



College of
Midwives
of Ontario

Ordre des
sages-femmes
de l'Ontario



2019 | Annual
2020 | Report

Our Vision

Inspiring trust & confidence in midwifery
by leading in regulatory excellence.

Our Mission

Regulating midwifery in the public
interest.

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President's Letter



The relationship between a midwife and their client is a special one, and it was after spending time teaching prenatal education to parents of multiples and forming a bond with these parents that I was inspired to become a midwife. After graduating from Ryerson University's Midwifery Education Program in 2015, I decided to join Council because I wanted to learn more about the College's role in protecting the public interest through the regulation of the profession. While on Council, I was well supported by Council members and staff in my learning which is ultimately what influenced my decision to run for President in the fall of 2019. I believe strongly in the College's mandate and am grateful to lead Council in achieving its goals.

This past year on Council has been a very rewarding experience. As a Council, we ensured that the College accomplished its planned initiatives in its Strategic Plan and ensured there was minimal disruption to our work when the pandemic disrupted all of our personal and professional lives. In December, I was appointed Chair of our Strategic Planning Working Group to help guide the development of our next Strategic Plan. This exercise involves assessing any current or anticipated risks to achieving our mandate. It's been a pleasure collaborating with peers, staff and stakeholders as part of this work and I look forward to sharing our plan with everyone once it is complete.

On behalf of Council, I would like to offer my deep appreciation to each and every one of you, whether you are a midwife, a family member caring for loved ones, or simply practising physical distancing and wearing masks. Times have certainly not been easy, and I am proud to see that midwives continue to strive to provide excellent care to their clients, despite the pandemic.

Please enjoy reading more about the College's work over the next few pages.

Regards,

A handwritten signature in black ink, appearing to read 'C. Ramlogan-Salanga'.

Claire Ramlogan-Salanga

Registrar's Letter



While the world changed dramatically in the last quarter of our 2019–2020 fiscal year, the College’s role and mandate remained the same. In response to the emergence of the COVID–19 virus, we quickly developed a Business Continuity Plan to ensure the work of the College would continue remotely with minimal interruption. The plan was implemented in mid–March upon the declaration of the pandemic, and I am grateful to all our staff, Council and Committee members for their hard work in making the transition to work remotely while ensuring we continued to regulate in the public interest. I am also grateful to our members and the public who were patient with us as we made necessary changes to our processes.

Over the past year, and on a day-to-day basis, we continuously delivered on our statutory duties related to the registration of midwives, maintaining standards of the profession, supporting quality care and continuing competencies of midwives, and investigating matters related to the conduct of midwives. Additionally, we completed planned initiatives that supported our 2017–2020 Strategic Plan, specifically Modernizing Legislation and Regulations, Implementing Risk-based Regulation, and focussing on Public Participation and Engagement. Our activities are published in this Annual Report, and include the following few examples: changes to our Designated Drugs Regulation; conducting assessments of Midwife-Led Birth Centres using a new assessment framework and tools; launching a revised Peer and Practice Assessments Program; adopting a Performance Measurement Framework to evaluate our effectiveness as a regulator; recruiting members of the public to our Committees as Public Non-Council Committee Members, and; creating a policy to allow registrants or members of the public to address or present to Council.

I am also pleased to provide you with the College’s 2019–2020 audited financial statements. This past year was our first fiscal year since our inception without a substantial operational grant from the Ministry of Health. Special thanks to Council and staff who ensured that the College remained stable and became self-sufficient. I am grateful to all who contributed to our success.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kelly Dobbin'.

Kelly Dobbin

Meet Your Council

Professional Elected Members

Tiffany Haidon, RM (term ended October 2019)
Claudette Leduc, RM (as of October 2019)
Lilly Martin, RM
Isabelle Milot, RM (as of October 2019)
Wendy Murko (term ended October 2019)
Lisa Nussey, RM
Claire Ramlogan-Salanga, RM
Maureen Silverman, RM
Jan Teevan, RM
Edan Thomas, RM

Appointed Public Members

Deirdre Brett
Marianna Kaminska
Jennifer Lemon (term ended April 2019)
Susan “Sally” Lewis
Judith Murray
John Stasiw

Non-Council Appointed Committee Members (Professional)

Christi Johnston, RM
Claudette Leduc, RM (term ended October 2019)
Amy McGee, RM
Isabelle Milot, RM (term ended October 2019)
Alexandra Nikitakis, RM

Non-Council Appointed Committee Members (Public)

Jill Evans
Samantha Heiydt

Committees

The College's seven statutory committees are mandated under the *Regulated Health Professions Act, 1991*. Reports are presented to Council on a quarterly and yearly basis and are included in Council meeting materials. Committees are made up of both Council members and Non-Council Committee members, public and professional.

Executive

Tiffany Haidon, RM, President (term ended October 2019)
Claire Ramlogan-Salanga, RM, President (as of October 2019)
Edan Thomas, Vice-President, RM (Professional)
Susan "Sally" Lewis, Vice-President (Public)
Jan Teevan, RM, Professional-At-Large (until October 2019)
Maureen Silverman, RM, Professional (as of October 2019)
Marianna Kaminska, Public (as of October 2019)

Registration

Isabelle Milot, RM, Chair
Deirdre Brett (until October 2019)
Jill Evans
Samantha Heiydt
Christi Johnston, RM
Claudette Leduc, RM
Judith Murray (until October 2019)
Alexandra Nikitakis, RM
Claire Ramlogan-Salanga, RM (until October 2019)
John Stasiw
Edan Thomas, RM (until October 2019)

Quality Assurance

Lilly Martin, RM, Chair
Deirdre Brett
Marianna Kaminska
Susan "Sally" Lewis (until October 2019)
Isabelle Milot, RM
Claire Ramlogan-Salanga, RM (until October 2019)
Maureen Silverman, RM (until October 2019)
Jan Teevan, RM

ICRC

Edan Thomas, RM, Chair
Jill Evans
Samantha Heiydt
Christi Johnston, RM
Claudette Leduc, RM
Susan "Sally" Lewis
Lilly Martin, RM
Judith Murray
Wendy Murko, RM, Chair (term ended October 2019)
Lisa Nussey, RM (until October 2019)
Maureen Silverman, RM
John Stasiw (until October 2019)
Jan Teevan, RM

Committees

Discipline

Susan “Sally” Lewis, Chair
John Stasiw, Chair (until October 2019)
Claire Ramlogan-Salanga, RM (until October 2019)
Deirdre Brett
Marianna Kaminska
Lilly Martin, RM
Wendy Murko, RM (term ended October 2019)
Judith Murray
Lisa Nussey, RM
Maureen Silverman, RM
Jan Teevan, RM
Edan Thomas, RM

Client Relations

Deirdre Brett, Chair
Marianna Kaminska
Alexandra Nikitakis, RM
Lisa Nussey, RM
John Stasiw (until October 2019)

Fitness to Practise

Susan “Sally” Lewis, Chair
John Stasiw, Chair (until October 2019)
Deirdre Brett
Marianna Kaminska
Lilly Martin, RM
Wendy Murko, RM (term ended October 2019)
Judith Murray
Lisa Nussey, RM
Claire Ramlogan-Salanga, RM (until October 2019)
Maureen Silverman, RM
Jan Teevan, RM
Edan Thomas, RM



Strategic Plan & Guiding Principles

The College's Strategic Plan is a high-level statement of the College's mission, vision, outcomes and key priorities. It also identifies our guiding principles – the shared values that underpin our work as an organization and our relationships with the public, members and stakeholders.

Our guiding principles are:

- **Accountability:** we make fair, consistent, and defensible decisions
- **Transparency:** we act openly to enhance accountability
- **Integrity:** we act with respect, fairness, and honesty
- **Proportionality:** we allocate resources proportionate to the risk posed to our regulatory outcomes
- **Innovation:** we translate opportunity into organizational value

From 2017 to 2020, the College's strategic priorities were:

- **Modernization of the Legislation & Regulations**
- **Implementation of Risk-based Regulation**
- **Public Participation & Engagement**

Modernization of Legislation & Regulations

As part of the College's strategic priority of modernizing midwifery legislation and regulations, the College completed its annual work aimed at improving the quality of midwifery regulation and removing unnecessary regulatory barriers and burdens in order to enhance regulatory effectiveness, transparency, flexibility and innovation.

Please read below to see the College's accomplishments.

Designated Drugs Regulation

The Designated Drugs Regulation made under the *Midwifery Act, 1991* outlines the drugs and substances authorized to midwives.

In May 2019, the College was asked by Health Minister Christine Elliott to amend its Designated Drugs Regulation to include categories of drugs in accordance with the American Health Formulary System (AHFS). Although this request did not support the College's previous submission for broad prescribing authority, the College felt that the Ministry-proposed approach would nevertheless bring positive change as midwives and their clients would have improved access to up-to-date treatments.

The College undertook this work and proposed a regulation that included categories of drugs and substances in accordance with the AHFS categories, as per the Minister's request. The proposed regulation was sup-

ported by Council at the September 2019 meeting and circulated immediately for a 60-day public consultation. The approved regulation was submitted to the Ministry before the December 31, 2019, deadline.

In order to effectively implement the revised regulation and to ensure that any risks are mitigated, the College also proposed making it a condition of registration that all members and midwifery applicants successfully complete a mandatory training course approved by Council relating to the safe, effective and ethical prescription and administration of controlled substances. At the March 2020 Council meeting, Council approved a mandatory training course on prescribing and administering opioids and benzodiazepines that midwives and applicants will be required to complete.

The College is currently waiting for the Ministry to advise of next steps.

Implementation of Risk-based Regulation

Risk-based regulation means that the day-to-day activities of the College are guided by focussing activity and attention on issues that pose the greatest risk to clients and members of the public. The College does not seek to eliminate risk completely, but to make the best use of its limited resources to proactively reduce the risks posed to an acceptable level.

The College has worked throughout the year to enhance organizational capacity to deliver risk-based regulation effectively and efficiently, and to ensure responsiveness and transparency of our regulatory approach. Read about this work over the next few pages.

HIROC Risk Assessment Checklist Program

The College's Registration, Professional Conduct and Operations departments completed the final year of a three-year Risk Assessment Checklist program, developed and administered by the Healthcare Insurance Reciprocal of Canada (HIROC).

It is a voluntary self-assessment program that aims to improve the College's internal processes and systems in the following areas: registration and licensure; complaints and resolutions; appropriate release of information or denial to release information; privacy; wrongful dismissal; and employee fraud.

Birth Centre Assessments

Acting on behalf of the Ministry of Health, one of the College's duties is to administer assessments of the two Ontario Mid-

wife-Led Birth Centres (MLBC) licensed under the *Independent Health Facilities Act, 1990* (IHFA). In accordance with s.27 of the IHFA, and at the request of the Director of the Independent Health Facilities Branch of the Ministry of Health, the College is required to conduct these assessments every five years and is also responsible for setting the Facility Standards and Clinical Practice Parameters (FS & CPP) which serves as the basis for these assessments.

This past year, the College carried out an assessment of the quality and standards of services at the Ottawa Birth and Wellness Centre (OBWC). The OBWC was provided with a self-assessment tool in December 2019 and was required to submit evidence of meeting the standards as outlined in the College-approved FS & CPP.

Selected assessors were trained by the College to conduct the assessment in a fair and impartial manner and in accordance with

our policies and procedures. Two assessors reviewed the submission and conducted an on-site assessment in February 2020. Results of the successful assessment were communicated to the OBWC and a final report was submitted by the Registrar to the Director of the Independent Health Facilities Branch in March 2020.

Peer & Practice Assessment Program

The College's revised Peer & Practice Assessment Program was successfully launched in January 2020. Twelve trained assessors delivered distance assessments to 79 randomly selected midwives, representing approximately 10% of the practising midwives. Midwives who indicated scores of 75% or above in the distance assessment were streamed out of the process and not required to participate in a subsequent in-person assessment. Their names were also removed from the assessment selection pool for five years. Read about the results of these assessments on page 25 of this report.

Prescribing and Administering Drugs Standard

The Prescribing and Administering Drugs Standard (Standard) describes the College's expectations regarding the prescribing and administration of drugs. This Standard sets out the conditions for safe prescribing, appropriate record keeping, and information that a midwife must include in a prescription. The Standard also included Appendix 1, which repeated the list of drugs outlined in the Designated Drugs Regulation (O. Reg 884/93) and also applied a restriction to the use of oxytocin to the postpartum period only.

The College determined that the Standard did not accurately reflect the midwifery scope of practice. Induction and augmentation of labour is considered to be in the midwifery scope of practice and the drug used for this purpose is authorized to mid-

wives in the Designated Drugs Regulation without restriction.

Accordingly, Appendix 1 was rescinded at the October 2019 Council meeting allowing midwives to work in accordance with the scope of practice and Designated Drugs Regulation, therefore permitting midwives who had the necessary knowledge, skill and judgment to administer and manage oxytocin inductions and augmentations on their own authority.

Standards of Practice Review

In 2016, the College adopted a risk-based approach to regulation which required a review of all existing standards. College staff proposed a two-phased method in order to align all standards with this approach and Stage I was completed in June 2018 when the College implemented the Professional Standards for Midwives and rescinded 25 standards.

This past year, the College completed work that was a part of Stage II of the review. This work included conducting a survey with members on the Consultation and Transfer of Care Standard (CTCS) in order to understand how the CTCS contributes positively and negatively to interprofessional relationships and safe care. This survey provided the College with the information it needed to recommend to Council to rescind the CTCS once it is replaced by a Scope of Practice Guide. This approach was approved for consultation by Council at the March 2020 meeting.

This draft Guide outlines the midwifery scope of practice and authorized acts and is a helpful tool for midwives to better understand the regulatory framework in which they work.

In March, Council approved the draft Scope of Practice Guide for broad consultation amongst members, stakeholders, and mem-

bers of the public. However, the consultation was delayed due to the COVID-19 pandemic.

Regulatory Performance Measurement Framework

As part of the College's commitment to regulatory excellence, a Regulatory Performance Measurement Framework was developed to objectively evaluate our regulatory performance. While not legislatively mandated, the College made a voluntary commitment to evaluate our performance and to demonstrate our success in regulating in the public interest.

This framework allows the College to review, evaluate and report on its performance using a set of standards that are based on our legislative mandate and expected outcomes. The framework describes the outcomes the College is expected to achieve in four broad domains: Regulatory Policy; Suitability to Practise; Openness and Accountability; Good Governance.

The College completed a pilot year to test the framework and will undertake and report on a comprehensive assessment next year.

Guide on Mandatory & Permissive Reporting

As part of the College's planned initiatives to develop regulatory guidance for members based on the identification of risks (or gaps) arising out of complaints trends and changes made to governing legislation/regulations, the College initially developed a Guide on Mandatory Reporting, but after revisions were made to improve the Guide this past year it was re-titled the Guide on Mandatory and Permissive Reporting.

In general, the College develops guides to outline procedures and actions related to an activity covered in the legislation or regula-

tion and assist members with their understanding of College requirements or legal obligations imposed by other authorities.

The Guide on Mandatory & Permissive Reporting outlines circumstances where midwives (including practice partners and associates), employers of midwives and operators of facilities where midwives practise are required to file a mandatory report with the College under the *Regulated Health Professions Act, 1991* (RHPA), the College's Registration Regulation and College By-laws. It also addresses instances where reporting to the College is not mandatory but is permissive.



Public Participation & Engagement

Public engagement is the process of actively bringing the voices of the public and clients into decisions that are relevant to them. The decisions may be relevant to the public either because they have an interest in the issues being discussed, or because they are directly affected by the decision being made. Regardless of the motivation, the key to engagement is giving people who want to contribute the opportunities to do so.

The College is using a Ladder of Engagement in order to build awareness and create connections with members of the public. This ladder is outlined in the College's Public Engagement Strategy and consists of four rungs: Awareness; Information; Participation; Collaboration. Through this method we are able to reach members of the public who are interested in the work of the College and who want to be involved further.

Please read below about the College's public engagement initiatives from this year.

Public Non-Council Committee Members

As part of the College's strategic objective of increasing public participation and engagement, in the fall of 2019, it sought to recruit members that would serve as Public Non-Council Committee Members on the College's Committees.

By having members of the public serve in these positions, it allows them to become decision makers and work as equal partners with the College. This initiative helps demonstrate to the public that we are fully accountable to them by adding members of the public to our governance structure.

The College's Public Engagement Strategy categorizes this type of initiative in the Collaboration rung on the Ladder of Engagement, as the public members are decision-makers.

Two positions were filled in 2019.

Addressing or Presenting to Council Policy

The Governance Process Policy on Addressing or Presenting to Council was approved at the October 2019 Council meeting and allows members of the public to address the College's Council at its open meetings. This policy was created to outline a clear process to support opportunities for public engagement, while also establishing parameters that mitigate any potential risks to Council's decision-making process and public interest mandate.

Prior to this recommendation, there was no mechanism whereby individuals were able to address or present to Council in a fair or consistent manner. By developing and approving the Governance Process Policy on Addressing or Presenting to Council, the College continues to work towards adopting an effective public engagement program that allows active public participation and engagement and provides sufficient opportunities for the public to impact decisions.

This initiative falls under the Participation rung of the College's Ladder of Engagement and explains that at this stage members of the public are involved in two-way conversation with the College.

What to Expect from Your Midwife Brochure (French)

In early 2019, the College released its brochure, What to Expect from Your Midwife, that was created to help educate members of the public of their rights and expectations of being in midwives' care. This past fiscal year, the College translated this brochure into French in order to better reach the French speaking population in Ontario. This brochure is available for free on the College's website as a PDF and can be ordered at no cost for all midwifery practice groups in Ontario.

This brochure falls under the Information rung on the College's Ladder of Engagement as it is a one-way sharing of information from the College to the public.



Discipline Summary

When a midwife has been referred by the Inquiries, Complaints and Reports Committee because of the serious nature of the alleged professional misconduct and/or incompetence, the Discipline Committee holds a hearing.

Read below for a summary from the College's discipline case from the past year.

Discipline Summary

A panel of the Discipline Committee (the "Panel") held a public hearing for Nasrin Bandari Vali on November 23, 2019. The hearing was uncontested and proceeded by way of Agreed Statement of Facts and Joint Submission on Penalty.

The Panel found that Ms. Bandari Vali committed acts of professional misconduct, in that she had failed to maintain a standard of practice of the profession, and engaged in an act or omission relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional.

The Panel ordered that Ms. Bandari Vali appear before a panel of the Discipline Committee to be reprimanded, with the fact of the reprimand to appear on the Public Register. At the conclusion of the hearing, Ms. Bandari Vali waived her right to appeal and the reprimand was administered. The Panel also directed the Registrar to suspend Ms. Bandari Vali's certificate of registration for a period of one month and to impose the following terms, conditions or limitations

on Ms. Bandari Vali's certificate of registration which required her to complete:

- A course relating to the management of preterm labour, preterm pre-labour rupture of membranes and pre-labour rupture of membranes (PPROM);
- A 1,500-word reflective paper on the diagnosis and management of the in-trameterine growth restriction and small-for-gestational-age fetuses, including a discussion on screening for risk factors;
- Practise under indirect supervision for a period of six months, which includes consulting with an approved supervisor regarding any clients who report signs or symptoms of PPROM, PROM, preterm labour, or decreased fetal movement; and participating in regular chart reviews.

The Panel also ordered Ms. Bandari Vali to pay costs to the College in the amount of \$3,500.00.

For more information, the full decision of the Panel can be found on our website.

By The Numbers



Membership Statistics for 2019-2020

As of March 31, 2020:

Registered Midwives

1004

General

711

General

with New Registrant Conditions

82

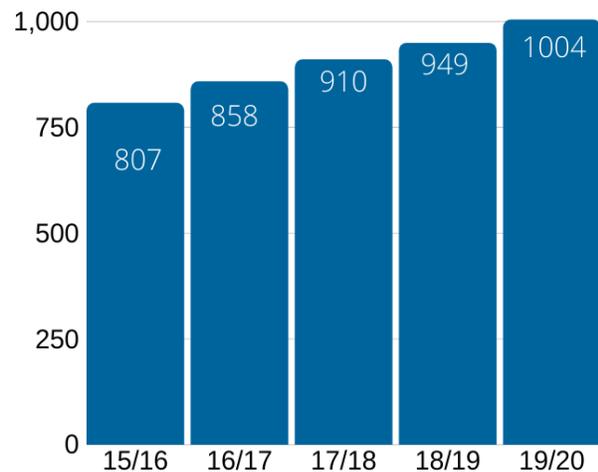
Supervised Practice

8

Inactive

203

Number of Registered Midwives Over the Last Five Years



Membership Changes During the Fiscal Year

89

New Registrations

6

Suspended for Non-payment of fees

1

Expired Certificate of Registration

4

Re-registrations

2

Revoked for Non-payment of fees

33

Resignations

Registration Committee

Registration Committee
Meetings Held

21



*52 decisions were rendered

Registration Panel Decisions Rendered



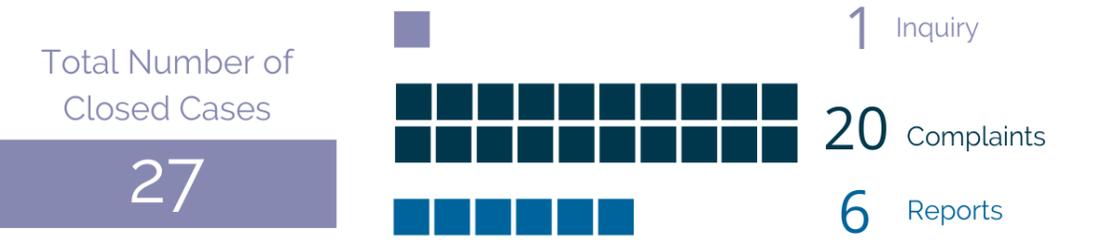
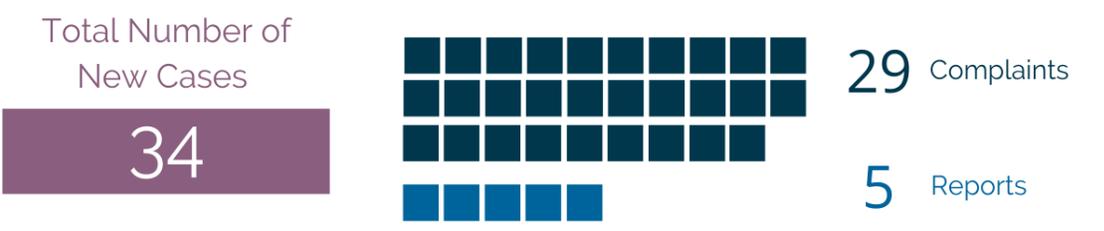
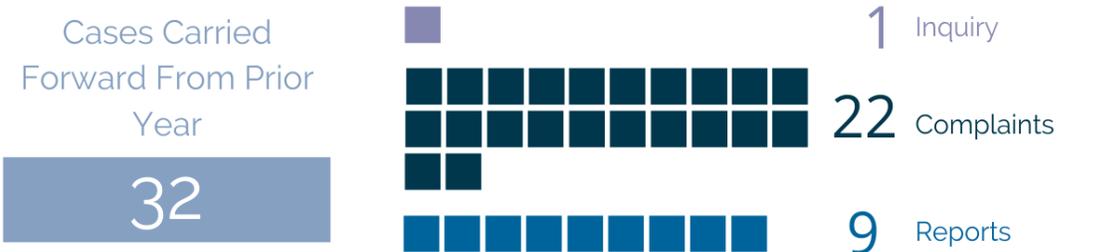
Inquiries, Complaints & Reports Committee

Inquiries, Complaints &
Reports Committee
Meetings Held

30



Inquiries, Complaints & Reports Cases



Alternative Dispute Resolution

Total Number of Alternative Dispute Resolution Cases*



-  1 Resolution Achieved
-  1 No Resolution Achieved - Returned to the ICRC

*Of five complaints eligible for ADR, only two complaints proceeded to ADR, as both the member and complainant provided the required written consent to participate in the process.



Mandatory Reports

Mandatory Reports Submitted to the College



-  3 Resulted in a Registrar's Investigation
-  3 Resulted in Preliminary Inquiries, but no Formal Action was Taken



ICRC Decision Breakdown of the 27 Closed Cases



Please note that a file can have multiple outcomes as a decision is made on each issue.

Discipline

Matters Referred to Discipline

2



1 Uncontested Hearing Held Resulting in an Agreed Statement of Facts and a Joint Submission on Penalty



1 Matter Referred by ICRC Remained Open at Year-end



Health Professions Appeal and Review Board



4 Appeals Carried Forward from Prior Year



2 New Appeals



4 Appeals Decisions Upheld



2 Appeals in Progress at Year-end



Quality Assurance Committee

Quality Assurance Committee Meetings Held

6



4 Committee Meetings

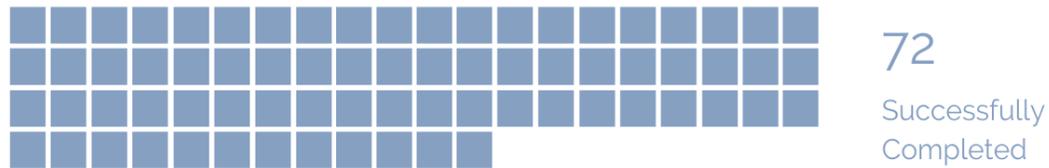


2 Panels

Quality Assurance Program Reporting



Peer & Practice Assessment Results



0 Referrals to In-Person Assessments

Client Relations Committee

Client Relations
Committee Meetings
Held

1 Committee Meeting

1

Top Questions Asked by Midwives



Scope of Practice



Access to Laboratory
Tests & Drugs



Delegation

Top Question Asked by Members of the Public



Midwifery clients requesting clarification about the Professional Standards for Midwives principle of person-centred care including appropriate practice intake processes and informed choice.

Financials



COLLEGE OF MIDWIVES OF ONTARIO

SUMMARY FINANCIAL STATEMENTS

MARCH 31, 2020

HILBORN LLP

Report of the Independent Auditor on the Summary Financial Statements

To the Members of the College of Midwives of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2020, and the summary statements of operations, changes in net assets and cash flows for the year then ended, and related note, are derived from the audited financial statements of the College of Midwives of Ontario (the "College") for the year ended March 31, 2020.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 24, 2020.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

Toronto, Ontario
June 24, 2020



Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF MIDWIVES OF ONTARIO

Summary Statement of Financial Position

March 31	2020 \$	2019 \$
ASSETS		
Current assets		
Cash and cash equivalents	3,025,221	2,288,046
Accounts receivable	15,069	27,604
Due from the Ontario Ministry of Health and Long-Term Care	-	398,381
Prepaid expenses	38,029	28,508
	3,078,319	2,742,539
Capital assets	108,657	123,215
	3,186,976	2,865,754
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	345,777	324,132
Deferred registration fees	1,115,596	928,262
Deferred project funding	-	3,352
	1,461,373	1,255,746
Deferred lease incentives	28,839	40,770
	1,490,212	1,296,516
NET ASSETS		
Invested in capital assets	93,741	102,128
Internally restricted for therapy and counselling	16,000	16,000
Unrestricted	1,587,023	1,451,110
	1,696,764	1,569,238
	3,186,976	2,865,754

COLLEGE OF MIDWIVES OF ONTARIO

Summary Statement of Operations

Year ended March 31	2020 \$	2019 \$
Revenues		
Registration fees	2,139,459	1,848,332
Administration and other	104,350	104,491
Government grant - operating	-	398,381
Government grant - project funding	78,011	65,154
	<u>2,321,820</u>	<u>2,416,358</u>
Expenses		
Salaries and benefits	1,318,732	1,231,438
Professional fees	73,174	85,114
Council and committees	93,555	141,850
Office and general	124,322	110,774
Rent and utilities	184,795	168,947
Quality assurance program	26,711	15,560
Investigations and hearings	130,706	256,553
Membership dues and fees	53,442	53,133
Information and communications technology	74,561	75,041
Government projects	78,011	65,154
Amortization	36,285	36,527
	<u>2,194,294</u>	<u>2,240,091</u>
Excess of revenues over expenses for year	<u>127,526</u>	<u>176,267</u>

COLLEGE OF MIDWIVES OF ONTARIO

Note to Summary Financial Statements

March 31, 2020

1. **Basis of presentation**

These summary financial statements are derived from the audited financial statements of the College of Midwives Ontario (the "College") for the year ended March 31, 2020, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include a statement for each statement included in the audited financial statements, except for the statements of changes in net assets and cash flows;
- (b) information in the summary financial statements agrees with the related information in the audited financial statements; and
- (c) major subtotals, totals and comparative information from the audited financial statements are included.

Complete audited financial statements are available to members upon request from the College.

HILBORN

LISTENERS. THINKERS. DOERS.

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