication go through their lawyer. Having Terra available to represent the Committee in such instances provides us with added benefit as she carries the message of the Committee effectively to others. On a personal note, it has been a pleasure working with Terra since she came on board. She has gained increasing insight into the practice of our profession, and I have come to value her perspective in a variety of ways.

Finally, the Committee would like to extend our gratitude to Dr. Hal Wallbridge, PAM Registrar during the 2022 year, as well as PAM Council for its ongoing support of the Committee's important work. The Committee also wishes to extend its appreciation to Ms. Lesley Phimister, PAM Deputy Registrar, for her assistance as well.

## Complaint Statistics

	2022	2021	2020	2019	2018
<b>Number of Complaints Reviewed</b>	22	23	25	20	13
<b>Carried Forward (from previous year)</b>	8	14	12	10	7
<b>New Complaints</b>	14	9	13	10	6
<b>Outcome of Committee Review</b>					
<b>Closed</b>	6	15	11	8	3
<b>Carried Forward (to next year)</b>	16	8	14	12	10
<b>Appeals</b>	1	2	2	2	1

In 2022 the Committee closed 6 cases with cases taking, on average, just under 11 months from opening until closure. While the number of cases closed was relatively small, the Committee was able to reduce the actual time in process significantly from the previous year's overall duration. As noted previously, the Committee continues to work diligently to close cases in a timely fashion. However, in a number of instances cases can take extended periods of time due to the need for both an Investigator and also extensive legal involvement. While the Committee continues to examine ways in which to move things along more quickly, speed can never be a substitute for us doing a thorough and comprehensive investigation and undertaking careful and thoughtful deliberations which lead to a fair and appropriate disposition of each case.

**Outcome of Complaints:** Many complaints are dismissed as the Committee's deliberations frequently conclude that no professional misconduct, ethical breach, or other possible violation has been sufficiently demonstrated. However, in several of these cases, the Committee provided the member with further direction in strengthening their professional practice in order to avoid further potential complaints. Other outcomes can include a Caution, or an agreement for additional education, or further training. While the Committee recognizes its critical role in protecting the public and when necessary, utilizing the various sanctions available to it, the Committee also sees its role as one in which it can provide members with education, information, and suggestions for strengthening their practice.

**Online Resources:** PAM's website has information to help both our members, and the person who is making a complaint, including forms for making a complaint, and for making an appeal of the Committee's decision. In addition, members can access PAM's Code of Conduct, Practice Guidelines, the Canadian Code of Ethics for Psychologists amongst other information that can be found throughout the PAM website and in its newsletter. The Committee would also encourage members to consult with colleagues on matters of concern.

**Final Thoughts:** This report will serve as my final one as I have decided to step down as Chair and complete my time on the Committee. In doing so, I know that the Committee will continue to carry out its critical work in a conscientious, balanced and judicious manner. It has been an honour to serve our profession as a member of this Committee and to work closely with such an amazing and dedicated team. I have learned much from everyone on the team and have had the pleasure of getting to know our team members well. While the work of the Committee is serious and our meetings can, at times, be difficult and emotionally draining, I am frequently struck by each member's ability to maintain a positive outlook and even, on occasion, to share a humorous story or anecdote when we have a moment to do so.

Serving on this Committee also reminds one that in carrying out our work we become privy to the personal circumstances and lives of complainants in a way that is rather unique as these are people, we do not know but, who in fact, have come to us to seek assistance with regard to matters that are most important to them. They wish their stories to be heard and, in doing so, share some of their most personal matters with people that they have never met. They show courage in undertaking such action and we must do our utmost to treat them with respect, empathy, and understanding. Similarly, we must also acknowledge that the psychologists against whom a complaint has been submitted are also opening up and sharing their professional practices to our scrutiny and review. They, too, must be treated with respect and understanding.

Finally, I just wish to thank PAM Council for inviting me to join the Complaints Committee several years ago and for having the confidence to have me serve as Chair during these past few years. Regulation of our profession is an important responsibility that we all share, and I very much value the opportunity that I have had to play a part in it.

Sincerely,

Steven Feldgaier, Ph.D., C. Psych.  
Chair, Complaints Committee

# Council and Committee Members

## Council

President	Dr. Sonia Marrone
Vice-President	Dr. Lorne Sexton
Treasurer	Dr. Kirsten Wirth
Members-at-Large	Dr. Anne-Marie Brown-De Gagne Dr. Kent Somers Dr. Kerri Walters Dr. Andrew Lubusko
Ex Officio	Dr. Harold Wallbridge, Registrar

## Complaints Committee

Chair	Position open
Public Members	Dr. Neil Arnason Glenn Matsumoto Val Stanowski
Members	Monika Allen Dr. Lois Edmund Dr. Carmen Bodkyn Dr. Adrienne Leslie-Toogood Dr. Linda Rhodes

## Examination Committee

Chair	Dr. Kelly Penner Hutton
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## Inquiry Committee

Chair	Lesley Koven
Public Members	Neil Craton Ian Hughes Sid Frankel
Members	Dr. James Ediger Dr. Lois Edmund Dr. Adrienne Leslie-Toogood Dr. Linda Rhodes

## Legislative Review Committee

Chair	Dr. Sonia Marrone
Members	Dr. Diane Hiebert-Murphy Dr. Lorne Sexton Dr. Kerri Walters
Ex-Officio	Dr. Harold Wallbridge, Registrar

### **Nominations Committee**

Chair Position Open

### **Registration & Membership Committee**

Chair Dr. Kent Somers  
Members Dr. James Ediger  
Dr. Lesley Koven  
Dr. Amanda Lints-Martindale  
Dr. Darren Neufeld  
Dr. Karen O'Brien  
Ex Officio Dr. Harold Wallbridge, Registrar

### **Continuing Education (Sub-Committee of Standards)**

Chair Dr. Don Stewart  
Member Dr. Tiffany Lippens

### **Jurisprudence Examination (Sub- Committee of Standards)**

Chair Dr. Harold Wallbridge, Registrar  
Member Dr. Lesley Graff

### **Truth & Reconciliation Committee**

Chair Dr. Sonia Marrone  
Members Dr. Dell Ducharme  
Alea Fontaine  
Amanda Fowler Woods  
Dr. Lesley Koven  
Dr. Alicia Ordóñez  
Dr. Margaret Penfold  
Stephanie Sinclair  
Dr. Lindsay Woods