



The Psychological Association  
of Manitoba

# 2025 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, 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.

## 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

Kirsten Wirth, President  
Kent Somers, Vice- President  
Valerie Krysanski, Treasurer  
Kelly Penner Hutton  
Katherine Kovachik  
Dell Ducharme  
Alan Slusky

## Our Committees

### Complaints Committee

Lois Edmund (chair), Arni Neil Arnason (public member), Naomi Berger, Carmen Bodkyn, Mike Hogan, Glenn Matsumoto (public member), Melissa Tiessen, Valdine Scott, 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

Kirsten Wirth (chair), Diane Hiebert-Murphy, Lorne Sexton, Kerri Walters, Sonia Marrone, 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)

Wednesday April 30, 2025

MINUTES

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Time: 7:00PM

Platform: Zoom Conference

Attendance: 78 members and one recorder/staff

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## 1.0 Welcome, Call to Order and Land Acknowledgement -Dr. Sonia Marrone (PAM President)

The meeting was called to order at 7:03 p.m.

Sonia Marrone 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

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.

## 2.0 Approval of April 30, 2025, Agenda- Sonia Marrone

**Motion: April 30, 2025, PAM AGM Agenda be adopted as presented**

Moved by A. Lubusko

Seconded L. DeWiele

**Carried**

**Additions: none**

## 3.0 Adoption of Minutes from PAM AGM April 25, 2024- Sonia Marrone

The minutes of the April 25, 2024, AGM were circulated to PAM members as part of the AGM package. The Zoom chat function was used by voting members to move and second the motion.

**Motion: Minutes of the April 25, 2024, PAM AGM be adopted**

Moved by K. Kovachik

Seconded S. Goszer-Tritt

**Carried**

#### **4.0 President's Report- Sonia Marrone (PAM President)**

##### Highlights:

This past year Council made the decision to continue holding the AGM virtually as meeting attendance continues to increase annually and a virtual format considers accessibility for our many rural and out of province members.

In November 2024, PAM held a volunteer appreciation luncheon at the PAM office. Moving forward this will be an annual event held in November to recognize volunteers. The luncheon was well attended and allowed members to connect in person. Sonia thanked Lesley Phimister for coordinating the event.

Sonia noted that PAM member Dr. Jennifer Laforce is in attendance and thanked her for her participation as president elect of the Association of State and Provincial Psychology Boards (ASPPB) and for her presentation on *Psychology as a Self-Regulating Profession: Appreciation and Evolving Challenges* to commence after the business portion of our AGM concludes.

Manitoba has a long history of representation on the ASPPB board, previously with Dr. Alan Slusky who served as president and now Dr. Laforce. Sonia encouraged members to put their names forward to assist as EPPP exam question developers, subject matter experts, task force and committee members etc.

Sonia concluded her report by noting that this will be her last report as PAM President and that it has been a privilege and pleasure to work so closely with PAM staff and council these past five years.

##### **Motion: President's 2024 Report be adopted**

Moved by H. Simister

Seconded T. Sztaba

**Carried**

#### **5.0 Registrar's Report-Hal Wallbridge (PAM Registrar)**

##### Highlights:

The membership levy will be discussed in detail in the Treasurer's Report. It was a necessary fee considering ongoing and very high legal costs associated with two hearings that have coincided in 2025. Hearing costs are unpredictable and hard to plan for until they are close to commencing.

In light of unprecedented legal costs council and staff are always mindful of ways to reduce costs. Despite a limited budget we are working with our current web/database provider to make improvements. The recent visual and ease of navigation improvements made to the website were envisioned by Lesley Phimister and implemented by our web provider at no cost.

The Treasurer and Deputy Registrar are monitoring cashflow very carefully and we hope that 2027 will result in no more levies to members and a return to a surplus.

Hal thanked members who have agreed to supervise internationally educated candidates. Locating a supervisor is very challenging for them since they have no previous work or education contacts in the province. This is often a rewarding supervision opportunity, and members are encouraged to put their names forward as supervisors.

## 6.0 Treasurer's Report & Presentation of 2025/2026 Budget (Kirsten Wirth, PAM Treasurer)

In her absence, Kirsten prepared a video summary of her report.

Highlights:

Considering our projected deficit and the need to impose a membership levy this past renewal the 2025 budget has reduced operating costs wherever possible, including reducing in person council meetings and travel to ACPRO/ASPPB meetings, office expenses etc.

We continue to look at income generation opportunities, when possible, such as, rent from subletting our office space and interest from GIC investments.

PAM Council has created a Complaint Efficiency Working Group that is comprised of myself and Dr. Dell Ducharme. To date we have surveyed other regulators and their process for engaging legal counsel, complaint committee processes etc. We are working closely with the Complaint Committee to look at ways to create efficiencies that assist with reducing legal expenses.

Finally, members are encouraged to practice carefully to reduce avoidable complaints by ensuring they consistently utilize and engage in proper record keeping, consent and PHIA standards.

Questions:

*#1: The projected budget for 2025 has figures and calculations at the bottom that carry over to 2026. Can members be walked through the planning?*

Lesley Phimister explained the process PAM Council used to create the 2025 budget which is really a two-year budget (2025-2026) to plan for anticipated hearing costs estimated by legal counsel. The budget is based on cash flow available -including the \$300 membership levy in 2025- and likely required in 2026. The result of this two-year budget is a lower projected deficit for 2025 and reflects the reality of current cash available and income from the 2026 renewal and membership levy which will cover the deferred 2025 legal bills to be paid in 2026. We included the projected 2027 budget to help us plan for when the hearings conclude and to show council and members what a budget without hearing costs looks like.

*#2: Is there any opportunity for cost recovery through the legal system or insurance other than through additional member fees?*

Sonia Marrone explained that this has been discussed with legal counsel and PAM Council. Cost recovery is in PAM legislation and utilized as required.

Liability insurance does not cover legal expenses incurred by regulators for complaint/hearing costs.

**Motion: 2024 Treasurer and Lay Auditor's Report be adopted as presented**

Moved by S. Rigby

Seconded D. Ducharme

**Carried**

## 7.0 Committee Reports (Registration & Membership, Examination and Complaints)

### **Dr. Kent Somers (R&M Committee Chair)**

Kent welcomed the 58 new members listed in the report and acknowledged the passing of the following PAM members in 2024 and early 2025

Dr. Ronald Richert (1947-2024)

Dr. Art Herscovitch (1947-2025)

Kent thanked the committee members for their participation and time during meetings and reviewing emails and applications outside of scheduled meetings. He thanked Lesley Phimister for keeping the committee organized and her efforts outside of R&M as noted in the Treasurer's Report discussion and budget preparations.

### **Dr. Kelly Penner Hutton (Exam Committee Chair)**

Kelly thanked PAM members who have participated as examiners this past year. The number of exams held this past year was higher than previous years. Increases in membership are positive news but this results in more exams and so members are encouraged to participate as examiners, in particular, examination chairs. Kelly thanked Lesley Phimister for her assistance in coordinating exams.

### **Dr. Alejandra Ogando (Complaints Committee Chair)**

Alejandra noted the low number of complaints received in 2024. She outlined the table of complaints, carried over complaints and appeals in the report. Request for members to put their names forward when the need for subject matter experts, investigators relating to complaint processing is required. Alejandra has been attending PAM Council meetings a few times a year to discuss processes, efficiencies and this is creating a better communication channel for both the complaint committee and council. As mentioned in the Treasurer's Report, there are some complaints that are recurring and avoidable that relate to issues with writing reports, record keeping and consent. Finally, Alejandra thanked Doreen Phimister for her administrative skills in assisting the committee and to her colleagues and public members who participate on the committee for their time.

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

### **Motion: 2024 Committee Reports be adopted as presented**

Moved by A. Lubusko

Seconded L. DeWiele

**Carried**

## 8.0 Recognition of Outgoing Committee Members- Hal Wallbridge

### Council Members:

#### Dr. Sonia Marrone

- PAM Council Member 2019-2025
- Council President (2020-2025)
- Legislative Review Committee Chair
- PAM Truth and Reconciliation Task Force Chair

#### Dr. Lorne Sexton

- PAM Council Member 2017-2025
- Past Registration & Membership Committee Chair
- Legislative Review Committee Member

#### Dr. Anne-Marie Brown-DeGagne

- PAM Council Member 2022-2025
- Past Registration & Membership Committee Member
- Past Oral Examination Committee Chair

### Outgoing Committee Members:

#### Amanda Fowler Woods

- PAM Truth and Reconciliation Task Force 2021-2024

#### Dr. Maggie Penfold

- Truth and Reconciliation Task Force 2021-2024

## 9.0 Council Elections

This was an election year for PAM Council. A total of seven council positions were open, and a total of seven nominations were received by the April 24, 2025, deadline. Therefore, the following members are appointed to Council by acclimation.

1. Dr. Katherine Kovachik
2. Dr. Kelly Penner Hutton
3. Dr. Alan Slusky
4. Dr. Kent Somers
5. Dr. Kirsten Wirth
6. Dr. Dell Ducharme
7. Dr. Valerie Krysanski

Hal welcomed incoming council members and thanked them and their nominators for their participation in the election process and is looking forward to working alongside them over the next term of office.

## 10.0 Adjournment of Annual General Meeting No further business was brought forward, and the meeting was adjourned at 7:55pm

### Motion: adjournment of the 2025 AGM

Moved by P. Holens

Seconded P. Furer

**Carried**

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

It has been a privilege to serve as President over the past year. My focus for the organization in this role has been multifaceted: working toward financial stability; establishing progress toward coming under the Registered Health Professionals Act (RHPA); clarifying our committees and policies; and ensuring we function as a regulator should. Each of these endeavors has been a journey that will continue over the coming years.

Our organization has always been effective and successful in regulating the practice of psychology in Manitoba and is recognized as such. That said, because we are a small regulator, we have often operated more like a “mom-and-pop shop” than a mid- to large-sized organization. We have frequently relied on institutional memory rather than documented policies and operating procedures, and, when that institutional memory was unavailable, we have found ourselves reinventing the wheel. At times, this has resulted in spending too much time and money in certain areas and not enough in others. To that end, I would like to give a special word of thanks to Lois Edmund (Complaints Committee Chair) and our Complaints Committee, who worked very hard to streamline processes and significantly reduce legal expenditures in their regular operating procedures. This was no small feat!

We have been effective in re-establishing communication with government regarding the RHPA, which is exciting, as there had been two years with no contact. That said, this will continue to be a long road, with many discussions and steps required before anything concrete occurs. As an organization, while we were waiting for the RHPA, many necessary activities had been put on hold, as many changes could not be made without legislative amendments given how our regulation was written. In addition, many changes will be required within two years of coming under the RHPA. We are no longer waiting.

Much of our regulation has been guided exclusively by what is set out in our Act and by-laws, as well as recommendations from our lawyers on interpretation. Some of this guidance is vague, outdated, and minimal in comparison to what is needed for the organization to function day to day. We have begun receiving governance training and support from the Manitoba Alliance of Health Regulatory Colleges (MAHRC), which has been invaluable. It is time for us to transition from an Operating Board to a Governing Board.

To do this, we must plan now to institute change that aligns with both the RHPA and our current legislation; identify what changes we can legally make to function more effectively while we wait to come under the RHPA; update our Act and by-laws where possible; and make financial decisions based on what we need as an organization rather than on historical costs. We are working with MAHRC, our Deputy Registrar, and all committees to establish clear terms of reference; gather information about how each committee functions; and develop, review, and consolidate policies and operating procedures. Given the voluntary nature of many of our roles, it will take time to put all of these pieces into place. I have spent a great deal of time meeting with many of our volunteers—both committee chairs and members—to better understand the full range of roles and responsibilities within our organization.

I am continuously and deeply grateful for our volunteers' willingness to give their valuable time to support the functioning of PAM, without whom we could not operate. I am also grateful for the support of our administrative team—our Registrar, Deputy Registrar, and Complaints Assistant—who keep the organization running day to day while balancing their regular responsibilities with the additional demands that we, as Council, regularly place on them.

I look forward to continuing to advance our organization and welcome questions and contact from our membership at any time.

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

When reflecting on this annual report to members, I have identified four primary aspects of PAM that have occupied my attention and occasional concern over the past year. First, is the financial stability and security of the organization. This continues to improve steadily, and this improvement shows no sign of changing. In particular, the dedicated efforts of Kirsten Wirth (President), Lesley Phimister (Deputy Registrar), Val Krynski (Treasurer), and Lois Edmonds (Chair of Complaints) have been instrumental in PAM regaining control of our financial health. We are still in a rebuilding phase, but every indication is reassuring.

Second, the status of a new registration act. In the past few months, we have heard from government that they are again willing to actively work on the legislation, although we are not the only professional regulator in the queue and it has been difficult to get government's full attention. While we have nothing specific to react to yet, I anticipate that there might be some challenges with this process. The national environment for psychology regulation has shown some volatility in the past few years. In British Columbia, the College of Psychologists of British Columbia became amalgamated into a larger health professions mega college with significantly less direct involvement by psychologists in leadership roles. In Ontario, the government has recently proposed sweeping changes to psychology regulation, mostly leading to reduced standards. As the colleges in Ontario and BC have historically had a large effect on the standards and practices used in Manitoba, these changes are very noteworthy. And a trade war with the US has increased pressure for inter-provincial mobility of goods and services, meaning that in order to comply with labour mobility legislation, the Masters degree has emerged more clearly as the minimum national standard for the practice of psychology in Canada (despite the fact that the majority of psychologists in this country hold a doctorate). Provincial governments continue to write legislation that is designed to protect the public, but it is also evident that these governments are also highly concerned about access to services and for increasing the number of health providers in Canada. I expect that trying to balance these priorities will lead to some interesting and important discussions over the next year. Council is committed to involve our members in learning about and giving feedback about any proposals, once we have them and we are allowed to.

Third, the trend for more applicants for registration from outside of North America continues to grow. For many reasons, Canada is a popular place for people to want to move to, including many providers of psychological services. Kent Sommers (chair) and the rest of the Registration and Membership Committee continue to make our application process more informative, accessible, and responsive. Naturally, none of these applicants have been trained in programs that are accredited using the standards that we are familiar with. Many also have Masters degrees, which tends to be the international educational standard for a psychology practitioner (referencing my earlier point). Nevertheless, my impression is that these candidates for registration are nearly always intelligent, genuine, and resilient people who we should welcome to our province and to our profession (assuming they have met the minimum standards). My main concern for them is the frequent challenges that they face to find a supervisor for their candidacy period, which is often difficult when they are new to the province and maybe look less conventional in their training. I greatly appreciate those PAM members who have supported these new PAM candidate members by offering to serve as supervisors. Figuring out a more efficient way to facilitate these connections is one of the issues I will be thinking about this year.

Continued

Fourth, and finally, is the continued evolution of PAM into a more secure and mature organization that leans less heavily on the goodwill and generosity of volunteers. As a small regulator it has been challenging to build the resources enjoyed by the bigger colleges. Manitoba is not the only province to have a part-time contractor as a Registrar, but as shown by the bigger colleges in the country, there are considerable advantages to being large enough to employ full-time staff. Whatever the activity of the college, whether it is responding to public inquiries, developing policies and procedures, maintaining a website, investigating a complaint, or providing advice or education to members, this is always easier and more efficient with dedicated staff and infrastructure. Fortunately, this evolution is also very much on the mind of PAM's current President, Kirsten Wirth, who has made this a focus of her tenure and about which we are closely aligned. Ultimately, all the areas that I have addressed in this report are pointing in this direction of transformation: financial security, modernization of the college in response to future new legislation and increasing membership growth. The changes must be gradual to stay in keeping with our resources, but this growth will eventually lead to a more professional College of Psychologists of Manitoba.

Thank you to Council for their support and to all PAM members with whom I have had many positive interactions with over the past year. I am looking forward to the next 12 months.

**PAM Treasurer's Report**  
**Valerie Krysanski, Ph.D., C.Psych.**  
**Treasurer, The Psychological Association of Manitoba**

To recap last year, we had outlined significant legal costs largely from legal support to the Complaints Committee. Last year we had taken several steps to work to remedy this with a working group to examine costs/processes in Complaints and generate ways to streamline inefficiencies and reduce spending. In 2025, our projected deficit was almost \$41,000K higher than we had projected, due to ongoing legal hearings in two cases that were exceptionally costly. We have budgeted another \$300K levy this year to continue to manage our finances responsibly and run our organizational day to day operations.

In attempts to remain fiscally responsible, we have continued to reduce costs relating to travel to conferences, having a mix of in-person and virtual council meetings, reducing administrative costs as much as possible as well as contacting regulators about our office space and reorganized legal advice to be utilized where it is needed the most.

In 2025 we brought in ~\$560K (\$539K in registrations and fees, and the remainder in interest and rent). We spent ~\$228K in day-to-day operational costs of managing the association, and \$496K in managing complaint costs (the majority related to hearing costs \$339K). Our overall projections for administrative expenses in 2025 were accurate; we have a good understanding of annual operational costs.

We had hoped to defer some legal costs accrued in 2025 to 2026; however, this was not always possible. As a result, most legal fees accrued in 2025 were paid in 2025 which resulted in a larger deficit than projected.

Some of the deficit was offset by a significant increase in revenue from new member fees, particularly from Labour Mobility, courtesy applicants, and new members from the United States.

In 2025, PAM Council established a working group to reduce legal costs and streamline complaint committee processes which resulted in a marked reduction in non-hearing related legal costs. Although this may not seem evident in our year end numbers due to the high costs of legal hearings, the costs of general legal counsel to the complaints committee were greatly reduced, by as much as 95%! And so, Council would like to extend much gratitude to Drs. Dell Ducharme, Kirsten Wirth, and Lois Edmund for their championing efforts in this regard.

Council would also like to express appreciation to MLT Aikins LLP for their flexibility in payment of hearing related costs.

With a projected surplus for 2026, we can begin to focus our efforts on prioritizing important organizational needs, such as: governance, strategic planning, professional development and building up a reserve fund. Council also reviewed salary benchmark comparisons for staff and made salary increases accordingly to ensure PAM stays competitive to attract and retain qualified and experienced staff.

Council remains committed to careful, cautious spending in what has been a turbulent few years.

## 2025 FINANCIAL STATEMENTS

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### Psychological Association of Manitoba Comparative Balance Sheet

	As at 31/12/25	As at 31/12/24	Percent
<b>ASSET</b>			
<b>Current Assets</b>			
Steinbach CU	109,717.82	60,389.20	81.68
Community Reg Savings	111,422.20	125,545.18	-11.25
GIC	0.00	200,000.00	-100.00
Accounts Receivable	1,363.82	3,367.00	-59.49
Security Deposit	7,357.66	7,357.66	0.00
<b>Total Current Assets</b>	229,861.50	396,659.04	-42.05
<b>Capital Assets</b>			
Computer Equipment	12,665.79	12,665.79	0.00
Accum. Dep'n: Computer	-10,790.00	-9,986.10	8.05
Computer; Net	1,875.79	2,679.69	-30.00
Office Furniture & Equipment	14,614.25	14,614.25	0.00
Accum. Amort. -Furn. & Equip.	-11,128.39	-10,256.93	8.50
Net - Furniture & Equipment	3,485.86	4,357.32	-20.00
<b>Total Capital Assets</b>	5,361.65	7,037.01	-23.81
<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>	0.00	0.00	0.00
<b>TOTAL ASSET</b>	235,223.15	403,696.05	-41.73
<b>LIABILITY</b>			
<b>Current Liabilities</b>			
Accounts Payable	60,228.97	64,411.42	-6.49
RBC Visa (5828)	2,119.62	1,631.53	29.92
<b>Total Current Liabilities</b>	62,348.59	66,042.95	-5.59
<b>TOTAL LIABILITY</b>	62,348.59	66,042.95	-5.59
<b>EQUITY</b>			
<b>Owners Equity</b>			
Retained Earnings - Previous Year	337,653.10	391,132.52	-13.67
Current Earnings	-164,778.54	-53,479.42	208.12
<b>Total Owners Equity</b>	172,874.56	337,653.10	-48.80
<b>TOTAL EQUITY</b>	172,874.56	337,653.10	-48.80
<b>LIABILITIES AND EQUITY</b>	235,223.15	403,696.05	-41.73

## Psychological Association of Manitoba Comparative Income Statement

	Actual 01/01/25 to 31/12/25	Actual 01/01/24 to 31/12/24	Percent
<b>REVENUE</b>			
<b>Sales Revenue</b>			
Application Fees	16,583.56	17,849.00	-7.09
Exam Fees	8,200.00	11,900.00	-31.09
Late Fees	2,700.00	1,800.00	50.00
Membership Dues	511,624.81	370,870.00	37.95
<b>Net Sales</b>	<u>539,108.37</u>	<u>402,419.00</u>	33.97
<b>Other Revenue</b>			
Interest Revenue	11,105.84	14,321.72	-22.45
US Exchange	1,167.22	0.00	0.00
Rent	9,200.00	6,800.00	35.29
<b>Total Other Revenue</b>	<u>21,473.06</u>	<u>21,121.72</u>	1.66
<b>TOTAL REVENUE</b>	<u>560,581.43</u>	<u>423,540.72</u>	32.36
<b>EXPENSE</b>			
<b>General &amp; Administrative Expenses</b>			
Bank charges & Interest	310.79	448.11	-30.64
Bookkeeping	4,653.60	4,648.00	0.12
Business Fees & Licenses Membership	0.00	80.00	-100.00
Computer supplies & service	6,447.85	7,582.70	-14.97
Depreciation & amortization	1,675.36	2,238.32	-25.15
Educational Programs	210.00	0.00	0.00
Entertainment & meals	209.36	944.49	-77.83
Entertainment - Volunteers	575.72	392.45	46.70
Gifts	150.89	297.53	-49.29
Internet	953.30	806.40	18.22
Insurance	3,571.95	3,440.34	3.83
Meetings - TRC	0.00	136.24	-100.00
Meetings	2,522.35	510.24	394.35
Memberships & Subscriptions	3,316.54	3,890.44	-14.75
Deputy Registrar	89,817.00	80,262.00	11.90
Office Supplies	1,022.47	1,298.03	-21.23
PAM Dues - Acpro	2,628.00	1,969.00	33.47
Postage, courier, express	15.32	245.15	-93.75
Printing	150.00	976.00	-84.63
Registrar Fee	51,302.91	51,302.92	0.00
Rent	57,195.94	54,985.47	4.02
Rent - Parking	1,310.28	1,893.54	-30.80
Telephone	431.27	625.81	-31.09
Travel/ACRO & ASPPB	-607.13	4,056.28	-114.97
Mileage/parking	704.52	4.17	16,794.96
<b>Total General &amp; Admin. Expenses</b>	<u>228,568.29</u>	<u>223,033.63</u>	2.48
<b>LEGAL/COMPLAITS</b>			
Complaints Committee - Assistant	11,911.00	10,526.00	13.16
Complaints Committee -Investigation	12,942.50	34,263.75	-62.23
Complaints Committee - Legal	339,139.19	178,972.95	89.49
Complaints Committee - Honoraria	1,980.00	0.00	0.00
Complaints Committee Costs	365,972.69	223,762.70	63.55
Legal to Council	130,818.99	30,223.81	332.83
<b>Total Legal/Complaints</b>	<u>130,818.99</u>	<u>30,223.81</u>	332.83
<b>TOTAL LEGAL/COMPLAINTS</b>	<u>496,791.68</u>	<u>253,986.51</u>	95.60
<b>TOTAL EXPENSE</b>	<u>725,359.97</u>	<u>477,020.14</u>	52.06
<b>NET INCOME</b>	<u>-164,778.54</u>	<u>-53,479.42</u>	208.12

## Projected 2026 Budget

<b>Registration Revenue</b>	<b>2026 Projected</b>	<b>2025 Actual</b>	<b>2025 Projected</b>
Application Fees	23,000	16584	19000
Exam Fees	10,000	8200	9000
Late Fees	2,500	2700	1800
Membership Dues	559,500	511625	475000
<b>Total Registration Revenue</b>	<b>595,000</b>	<b>539108</b>	<b>504800</b>
<b>Other Revenue</b>			
Interest	2,000	11106	10000
US Exchange	500	1167	0
Rental Income	9,600	9200	9200
CIHI Database Project	2,937		0
Meeting Reimbursement	2,000		
Misc.			1000
Total Revenue Other	17,037	21473	20200
<b>Total Revenue</b>	<b>612,037</b>	<b>560581</b>	<b>525000</b>
<b>General &amp; Admin Expense</b>			
Bank Charges & Interest	200	311	300
Bookkeeping/Accounting	15,000	4654	4600
Business Fees & Licenses	80	0	80
CIHI Database Project	2,937		0
Computer Supplies & Services	8,000	6448	8500
Depreciation & Amortization	800	1675	2000
Education/Professional Development	2,000	210	0
Entertainment & Meals	200	209	
Entertainment Volunteers (luncheon)	1,300	576	1200
Gifts	150	151	150
Internet & Telephone	1400	1384	1432.21
Insurance	3,700	3572	3440.34
TRC Task Force	200	0	200
Meetings	2,500	2522	530
Membership & Subscriptions	7,000	5945	5878
Office Supplies/Shredding	1,500	1022	500
Postage/courier	200	15	200
Printing/Design	1,500	150	500
Salaries	189,000	141120	141119.92
Rent	57,000	57196	58000
Strat Plan/Governance Training	10,000		
Travel	6,000	607	0
Parking /mileage reimbursement	1,400	2017	1300
Legal to council	20,000	130819	20000
<b>Total General &amp; Admin expense</b>	<b>332,067</b>	<b>359389</b>	<b>249930.47</b>
<b>Legal/Complaints</b>			
Assistant to Committee (in salaries)		11911	16000
Investigation	12,000	12943	8000
Committee Legal Hearings	70,000	339139	295000
Committee Training	1,000		
Committee Honoraria	1,980	1980	3960
General Legal to Committee	10,000		60000
Case Specific Legal to Committee	12,000		
Expert Review	5,000		
Inquiry Panel	5,300		16000
Hearings Expert Witness	2,000		
<b>Total Complaint Expense</b>	<b>119,280</b>	<b>365973</b>	<b>398960</b>
<b>Total Expenses</b>	<b>451,347</b>	<b>725,362</b>	<b>648,890</b>
Projected Surplus/Deficit	<b>\$160,690</b>	<b>-\$164,780</b>	<b>-\$123,890</b>

March 23, 2026

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, 2025. 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 2025.

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 by considering the documents on file used for bookkeeping. We did not find any irregularities, errors or omissions in the financial statements.

In our opinion, these financial statements present fairly the financial position of the organization as of December 31, 2025, and results of its operation, changes in net assets and cash flows for the year ending on December 31, 2025.

Sincerely,

Dr. Anne-Marie Brown-DeGagne, C.Psych

Anne-Marie Brown-DeGagne, Ph.D.,  
C.Psych. Digitally signed by Anne-Marie Brown-DeGagne, Ph.D., C.Psych. Date: 2026.04.01 20:12:00 -05'00'

Dr. Sonia Marrone, C.Psych

 Digitally signed by Sonia Marrone, Ph.D., C.Psych. Date: 2026.04.01 06:45:39 -05'00'

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, procedures and new registration forms. The recommendations generated by R&M are then presented to Council for approval.

This past year we saw a marked increase in reciprocal membership applications from Psychologists and Psychological Associates (Independent Practice) from Canada (14) and the USA (7).

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:**  
**Rosalyn Golfman, Ph.D., C.Psych**  
**Gail Robertson, Ph.D., C.Psych**

**New Members in 2025**

**Registered Psychologist**

Andrea Antoniuk  
 Denise Bike  
 Laura Ceccarelli  
 Nicole Del Rosario  
 Louis Dubé  
 Paige Ethridge  
 Tamia Hai  
 Laura Heath  
 Sandra Jackson  
 Ronn Johnson  
 Gillian Klassen  
 Lauren Languido  
 Justi MacKenzie  
 Amanda McCleery  
 Tracie Parkinson  
 Sarah Petty  
 Claudi Rattray  
 Gabe Schnerch  
 Ann Claude Simoneau  
 Alanna Single  
 Jaclyn Stapleton  
 Ketan Tailor  
 Sukhpreet Tamana  
 Laura Weatherby  
 Michelle Wright  
 Jessica Zagrodney

**Psychological Associate  
 (Independent Practice)**

Nicholas Jackson  
 Chyanne Kehler  
 Nicole Muir  
 Caroline Wisneski

**Psychologist Candidate**

Kayla Joyce  
 Kira Kudar  
 Arik Shoikhedbrod  
 Shaelyn Steinwandt  
 Chantal Wiebe

**Life Member**

Roger Dubois

**Psychological Associate Independent Practice Candidate**

Jenna Donogh  
 Leah Funk  
 Ahmad Furquan  
 Candace Sabiston  
 Grace Vanderhooft  
 Danieka Wiens

**Psychological Associate Supervised Practice Candidate**

Yulia Toromanova-Kviatkovska

**Courtesy & Temporary**

Temporary (6)  
 Courtesy 30 Days (13)  
 Extended Courtesy 365 Days (21)

**Our Members by the Numbers as of December 31, 2025**

<b>Member Totals</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Registered Psychologist	280	254	244	241
Psychological Associate (IP)	26	21	16	12
Psychologist Candidate	36	43	42	27
Psychological Associate Candidates	20	9	13	10
<b>Total</b>	<b>362</b>	<b>327</b>	<b>315</b>	<b>290</b>

**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. 2025 was a very busy year for oral examinations with 12 exams taking place. In 2025 template exam questions were provided to examiners to assist with exam proctoring and consistency. All Examinations were held virtually over Zoom conference.

**Exams by the Numbers**

	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Exams	12	15	9	5
Examiners	36	45	27	15

**Thank you to the following members who acted as examiners in 2025**

**Exam Chairs**

Naomi Berger  
 Kelly Penner Hutton  
 Craig Yury  
 Valdine Scott  
 Jessica Senn  
 Heather Simister  
 Gillian Alcolado  
 Patricia Furer

**Exam Panel Members**

Gillian Alcolado  
 Sarah Chaulk  
 Michael Stambrook  
 Alexis Faller  
 Shanna Trinke  
 Jolene Kinley  
 Kevin Barber  
 Sarah Germain  
 Donald Stewart  
 Kimberly Kiley  
 Jacqueline Hogue  
 Jennifer Laforce  
 Aynsley Scott  
 Seint Kokokyi  
 Adrienne Leslie Toogood  
 Elena Bilvicious  
 Jennifer Theule  
 Monika Allen  
 Réne Hiebert  
 Carmen Bodkyn

## **PAM Complaints Committee Report**

**Lois Edmund, Ph.D., C.Psych.**  
**Chair, Complaints Committee**

The **mandate of this Committee** is to protect the public from unprofessional actions by Psychologists. Professional members are obliged to know and adhere to the regulations in the Psychologists' Registration Act, Part 4 (2006) and PAM Bylaws, the Code of Ethics, and PAM practice resources. With our goal in mind, we review reports of professional conduct in support of public confidence in the integrity of Psychologists. The **principles which guide the Committee** are transparency, objectivity, independence, and fairness. We provide due process to both Complainant and Respondent Psychologist in compliance with regulatory obligations.

PAM is contacted regularly about how the regulations might apply to specific situations. These informal inquiries are not complaints, and the Registrar's responses provide information and regulatory consultation.

The Complaints Committee is mandated to act on written and signed complaints about PAM members' professional conduct. Complaints are often multifaceted, typically involving more than one incident or allegation, so they require discernment and attention to details and their sometimes-subtle implications. The most common theme in 2025 was concern about assessment procedures, diagnosis, and conclusions; another trend we noticed was reports of Psychologists' lack of sensitivity, empathy, and kindness.

**In 2025**, 10 new complaints were received, and the committee considered 1 complaint carried from 2024. Less than 3% of Psychologists and Psychological Associates (Independent Practice) were accused of misconduct in 2025, but no misconduct was found (although 3 decisions were appealed). 9 cases were closed, and 2 remained open into 2026. As of December, we were waiting for the conclusion of 2 Inquiries and 3 appeals.

Our Committee has a "boots-to-the-ground" membership. For their very generous and diligent work in 2025, I want to **thank** our member Psychologists (Drs. Carmen Bodkyn, Melissa Tiessen, Chris Tysiaszczy, and Valdine Scott), Psychological Associate (Dr. Mike Hogan), citizen members (Mr. Glenn Matsumoto, Ms Val Stanowski, and Dr. Neil Arnason), and our Assistant (Ms Doreen Phimister). Dr. Alejandra Ogando and Ms Monica Allan resigned, and Council appointed new members Dr. Valdine Scott in November and Dr. Naomi Berger in December to replace them. Dr. Hal Wallbridge, PAM Registrar, was asked in July to attend as an ex officio member.

**Reflection:** The number of complaints was quite typical of the PAM five-year average per year, with less than 3% of Manitoba Psychologists accused. In many ways, this was an experimental year for the Committee, with changing membership and new procedures. In September, I proposed a modified procedure to Council which, hopefully, will reduce the amount of work for committee members and the time required for processing, and improve liaison with affected parties. This has been largely successful, as shown in an average reduction in processing time from 10 months to 5 in the past year, and new members have integrated smoothly into committee operations. We are all grateful to PAM members for the honour of serving in this way.