



The Psychological Association  
of Manitoba

# 2024 Annual Report

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# The Psychological Association of Manitoba

We acknowledge we are gathered on Treaty 1 Territory and that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishininewuk, Dakota Oyate, Denesuline (deh-nay-soo-li-nay) and Nehethowuk (NE-HAY-AH-WAK) Nations. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

## Our Role:

The Psychological Association of Manitoba (PAM) was established in 1966 to regulate the practice of psychology in Manitoba. PAM is one of 22 regulated health professions in Manitoba.



## Our Council

Sonia Marrone, President  
Lorne Sexton, Vice- President  
Kirsten Wirth, Treasurer  
Anne-Marie Brown-De Gagne  
Kent Somers  
Dell Ducharme  
Valerie Krysanski

## Our Committees

### Complaints Committee

Alejandra Ogando (chair), Arni Neil Arnason (public member), Carmen Bodkyn, Lois Edmund, Mike Hogan, Glenn Matsumoto (public member), Melissa Tiessen, Val Stanowski (public member), Christopher Tysiaczny,

### Continuing Education Committee

Donald Stewart (chair), Tiffany Lippens

### Examination Committee

Kelly Penner Hutton (chair)

### Inquiry Committee

Lesley Koven (chair), Neil Craton (public member), James Ediger, Sid Frankel (public member), Ian Hughes (public member), Lesley Ritchie

### Legislative Review Committee

Sonia Marrone (chair), Diane Hiebert-Murphy, Lorne Sexton, Kerri Walters, Hal Wallbridge (registrar/non-voting)

### Registration & Membership Committee

Kent Somers (chair), James Ediger, Lesley Koven, Amanda Lints-Martindale, Darren Neufeld, Karen O'Brien, Hal Wallbridge (registrar/non-voting)

### Truth and Reconciliation Committee

Sonia Marrone (chair), Dell Ducharme, Aleah Fontaine, Lesley Koven, Alicia Ordóñez, Margaret Penfold, Stephanie Sinclair, Lindsay Woods



# The Psychological Association of Manitoba

## Annual General Meeting (AGM) Thursday April 25, 2024 MINUTES

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Time: 7:00PM

Platform: Zoom Conference

Attendance: 82 members and one recorder/staff

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### 1.0 Welcome, Call to Order and Land Acknowledgement -Hal Wallbridge (PAM Registrar)

Dr. Hal Wallbridge, PAM Registrar welcomed the membership and thanked everyone for their attendance. Unfortunately, Dr. Sonia Marrone, PAM Council Chair is unavailable to attend this evening and explained that himself and Dr. Lorne Sexton, PAM Council Vice-Chair will be co-chairing the meeting. The meeting was called to order at 7:02 p.m.

Dr. Wallbridge summarized the voting procedures and use of the chat function and noted that as per legislation C.Psych and Psychological Associate, Independent Practice members are only eligible to vote.

#### **Land Acknowledgement (Maggie Penfold)**

Dr. Wallbridge introduced Dr. Maggie Penfold, PAM Truth and Reconciliation Task Force Member.

Before reading the Land Acknowledgement, Dr. Penfold explained the considerable amount of thought and input that went into the Task Force choosing a Land Acknowledgement Statement. The Land Acknowledgement Statement that has been chosen is the one currently in use at the Manitoba Legislature.

Before reading the Statement, Dr. Penfold noted that Land Acknowledgement statements are complicated, increasingly put into use by organizations and facilities and tend to make more sense to the settlers who utilize them. When using these statements, we should remind ourselves that colonial violence is very much present locally and internationally. When using such statements we should know what the statements mean, the history behind them and be prepared to speak to them if we are asked questions.

We acknowledge we are gathered on Treaty 1 Territory and that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline (deh-nay-soo-li-nay) and Nehethowuk (NE-HAY-AH-WAK) Nations. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

- 2.0 Approval of April 25, 2024, Agenda- Hal Wallbridge**  
**Motion: April 25, 2024, PAM AGM Agenda be adopted as presented**  
Moved by Michael Stambrok  
Seconded Sharon Goszer Tritt  
**Carried**
- 3.0 Adoption of Minutes from PAM AGM April 27, 2023- Hal Wallbridge**  
The minutes of the April 27, 2023, AGM were circulated to PAM members as part of the AGM package. The Zoom chat function was used by voting member to move and second the motion.  
**Motion: Minutes of the April 27, 2023, PAM AGM be adopted**  
Moved by Kirsten Wirth  
Seconded Patricia Furer  
**Carried**
- 4.0 Registrar's Report- Hal Wallbridge (Registrar of PAM)**  
Hal summarized his 2023 report  
MASP: The Manitoba Association of School Psychologists continues to pursue alignment with PAM for their members to be regulated by us. We are awaiting a decision from the Department of Education.  
PAM Registration Fee Increase: As members are aware the most recent renewal saw an increase in registration fees. We are hopeful that unprecedented costs associated with an ongoing complaint will be resolved/lessened in the next year.  
Our goal is to work towards increasing our shrinking reserve fund.  
Initiatives for 2024:  
MDMA guidelines  
MAiD document needs an update  
Website is long overdue for an update  
Standards of Practice revised version will replace the current Code of Conduct.
- 5.0 President's Report-Lorne Sexton (Council Vice-President)** summarized the report on Sonia Marrone's behalf  
**Motion: President's 2023 Report be adopted**  
Moved by Michael Stambrok  
Seconded Bill Leonhart  
**Carried**
- 6.0 Truth and Reconciliation Task Force Report- Dr. Maggie Penfold (PAM TRC Task Force Member)**  
Dr. Penfold shared the PAM Truth and Reconciliation Task Force: *Two-Eyed Seeing: TRC Task Force Recommendations for the Psychological Association of Manitoba* as well as the slide presentation that was prepared by Dr. Sonia Marrone.  
Dr. Penfold thanked Dr. Marrone for her commitment and time chairing the Task Force over the past four years.
- 7.0 Treasurer's Report & Presentation of 2024 Budget**  
Dr. Wirth presented the Treasurers Report, Auditor's Report, Financial Statement for the 2023 fiscal year and projected 2024 budget and thanked PAM lay auditors Drs. Wiebke Peschken and Jackie Walker for their time and assistance in reviewing the 2023 finances.  
**Motion: 2023 Treasurer's Report be adopted as presented**  
Moved by Michael Stambrok  
Seconded Bill Leonhart  
**Carried**

**8.0 Committee Reports (Registration & Membership, Examination and Complaints)**

Hal Wallbridge thanked the committee chairs and members for giving their time and thanked Lois Edmund for stepping into the complaint committee chair role temporarily and Alejandra Ogando for taking on the role of PAM Complaint Committee Chair

Dr. Kent Somers (R&M Committee Chair) welcomed new members and acknowledged the passing of the following PAM members in 2023 and early 2024.

Glenna Lambert, C. Psych. (1946-2023)

Ronald Richert, C. Psych. (1947-2024)

Gail Robertson, C. Psych. (1947-2024)

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

**Motion: 2023 Committee Reports be adopted as presented**

Moved by Karen O'Brien

Seconded Bill Leonhart

**Carried**

**9.0 Recognition of Outgoing Committee Members- Lorne Sexton**

Dr. Sexton thanked the following outgoing council members and committee chairs.

**Dr. Linda Rhodes** 2013-2024 (PAM Complaint Committee Member), previous council member and oral examiner

**Dr. Kerri Walters** 2021-2024 (PAM Council Member)

**10.0 Adjournment of Annual General Meeting** No further business was brought forward, and the meeting was adjourned at 7:46pm

**Motion: adjournment of the 2024 AGM**

Moved by Kevin Barber

Seconded Michael Stambrook

**Carried**

**PAM President's Report**  
**Sonia Marrone, Ph.D., C.Psych.**  
**President, The Psychological Association of Manitoba**

I have been honoured to serve as Council President for the 2024-2025 year. We are fortunate as a small regulator to have a strong base of volunteers and staff who commit their time and effort to ensuring the continued privilege of self-regulation. While at times that privilege summons much effort and conviction from our members, it is critically important that we continue to assert our independence as a self-regulating profession. We have learned from other provinces such as British Columbia that self-regulation is not guaranteed and that there are significant challenges for the profession when we are not leading the earnest task of protecting the public.

Association of State and Provincial Psychology Boards (ASPPB) and the Examination for Professional Practice in Psychology (EPPP)

In October 2024, ASPPB announced that they would pause the decision to move toward a second EPPP skills exam (EPPP-2) as of January 1, 2026. Instead ASPPB, based on member jurisdiction feedback, will explore the feasibility of a single exam which will include both knowledge and skill assessment – what they have called a reimagined EPPP. The Board announced several steps they will take to proceed thoughtfully in the development of a single exam. On April 3, 2025, ASPPB held a virtual Town Hall to provide updates on the feasibility of the single exam as well as to elicit feedback from jurisdictional member representatives and individual members of the Association. It is noteworthy that ASPPB has remained steadfast in moving forward with assessing both knowledge and skills of those who wish to be registered as psychologists as this is consistent with many other health professions who evaluate both prior to licensure in order to ensure the delivery of competent and quality health services to the public. To the members of PAM, I encourage you to participate when there are calls for volunteers to serve on the various task forces and workshops for the development of the EPPP. For example, ASPPB recruits psychologists from all member jurisdictions to participate in item writing as well as a job task analysis for the ongoing development of the EPPP. I was fortunate enough to participate in a standard setting panel meeting in January 2024 which sets the passing score for the EPPP. It was a fascinating process and a remarkable opportunity for continuing education as we learned much about the psychometrics used in professional exam development. PAM has distributed these calls out to members to encourage participation from Manitoba psychologists and there will be more to come. Manitoba continues to play a pivotal role in ASPPB and shaping regulatory policies and practices across North America as we will learn from Dr. Jenfer Laforce who currently serves as ASPPB's President-Elect.

Regulated Health Professionals Act (RHPA)

For the past two decades, there has been an immense amount of effort and thought out into psychology coming under the Regulated Health Professions Act (RHPA). While we have been informed that psychology is in the queue to come under the RHPA, we do not have any substantial updates at this time. The good news is that our current Act appears to be meeting our needs for the time being and we will await further instruction from the Manitoba Legislative Review Unit and Manitoba Health, Seniors, and Active Living (HSAL) when the government is ready to move forward with the regulation.

I would like to thank the PAM Legislative Review committee (Drs. Sonia Marrone [Chair]; Diane Hiebert-Murphy; Lorne Sexton; Kerri Walters; Harold Wallbridge) for their continued work on this committee.

As I close my final report as PAM President, I would like to express my sincere gratitude to serve on Council since 2019. It has been a tremendous honour to work alongside PAM staff, volunteers, and legal counsel to contribute to regulating the profession. I have learned many profound lessons both personally and professionally as a result of my time with PAM and would like to thank everyone for their well wishes and messages of thanks for serving in this role.

**PAM Registrar's Report**  
**Hal Wallbridge, Ph.D., C.Psych.**  
**Registrar, The Psychological Association of Manitoba**

As will be obvious to anyone who has renewed their fees this year, PAM has been dealing with a spike in expenses related to two complex complaints that have involved extensive consultations, investigations, and hearings. While we knew that these complaints were coming to the final stages of resolution for many months, the final costs of such complaints are always difficult to predict and were ultimately greater than expected. Hence the levy. Generally, and more hopefully, such complaints are infrequent and had they not occurred concurrently we would have been able to manage using our normal budgeting strategy. We have also learned some valuable lessons about how and where legal and investigation expenses can be higher, which we will address through revised guidelines and procedures involving complaints. And as I said in my last message to members, returning PAM to a position of financial security will be a top goal of the incoming Council.

I continue to be surprised by the government's lack of progress, or even interest, in revising our regulatory act, especially as we had an advanced level draft available to show them two years ago (before the current government was elected). Their priorities appear to be elsewhere. As a regulatory college, we are not allowed to "lobby" government, but nothing would stop any PAM member from doing so as an individual, should they feel motivated to do so. Meanwhile, we remain regulated under our current legislation, and at least I can reassure members that I am not aware of any negative changes or other threats on the horizon. So, we wait.

The steady growth in PAM membership continues, mainly from three sources: homegrown candidates from the University of Manitoba (either from the Clinical Psychology Training Program or from the Residency at the Department of Clinical Health Psychology), candidates within Canada (usually to provide telepsychology services into the province), or international applicants (mainly trained outside of North America). I have also noticed a recent increase in inquiries from the US, which these psychologists inform me is directly related to the political climate there. The Registration and Membership Committee continues to work efficiently and effectively to address this wider range of applicants. At this time, I would like to specifically thank those members who have accepted international applicants for supervised practice, as these newcomers often have limited connections in Manitoba, which makes finding a supervisor more challenging. I find working with these candidates very rewarding because they are so often very flexible and appreciative of the opportunities available to them to renew their careers in Canada. Over time these newcomers to our province will make very positive contributions to the fabric of psychology in Manitoba (plus we need their membership fees). And, secondly, I would like to acknowledge all of those psychologist members who have served as examiners on oral exam panels. Oral exams continue to play an essential role in the registration process, especially as the penultimate step to granting the privilege of independent practice.

We continue to refresh and update our website and our online forms and guidelines. Nearly all of this progress is through the conscientious and foresightful efforts of the Deputy Registrar, Lesley Phimister, who I am pleased to say continues to provide services to PAM, despite offers from other regulatory organizations to work for them. I would also like to acknowledge the reliability and dedication of the other PAM contract staff: Doreen Phimister (Assistant to Complaints) and Grant Tarr (our accounts person).

Continued



As I said last year, I can report that Council and all associated PAM committees continue to function with high levels of collegiality and engagement. No energy is ever wasted on internal conflict or division, so all attention is on the business of regulation. This an election year, so there will be some turn-over in Council membership, but I do not foresee any change in the priorities or the effectiveness of the incoming Council, or any existing PAM committee. I wish to specifically thank Council members Lorne Sexton and Anne-Marie Brown-DeGagne who are stepping down after many years serving on Council, as well as on other PAM committees before that. Their wisdom and experience have made a great contribution to PAM.

Finally, I need to acknowledge the major contributions of Sonia Marone who is stepping as President of PAM after 5 years. For those who may not recall, Sonia stepped into the role of president after only one year on Council after the unexpected departure of both the President and the Registrar 30 days apart. She fully committed herself to this task for which she was barely prepared and did a marvelous job. She steadied the ship in our moment of crisis and for that we all owe her our thanks and appreciation. She also led the timely review of the role of reconciliation on the regulation of psychology and set the stage for the incorporation of these emerging and redefining social values into our regulation processes. Thank you, Sonia.

**PAM Treasurer's Report**  
**Kirsten Wirth, Ph.D., C.Psych., BCBA-D**  
**Treasurer, The Psychological Association of Manitoba**

To recap last year, we had outlined that we have a duty to maintain a minimum of 1.5 years of funds in our reserve (although the general standard is 2 years), to account for unforeseeable situations and risks, project costs, and long term needed changes. We also outlined that we had hoped to be in a position to add to our reserve last year. That said, our main source of income is registration fees. We also outlined that our annual budget should not rely on utilizing reserve funds because of the aforementioned reasons, and should be based solely on the amounts we collect in income.

As promised, in an effort to increase revenue, we increased the amount of reserve funds we placed into a GIC. We have continued to hold the majority of meetings virtually to reduce costs, reduced travel to important meetings related to regulation where possible, continuing to explore income from other sources, and reorganizing legal advice to be positioned where it is needed the most. In 2024 we brought in ~\$423K (\$400K in registrations and fees, and the remainder in interest and rent). We spent ~\$253K in day-to-day operational costs of managing the association, and \$223K in managing complaint costs.

Unfortunately, there have been ongoing unusual legal costs associated with a few complex complaints that have led to hearings. These are extremely costly and our 2025 budget reflects those projected costs. As you are aware, due to these costs, we have budgeted with a \$300 levy in this fiscal year as well as next year, to manage our finances as responsibly as possible.

As the majority of uncontrolled expenses have come from legal support to the Complaints Committee, Council has introduced a working group to assist with determining efficiencies in process and costs and make recommendations to that end. As stated in last year's report, all members can help us reduce our legal fees if for members to continue to practice carefully and professionally, such as using careful documentation, practicing good informed consent procedures, and consulting with colleagues to get assistance or to discuss concerns, etc. For example, please see the [Statement on Professionalism and Intellectual Humility](#) developed by the Association of Canadian Psychology Regulatory Associations for some of these reasons. Although good practice does not guarantee a member would not receive a complaint, it would make a complaint easier (and cheaper) for the Complaints Committee to manage.

Council continues to approach spending in a cautious and thoughtful manner, in an effort to protect the public without sacrificing quality, and still do the important work that is needed to run the day-to-day operation of the association.

## 2024 FINANCIAL STATEMENTS

### Psychological Asociation of Manitoba Comparative Balance Sheet

	As at 31/12/24	As at 31/12/23	Percent
<b>ASSET</b>			
<b>Current Assets</b>			
Steinbach CU	60,389.20	66,450.78	-9.12
Community Reg Savings	125,545.18	271,307.42	-53.73
GIC	200,000.00	100,000.00	100.00
Accounts Receivable	3,634.00	-800.00	-554.25
Security Depost	7,357.66	7,357.66	0.00
<b>Total Current Assets</b>	<b>396,926.04</b>	<b>444,315.86</b>	<b>-10.67</b>
<b>Capital Assets</b>			
Computer Equipment	12,665.79	11,506.18	10.08
Accum. Dep'n: Computer	-9,986.10	-8,837.14	13.00
Computer; Net	2,679.69	2,669.04	0.40
Office Furniture & Equipment	14,614.25	14,614.25	0.00
Accum. Amort. -Furn. & Equip.	-10,256.93	-9,167.57	11.88
Net - Furniture & Equipment	4,357.32	5,446.68	-20.00
<b>Total Capital Assets</b>	<b>7,037.01</b>	<b>8,115.72</b>	<b>-13.29</b>
<b>Other Non-Current Assets</b>			
Leasehold Improvements	5,807.48	5,807.48	0.00
Accum Amortization Leaseholds	-5,807.48	-5,807.48	0.00
Leasehold Improvements; Net	0.00	0.00	0.00
<b>Total Other Non-Current Assets</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>TOTAL ASSET</b>	<b>403,963.05</b>	<b>452,431.58</b>	<b>-10.71</b>
<b>LIABILITY</b>			
<b>Current Liabilities</b>			
Accounts Payable	64,411.42	59,139.15	8.92
RBC Visa - Lesley(5828)	1,631.53	2,159.91	-24.46
<b>Total Current Liabilities</b>	<b>66,042.95</b>	<b>61,299.06</b>	<b>7.74</b>
<b>TOTAL LIABILITY</b>	<b>66,042.95</b>	<b>61,299.06</b>	<b>7.74</b>
<b>EQUITY</b>			
<b>Owners Equity</b>			
Retained Earnings - Previous Year	391,132.52	484,151.76	-19.21
Current Earnings	-53,212.42	-93,019.24	-42.79
<b>Total Owners Equity</b>	<b>337,920.10</b>	<b>391,132.52</b>	<b>-13.60</b>
<b>TOTAL EQUITY</b>	<b>337,920.10</b>	<b>391,132.52</b>	<b>-13.60</b>
<b>LIABILITIES AND EQUITY</b>	<b>403,963.05</b>	<b>452,431.58</b>	<b>-10.71</b>

## Psychological Association of Manitoba Comparative Income Statement

	Actual 01/01/24 to 31/12/24	Actual 01/01/23 to 31/12/23	Percent
<b>REVENUE</b>			
<b>Sales Revenue</b>			
Application Fees	17,849.00	10,475.00	70.40
Exam Fees	11,900.00	5,800.00	105.17
Late Fees	1,800.00	6,000.00	-70.00
Membership Dues	371,137.00	301,237.50	23.20
<b>Net Sales</b>	<u>402,686.00</u>	<u>323,512.50</u>	24.47
<b>Other Revenue</b>			
Interest Revenue	14,321.72	12,132.58	18.04
US Exchange	0.00	49.31	-100.00
Rent	6,800.00	3,600.00	88.89
<b>Total Other Revenue</b>	<u>21,121.72</u>	<u>15,781.89</u>	33.84
<b>TOTAL REVENUE</b>	<u>423,807.72</u>	<u>339,294.39</u>	24.91
<b>EXPENSE</b>			
<b>General &amp; Administrative Expenses</b>			
Bank charges & Interest	448.11	370.39	20.98
Bookkeeping	4,648.00	3,754.19	23.81
Business Fees & Licenses Membership	80.00	1,783.14	-95.51
Consultant	0.00	400.00	-100.00
Computer supplies & service	7,582.70	7,745.89	-2.11
Depreciation & amortization	2,238.32	2,505.55	-10.67
Donations	0.00	150.00	-100.00
Educational Programs	0.00	694.29	-100.00
Entertainment & meals	944.49	446.98	111.30
Entertainment - Volunteers	392.45	0.00	0.00
Gifts	297.53	632.04	-52.93
Internet	806.40	835.06	-3.43
Insurance	3,440.34	3,284.73	4.74
Meetings - TRC	136.24	0.00	0.00
Meetings	510.24	2,763.90	-81.54
Memberships & Subscriptions	3,890.44	1,709.04	127.64
Deputy Registrar	80,262.00	80,262.00	0.00
Office Supplies	1,298.03	1,699.86	-23.64
PAM Dues - Acpro	1,969.00	1,969.00	0.00
Postage, courier, express	245.15	217.86	12.53
Printing	976.00	150.00	550.67
Registrar Fee	51,302.92	51,302.92	0.00
Rent	54,985.47	57,186.07	-3.85
Rent - Parking	1,893.54	2,251.46	-15.90
Telephone	625.81	582.33	7.47
Travel/ACRO & ASPPB	4,056.28	416.73	873.36
Mileage/parking	4.17	0.00	0.00
<b>Total General &amp; Admin. Expenses</b>	<u>223,033.63</u>	<u>223,113.43</u>	-0.04
<b>LEGAL/COMPLAINTS</b>			
Complaints Committee - Assistant	10,526.00	20,839.28	-49.49
Complaints Committee - Investigation	34,263.75	0.00	0.00
Complaints Committee - Legal	178,972.95	172,267.24	3.89
Complaints Committee - Honoraria	0.00	1,980.00	-100.00
Complaints Committee Costs	223,762.70	195,086.52	14.70
Legal to Council	30,223.81	14,113.68	114.15
Total Legal/Complaints	<u>30,223.81</u>	<u>14,113.68</u>	114.15
<b>TOTAL LEGAL/COMPLAINTS</b>	<u>253,986.51</u>	<u>209,200.20</u>	21.41
<b>TOTAL EXPENSE</b>	<u>477,020.14</u>	<u>432,313.63</u>	10.34
<b>NET INCOME</b>	<u>-53,212.42</u>	<u>-93,019.24</u>	-42.79

PAM 2025-2026 Projected Budget

	2027 Projected	2026 Projected	2025 Projected	2025 Actual	2024
<b>REVENUE</b>					
Application Fees	21,000.00	19,000.00	19,000.00		17,849.00
Exam Fees	12,000.00	9,000.00	9,000.00		11,900.00
Late Fees	1,800.00	1,800.00	1,800.00		1,800.00
Registration Fees	380,000.00	375,000.00	375,000.00		371,137.00
Membership Levy 336 members @ \$300	0	100,000.00	100,000.00		
<b>Total Registration Revenue</b>	<b>414,800.00</b>	<b>504,800.00</b>	<b>504,800.00</b>		<b>402,686.00</b>
<b>Other Revenue</b>					
Savings Account Interest	1,000.00	1,000.00	1,000.00		9,458.43
GIC Interest	0.00	0.00			4,863.29
Misc			1,000.00		
Rent shared space	9,800.00	9,600.00	7,400.00		6,800.00
Total Revenue Other	<b>10,800.00</b>	<b>10,600.00</b>	<b>18,400.00</b>		<b>21,121.72</b>
<b>All Revenue</b>	<b>425,600.00</b>	<b>515,400.00</b>	<b>523,200.00</b>		<b>423,807.72</b>
<b>EXPENSE</b>					
<b>General &amp; Admin</b>					
Bank Charges/Interest/Cheques/Deposit Books	300.00	300.00	300.00		448.11
Bookkeeping	4,700.00	4,600.00	4,600.00		4,648.00
Volunteer Luncheon	1,200.00	1,200.00	1,200.00		1,336.94
Business Fees /Companies Office	80.00	80.00	80.00		80.00
Computer/Database/web hosting/zoom	8,500.00	8,500.00	8,500.00		7,582.70
Depreciation & Amortization	1,600.00	1,899.00	2,000.00		2,238.32
Educational Programs/meetings	500.00	0.00	0.00		0.00
Meetings Zoom	530.00	530.00	530.00		510.24
Gifts/volunteer thanks/donations etc	150.00	150.00	150.00		297.53
Retreat Expenses/Board Meetings	1700	0	0		0
TRC Committee/meals/honorariums	200.00	200.00	200.00		136.00
Phone & Internet Combined	1,500.00	1,432.21	1,432.21		1,432.21
Insurance	3,440.34	3,440.34	3,440.34		3,440.34
Office Supplies	500.00	500.00	500.00		1,298.03
<u>Membership &amp; Subscriptions</u>	800.00				
ACPRO	1,969.00	1,969.00	1,969.00		1,969.00
ASPPB	2,300.00	2,200.00	2,200.00		2,181.64
MAHRC	1,800.00	1,709.04	1,709.04		1,709.04
Postage/courier	200.00	200.00	200.00		245.15
Printing/graphic design	500.00	500.00	500.00		976.00
Salaries	170,000.00	150,000.00	141,119.92		131,564.92
Rent	61,000.00	58,000.00	58,000.00		54,985.47
Travel to meetings ASPPB/ACPRO	3,000.00	2,000.00	0.00		4,056.28
New Website	0.00	0.00	0.00		0.00
Parking	1,300.00	1,300.00	1,300.00		1,893.54
Mileage parking reimbursement					4.17
Legal to Council	20000	20000	20000		30223.81
<b>Total admin expense</b>	<b>287,769.34</b>	<b>260,709.59</b>	<b>249,930.51</b>		<b>253,257.44</b>
<b>Complaint Normal Year Expenses</b>					
<b>Legal to CC new complaints TDS?</b>	50000	60,000.00	60,000.00		178,972.95
<b>Complaint Assistant salary</b>	15000	16,000.00	16,000.00		10,526.00
<b>Public Member Honorariums</b>	1980	1,980.00	3,960.00		
<b>Investigation complaints</b>	8000	8,000.00	8,000.00		34,263.75
<b>Hearing 1 legal? TDS /expert witness &amp; appeal Estimate</b>	0	110,000.00	200,000.00		
<b>Hearing 1 MLT Estimate potentially higher</b>	0	\$65,000	\$65,000		
<b>Hearing 1 per diems/parking/lunch?</b>	0	0.00	15,000.00		
<b>Hearing 2 legal TDS and MLT ?</b>	0	30,000.00	30,000.00		
<b>Hearing 2 per diems/parking/lunch?</b>	0	0.00	1,000.00		
<b>Total Hearing</b>	0	205,000.00	311,000.00		
<b>Total Complaint Exp</b>	<b>74980</b>	<b>290,980.00</b>	<b>398,960.00</b>		<b>223,762.70</b>
<b>Total Expenses</b>	<b>362,749.34</b>	<b>551,689.59</b>	<b>648,890.51</b>		<b>477,020.14</b>
<b>Reserve Fund Contribution (4%)</b>	0	0.00	0.00		0.00
<b>Surplus/Deficit</b>	<b>62,850.66</b>	<b>-36,289.59</b>	<b>-125,690.51</b>		<b>-53,212.42</b>
Chequing has enough to cover until end of Feb			\$24,000		
SCU Current Savings	\$124000 plus surplus total is \$186000	<b>-36,289.59</b>	85,545		
GIC Locked until Sept 5, 2025			0	200,000	
<b>Notes:</b>		<b>160000</b>	<b>\$285,545</b>		
a. Funds Remaining after hearings paid approx		<b>124000</b>	<b>160000</b>		
b. levy \$300 1st year 2nd year 2026					
<b>Hearing 2025/2026 payment over two years plan</b>					
<b>Hearing 1 legal? TDS /expert witness &amp; appeal Estimate</b>	<b>2026</b>	<b>2025 Total legal hearings</b>			
<b>Hearing 1 MLT Estimate potentially higher</b>	110,000.00	200,000.00	310,000.00 TDS		
<b>Hearing 1 per diems/parking/lunch?</b>	\$65,000	\$65,000	\$130,000 MLT		
<b>Hearing 2 legal TDS and MLT ?</b>	0.00	15,000.00	15,000.00 per diems/lunch		
<b>Hearing 2 per diems/parking/lunch?</b>	30,000.00	30,000.00	60,000.00 Hearing 2		
	0.00	1,000.00	1,000.00 Hearing 2		
	<b>205,000.00</b>	<b>311,000.00</b>	<b>516,000.00</b>		

March 11, 2025

Lay Auditor's Report

To the Members of the Psychological Association of Manitoba:

We have reviewed the statement of the financial position and the statements of operations and net assets of the Psychological Association of Manitoba (PAM) as of December 31, 2024. These financial statements are prepared by the PAM bookkeeper. Our responsibility as lay auditors are to compare the prepared financial statements with the income received and expenses paid in 2024. As lay auditors we also review the financial decisions recorded in the PAM Council minutes as well as the projected budgets approved by PAM Council.

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 discussions related to the Treasurer's reports and financial decisions. Based on this review, it is our opinion that Council has continued to make prudent use of Association funds and given careful attention to financial decisions. We believe that PAM Council expenditures have been in accordance with the PAM mandate to protect the public and in accordance with financial decisions that were discussed and approved at PAM Council meetings (as recorded in the minutes). The expenditures have also complied with the budget that was approved by Membership in April 2024 (see below for comment on higher-than-expected expenditures related to complaints).

Although it is not within the lay auditor's purview to comment on the appropriateness of a budget (proposed or passed) or the appropriateness of decisions made by Council, we are aware that membership fees were increased in 2024 and that a \$300 levy has been added to 2025-26 (and likely 2026-27) membership dues. Given the significance of this increase in fees to the Membership, we want to confirm that our review of PAM financial statements and PAM Treasurer's reports suggested that the increases were necessary and resulted from the unusually high expenditures associated with complex complaints (as noted by the PAM Registrar to Membership in his letter dated 2025-02-24). To the best of its ability, we believe that PAM Council is continuing to take measures to control expenditures in the context of these unusual circumstances. Regarding the 2025 budget, we are happy to see an increase in rental income that will help to offset expenses.

In our opinion, these financial statements present fairly the financial position of the organization as of December 31, 2024, and results of its operation, changes in net assets and cash flows for the year ending on December 31, 2024.



Sincerely,

Dr. Jackie Walker, C.Psych.

Dr. Wiebke Peschken, C.Psych

Lay Auditors  
The Psychological Association of Manitoba

## PAM Registration & Membership Committee Report

### Kent Somers, Ph.D., C.Psych., Chair, Registration & Membership Committee

The Registration & Membership Committee (R&M) meets monthly to review applications for: oral exams, new registrations, removal of a condition and new area of practice. The committee is also responsible for reviewing exam outcomes resulting in conditions/limitations, candidacy/exam extension requests, registration queries from potential applicants as well as policies and procedures. The recommendations generated by R&M are then presented to Council for approval.

We continue to see an increase in application queries from internationally educated applicants as well as queries from applicants from hybrid (in-person and online) programs

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). Each volunteers their time and thoughtful consideration to the often-complex task of overseeing the processes associated with professional psychology registration. I would also like to thank, and abundantly so, Lesley Phimister, Deputy Registrar, who provides invaluable support to the Committee, both during our meetings and behind the scenes.

#### In Memoriam:

**Dr. Art Herscovitch member 1975-2013**

**Dr. Ronald Richert member 1989-2023**

### 2024 and Early 2025 New Members

#### Registered Psychologist

Andrysiak, Courtney  
 Bailley, Steven  
 Boyd, Morena  
 Buhler, Jeremiah  
 Cantor, Brenlee  
 Chang, Jeffrey  
 Cook, Amber  
 Daniel, Ashley  
 Duerksen, Kari  
 Dupasquier, Jessica  
 Hart, Trevor  
 Hiebert, Dale  
 Hogue, Jacqueline  
 Jackson, Sandra  
 Lawrence, Breanna  
 Mara, Michaela  
 Moroz, Tammy  
 Orr, Nichole  
 Parkinson, Tracie  
 Pasyk, Victoria  
 Pedreira, Karli  
 Petty, Sarah  
 Simon, Arvin  
 Stapleton, Jaclyn  
 Qureshi, Raoom  
 Van Landeghem, Chantal  
 Ward, Michelle

#### Psychological Associate (Independent Practice)

Blais, France  
 Bourgeault, Denise  
 Costa, Marisa  
 Dada, Zuraida  
 Milbourne, Virginia  
 Muir, Nicole  
 Ogumbor, Isoken  
 Thrall, Andrea

#### Psychologist Candidate

Brais, Nicolas  
 Davidson, Dylan  
 Del Rosario, Nicole  
 Dudok, Stephanie  
 Fontaine, Aleah  
 Heath, Laura  
 Keilback, Lucas  
 Kristjanson, Kevin  
 Kudar, Kira  
 Robitaille, Sophie  
 Rysen, Karli  
 Single, Alanna  
 Sommer, Jordana  
 Sukovieff, Alyse  
 Zagrodney, Jessica  
 Pankewich, Amy  
 Wolfe, Amelia

#### Psychological Associate Independent Practice Candidates

Dunphy, Lindsey  
 Froese, Garret  
 Hodges, Harriet  
 Hogan, Sabrina

#### Psychological Associate Supervised Practice Candidates

Craig, Bethany  
 Motlagh, Asila

#### Courtesy & Temporary

Temporary (4)  
 Courtesy 30 Days (11)  
 Extended Courtesy (20)

Member Totals	Avg. Age	2024	2023	2022
Registered Psychologist	49	254	244	241
Psychological Associate (IP)	47	21	16	12
Psychologist Candidate	37	43	42	27
Psychological Associate Candidates		9	13	10
		327	315	290

**PAM Examination Committee Report**  
**Kelly Penner Hutton, Ph.D., C.Psych. Chair, Examinations Committee**

Thank-you to our members who volunteered to serve on an Oral Examination panel this past year. Without your time and energy, we would not be able to welcome new Psychologists to our profession. 2024 was a very busy year for oral examinations with a record setting 15 taking place. All Examinations were held virtually over Zoom conference.

This past December a volunteer examiner sign-up sheet was sent to members. We are thrilled to report that 48 members put their names forward. As our membership numbers grow so does our need for examiners. We hope the increase in our volunteer roster will make the process of coordinating exams more efficient for staff and increase the pool of volunteers that we rely on for this essential registration task.

**Exams by the Numbers**

	2024	2023	2022
Oral Exams	15	9	5
Oral Examiners	45	27	15

**Thank you to the following members who acted as examiners in 2024**

**Exam Chairs**

- Naomi Berger
- Kelly Penner Hutton
- April Buchanan
- Valdine Scott
- Michelle Warren
- Heather Simister
- Gillian Alcolado

**Exam Panel Members**

- Gillian Alcolado
- Ali El-Khatib
- Ross McCallum
- Terri-Lynn Mackay
- Sharon Goszer Tritt
- Jennifer Frain
- Dell Ducharme
- Darcy Cantin
- Kevin Barber
- Alexis Faller
- Craig Yury
- Heather Simister
- Kelly Penner-Hutton
- Maia Kredentser
- Kate Williamson
- Katterina Powers
- Elena Bilevicius
- Melissa Tiessen
- April Buchanan
- AnnaMarie Carlson



**PAM Complaints Committee Report**  
**Alejandra Ogando, Ph.D., C.Psych. Chair, Complaints Committee**

During the year 2024, the PAM Complaints Committee continued with its mandate to protect the public through the processing of complaints received against registered psychologists in the Province of Manitoba.

The Committee only received 3 new complaints this year, which is an exceptionally low number. The new complaints involved assessment and report writing practice issues. Two were closed, with an average processing time of 5 months and 1 was carried over to 2025.

The Committee also continued the review of 9 complaints carried forward from the previous year. While this is fewer than average, this year was quite unusual as 5 of these matters were referred to the Inquiry Committee to determine appropriate action, compared to very few being referred in the past 10 years. The other 4 matters were all closed.

Even though the number of complaints in process was low this year, the Committee was very busy doing the analysis required due to the complex nature of many of the complaints and the discussion of procedures and legal intricacies pertaining to the complaints referred to the Inquiry Committee.

**COMPLAINTS STATISTICS**

	2024	2023	2022	2021	2020
<b>COMPLAINTS</b>					
Number of Complaints Processed	12	27	22	23	25
Carried Forward from Previous Year	9	16	8	14	12
New Complaints	3	11	14	9	13
<b>STATUS OF COMMITTEE REVIEW</b>					
Closed	6	18	6	15	11
Carried Forward to year 2024	1	9	16	8	14
Referred to Inquiry	5	0	0	0	0
<b>APPEALS</b>	1	5	1	2	2

Continued

Although no new Experts, Investigators or Supervisors were recruited this year, we are still benefitting from the efforts of members who agreed to assist the Committee in this way during past few years. The Committee would like to encourage members to accept these roles when requested, as this a very crucial part of the review process for complex complaints.

In the Fall of 2024, as the Chair of the Committee, I was invited to start participating in some Council meetings. This was initiated to foster collaboration between the Complaints Committee and Council in terms of identifying opportunities for further education of registrants and other members of the association from the practice issues that arise from the complaints.

The Committee continued to have the invaluable presence of Dr. Neil Arnason, Mr. Glenn Matsumoto, and Ms. Val Stanowski as members of the public who bring their broad experience to every discussion. Drs. Lois Edmund, Linda Rhodes, Carmen Bodkyn, Melissa Tiessen, and Chris Tysiaczny continued as psychologist members of the Committee contributing their professional expertise and judgment, and Ms. Monika Allen and Mr. Michael Hogan continued as Psychological Associate members, providing a unique perspective to the Committee. After serving on the Committee since 2013, Dr. Linda Rhodes retired in June of 2024, and her steady presence and wise input are greatly missed. Terra Welsh, our legal counsel, accompanied us in our work every step of the way and I enormously thank her for that on behalf of all the members of our committee. Finally, an immense thank you to Doreen Phimister for her phenomenal ability to maintain us (and especially myself) on track with the organization of meetings and other administrative matters.