

2024

Annual Report



Prepared by
Sophia Ali

Land

Acknowledgement

The Manitoba Alliance of Health Regulatory Colleges acknowledges that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabe, Ininiw, Dakota, Dene, and Nehetho Nations.

We also acknowledge that this land is the National Homeland of the Red River Métis. We acknowledge that Winnipeg's water is sourced from Shoal Lake 40 First Nation.

We respect the Spirit and Intent of Treaties and remain committed to working in partnership with First Nations, Inuit, and Red River Métis people in the spirit of truth, reconciliation and collaboration.





Message from the President & Executive Director

Dear Members, Partners, and Stakeholders,

As we reflect on another year of progress and collaboration at the Manitoba Alliance of Health Regulatory Colleges (MAHRC), we are filled with pride and gratitude for the milestones we have achieved together. It is with great pleasure that we present our annual report for 2024, highlighting the significant accomplishments and initiatives that have shaped our journey.

Guided by our Strategic Plan, our work this year focused on three key goals: creating member value, influencing policy and system change, and ensuring efficient operations. We are pleased to share highlights of our accomplishments in each of these areas.

In 2024, we marked a significant milestone in our organizational journey by hosting our first Annual General Meeting and publishing our inaugural Annual Report—both important steps in increasing transparency and engagement with our stakeholders.

We also expanded our professional development offerings by delivering free and low-cost training sessions, including those focused on trauma-informed practice and inclusiveness, to help build capacity across the regulatory community.

Recognizing the need for accessible and relevant learning tools, we developed and launched our first educational module, which is now available to all regulators. This module focuses on Indigenous Cultural Safety—an essential foundation for regulatory excellence.

MAHRC continues to be a credible and collaborative voice in shaping health policy and system transformation. This year, we proudly contributed to the development of the Canadian P-T Network of Health Profession Regulators (CPTNOHPR) and showcased this important work during a Pecha Kucha session at the Canadian Network of Agencies for Regulation (CNAR) Conference.

This year, MAHRC also deepened its commitment to reconciliation. We developed the organization's first formal land acknowledgment, which now guides our public engagements and gatherings. In September, we hosted a Truth and Reconciliation Session that provided members with a space for learning, reflection, and a shared commitment to ongoing reconciliation efforts.

Looking ahead, we remain focused on strengthening our collective voice, supporting the capacity of regulators, and advancing health equity and public protection across Manitoba. We are deeply grateful for the contributions of our members, Board, staff, and partners who make this work possible. Together, we are shaping a stronger, more connected regulatory landscape.

With appreciation and hope for the year ahead,

Sincerely,

Deborah Handziuk
President

Sophia Ali
Executive Director

About Manitoba Alliance of Health Regulatory Colleges (MAHRC)

The Manitoba Alliance of Health Regulatory Colleges (MAHRC) is a member-based network and board that has been newly incorporated.

MAHRC is a group of 21 health regulatory colleges with the mandate “to regulate our respective professions in the public interest.” MAHRC and its member colleges will work together to enhance public protection, advance healthcare regulation, and provide direction, expertise, and leadership on health and related public policy. Manitoba's health regulators have been working together since the 1990s. Initially, this was in response to the introduction of new legislation or regulatory reform initiatives that would impact all regulated health professions. The proclamation of The Regulated Health Profession Act in 2010 created a common regulatory structure and framework for all regulated health professions in Manitoba and provided opportunities for collective conversations, coordinated responses and greater collaboration amongst Manitoba's health regulators.



Meet Our Board Members



ADAM CHROBAK
PRESIDENT

Adam Chrobak is the President of the Manitoba Alliance of Health Regulatory Colleges. Adam is also the CEO/Registrar for the College of Medical Technologists of Manitoba.

Outgoing President- September 2024



DEBORAH HANDZIUK
VICE PRESIDENT

Deborah Handziuk is the Vice President of the Manitoba Alliance of Health Regulatory Colleges. She is also the Executive Director/Registrar of the Manitoba Association of Registered Respiratory Therapists.

Incoming President - September 2024.



RAFI MOHAMMED
TREASURER

Rafi Mohammed is the Treasurer of the Manitoba Alliance of Health Regulatory Colleges. Rafi is also the CEO of the Manitoba Dental Association.

Outgoing Treasurer- June 2024

Meet Our Board Members



JENNIFER BILLECK
VICE- PRESIDENT

Jennifer Billeck is the incoming Vice President and is the Executive Director/Registrar with College of Physiotherapists of Manitoba.

Incoming Vice President- September 2024



MICHELLE MARTIN- STRONG
TREASURER

Michelle Martin-Strong is the incoming Treasurer and is the Executive Director/Registrar with College of Occupational Therapists of Manitoba.

Incoming Treasurer- September 2024

Meet Our Board Members



ARLYNN BRODIE
BOARD MEMBER

Arlynn Brodie is a board member and is the Executive Director/Registrar with College of Dental Hygienists of Manitoba.



DEB ELIAS
BOARD MEMBER

Deb Elias is a board member and is the CEO/Registrar with the College of Registered Nurses of Manitoba.



LAURA PANTELUK
BOARD MEMBER

Laura Panteluk is a board member and is the CEO/Registrar with the College of Registered Psychiatric Nurses of Manitoba.

Outgoing Board Member- September 2024



Vision And Mission

Vision

Vision

To be the collective voice of Manitoba's health regulators enabling stakeholder awareness, understanding, and confidence in the value that health professional regulators bring to the health care system.

Mission

To support Manitoba's health regulators.

RHPA

The following Health Professions (Colleges) are currently regulated under the RHPA:

- The College of Audiologists and Speech Language Pathologists (CASLPM) – Jan. 1, 2014
- The College of Paramedics of Manitoba (CPMB) – June 1, 2018 (came into force on December 1, 2020)
- The College of Registered Nurses of Manitoba (CRNM) – May 31, 2018
- College of Physicians and Surgeons of Manitoba (CPSM) – January 1, 2019
- The College of Registered Psychiatric Nurses of Manitoba (CRPNM) – June 1, 2022

Currently, the following colleges are in the process of transitioning to the RHPA:

- The College of Physiotherapists of Manitoba (CPM)
- College of Licensed Practical Nurses of Manitoba (CLPNM)
- The College of Medical Laboratory Technologists of Manitoba (CMLTM)
- Psychologists Association of Manitoba (PAM)



Our Strategic Plan

Values

- We value different perspectives.
- We value trust, respect, and inclusivity.
- We value collaboration.

Goals

1. Create member value

- Health profession regulators want to be members of MAHRC.
- MAHRC members have strong collegial relationships.
- MAHRC members have access to shared information and resources.
- Individual and collective strength of members are leveraged.

2. Influence Policy Decisions

- Strategic relationships with stakeholders are developed.
- Stakeholders engage with and value the involvement of MAHRC.
- MAHRC is seen as a trusted partner by key stakeholders.
- Stakeholders are aware of the purpose and value of health profession regulation.

3. Ensure efficient operations

- Communication is consistent, clear, and concise.
- Compliance with governance and operational policies and procedures.
- Clear governance and operational policies and procedures are established.

Our Members

College of Audiologists and Speech-Language Pathologists of Manitoba

Manitoba Chiropractors Association

College of Paramedics of Manitoba

College of Dental Hygienists of Manitoba

Manitoba Dental Association

Denturist Association of Manitoba

College of Licensed Practical Nurses of Manitoba

College of Medical Laboratory Technologists of Manitoba

College of Midwives of Manitoba

Manitoba Naturopathic Association

College of Occupational Therapists of Manitoba

Opticians of Manitoba

Manitoba Association of Optometrists

College of Pharmacists of Manitoba

College of Physiotherapists of Manitoba

College of Podiatrists of Manitoba

Psychological Association of Manitoba

College of Dietitians of Manitoba

College of Registered Nurses of Manitoba

College of Registered Psychiatric Nurses of Manitoba

Manitoba Association of Registered Respiratory Therapists



Committee Reports

Governance

Report from Governance Committee

In its second year, the Governance Committee continued to build on the foundational work started in the inaugural year by refining and expanding the policy framework to support the effective operation of the Manitoba Alliance. The Committee focused on aligning newly developed policies with the existing by-laws to ensure consistency and clarity in governance.

As we move forward, our efforts remain centered on creating a strong, cohesive structure that supports the Alliance's strategic goals and evolving needs.

The committee drafts the documents and presents them to the MAHRC Board who the vote on the recommendation. As each policy or document is approved, they are made available on the MAHRC website.

In 2023, the following policies were approved:

- Policy: Approval of Expenditures
- Policy: Linkages with External Stakeholders
- Policy: Media Policy
- Policy: Communications
- Policy: Conflict of Interest
- Policy: Banking Authority
- Policy: Credit Card

In addition, the Governance Committee worked diligently on the Employee Handbook that was completed and approved in 2024.

Thank you to Deborah Handziuk for chairing this committee. Jennifer Billeck is the new Chair of the committee. We also wish to thank our outgoing member Laura Panteluk.



Committee Reports

Interprofessional Working Group

The Alliance facilitated a working group comprised of representatives from multiple regulatory bodies with the task of updating the Practice Direction: Interprofessional Collaborative Care as it was due for review. The original document was based on the Canadian Interprofessional Health Collaborative (CIHC) Competency Framework for Advancing Collaboration. A new version of the framework was published in spring of 2024, providing perfect timing to do complete work.

The working group undertook a comprehensive revision of the Interprofessional Collaborative Care document to align with the new CIHC competency framework and ensure it reflects current best practices and addresses the evolving needs of registrants within in the health system.

The working group collaborated closely with Moni Fricke from the University of Manitoba's Office of Interprofessional Collaboration, Rady Faculty of Health Sciences. Moni's expertise and insights were invaluable in guiding the revision process and ensuring the document's relevance and applicability.

The revision process was a collaborative effort involving many Colleges within the Manitoba Alliance of Health Regulatory Colleges (MAHRC). The diverse perspectives and contributions from the various Colleges enriched the document and strengthened its foundation.

The Interprofessional Collaborative Working Group will continue to foster collaboration and innovation. The group will build on this year's achievements by exploring new opportunities for interprofessional education and practice.

Thank you to Moni Fricke for her exceptional contributions and to all participating colleges for their dedication and collaborative spirit.



Committee Reports

Equity, Diversity and Inclusiveness Interest Group

The Equity, Diversity, and Inclusiveness (EDI) Working Group has continued to build on the foundation established in previous years, focusing on fostering a culture of equity, diversity, and inclusion within the Manitoba Alliance of Health Regulatory Colleges (MAHRC).

This year, the group hosted a session in collaboration with the Rainbow Resource Centre titled "2SLGBTQ+ Awareness, Inclusion, & Affirmation for Health Regulators."

The session was attended by 20 participants, including representatives from various health regulatory colleges.

The workshop provided valuable insights into the challenges faced by 2SLGBTQ+ individuals and offered practical strategies for creating inclusive and affirming environments within healthcare regulation.

The EDI Working Group continues to gather comprehensive data to understand the current state of equity, diversity, and inclusion within the regulatory colleges.

This data has been instrumental in identifying areas for improvement and developing targeted actions to enhance EDI practices.

Looking ahead, the EDI Working Group is committed to fostering an inclusive culture that supports the diverse needs of our member colleges and the communities they serve. The group will continue to gather data, refine strategies, and engage in meaningful discussions to advance EDI within healthcare regulation.



Committee Reports

Building Cultural Safety Group

The Building Cultural Safety Group has continued its important work in fostering cultural safety and promoting truth and reconciliation within the Manitoba Alliance of Health Regulatory Colleges (MAHRC).

This year, the group drafted the land acknowledgment for MAHRC in collaboration with Indigenous organizations. This statement reflects the commitment to recognizing and respecting the traditional territories of Indigenous peoples and fostering genuine healing and understanding.

We continue to reflect on the land acknowledgment to ensure it remains meaningful and relevant.

In September, Truth and Reconciliation of Manitoba facilitated a session for the members, with Marlene Gallagher, an Anishinaabe Ikwe from Sagkeeng First Nation. Marlene's insights and experiences provided valuable perspectives on truth and reconciliation.

The session was attended by 21 participants, including representatives from various health regulatory colleges. The workshop emphasized the importance of acknowledging historical injustices and fostering genuine healing and understanding among all communities.





Key Achievements

MAHRC recognizes and celebrates the following key achievements in 2024:

- New strategic plan
- Development of the Canadian P-T Network of Health Profession Regulators (CPTNOHPR)
- Pecha Kucha session at CNAR conference on Canadian P-T Network of Health Profession Regulators (CPTNOHPR).
- RHPA Session with Legislative Department, Government of MB
- Joint efforts with other regulators regarding extension for legislation re English language requirements
- TRC Session in September
- Interprofessional Collaborative Review Document complete
- Meeting with Minister Marcelino
- Developed our land acknowledgement
- Developed first jurisprudence module available to all regulators
- Offered free and low cost education to members
- Developed handbook and policies
- Had first board retreat
- Initiated EDI Working Group

**MAHRC would like to thank
its members, government stakeholders and community
partners for all the support over the past year.**



Financial Statements

Manitoba Alliance of Health Regulatory Colleges Statement of Financial Position

As at December 31, 2024

	2024	2023
Assets		
Current		
Cash	136,704	137,246
Accounts receivable	375	-
Investments	30,381	29,000
Prepaid expenses	416	449
	167,876	166,695
Liabilities		
Current		
Accounts payable and accruals	34,045	24,109
Deferred contributions (Note 4)	24,000	24,000
	58,045	48,109
Net Assets		
Unrestricted	109,831	118,586
	167,876	166,695



Financial Statements

Manitoba Alliance of Health Regulatory Colleges Statement of Operations and Changes in Net Assets

For the year ended December 31, 2024

	2024	2023
Revenue		
Membership fees	175,000	175,000
Training fees	11,020	6,375
Interest	1,617	-
	187,637	181,375
Expenses		
Advertising	71	-
Bank charges and interest	170	107
Consulting	36,750	-
Insurance	1,032	661
Office expenses	3,256	19,477
Professional development	2,332	998
Professional fees	19,074	25,302
Salaries and benefits	100,644	120,040
Subcontracts	4,600	525
Subscriptions	2,564	1,810
Training and education	22,362	6,630
Travel	2,141	-
Utilities	1,396	578
	196,392	176,128
Excess (deficiency) of revenue over expenses before other items	(8,755)	5,247
Other items		
Other income	-	113,339
Excess (deficiency) of revenue over expenses	(8,755)	118,586
Net assets, beginning of year	118,586	-
Net assets, end of year	109,831	118,586



Financial Statements

Manitoba Alliance of Health Regulatory Colleges Statement of Cash Flows

For the year ended December 31, 2024

	2024	2023
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	(8,755)	118,586
Changes in working capital accounts		
Accounts receivable	(375)	-
Prepaid expenses	33	(449)
Accounts payable and accruals	9,936	24,109
Deferred revenue	-	24,000
	839	166,246
Investing		
Purchase of investments	(1,381)	(29,000)
Increase (decrease) in cash resources	(542)	137,246
Cash resources, beginning of year	137,246	-
Cash resources, end of year	136,704	137,246



Contact Us



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