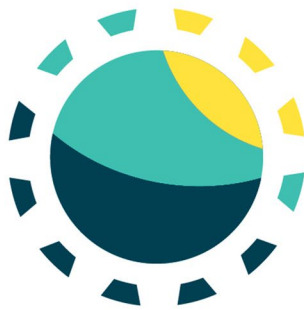


2020 ANNUAL REPORT



Agrologists

MANITOBA

**Our Purpose, Your Value—Regulating Agriology
to Protect and Serve the Public Interest.**

Table of Contents

Message from the Provincial Council Chair and Vice-Chair	3
Message from the Appointed Councillors	4
Working toward the Goals	5
Committees of Council	8
Public Registry	12
Financial Report	13
Appendices	20

Who We Are

Founded in 1950, the Manitoba Institute of Agrologists (Agrologists Manitoba¹) is a regulatory body operating under legislative authority of *The Agrologists Act* of Manitoba. The purpose of the Act is to regulate the practice of agrology in Manitoba and register practitioners. Regulation is financed mainly through fees paid by Agrologists registered in Manitoba. One of the hallmarks of the “self-regulatory” system is that regulation is done at no direct cost to Manitoba taxpayers.

Agrologists Manitoba’s primary functions are to: ensure only qualified, ethical, and competent Agrologists are registered; manage processes to ensure agrologists demonstrate continuing competence; respond to complaints, and take appropriate action concerning unauthorized practice. Similar legislation regulating agrologists is in effect in all other Canadian provinces.

By having and applying regulatory policies and processes that are clear, standards and evidence based, Agrologists’ value is even more evident in an era of rising public expectations and constant change.

The Provincial Council is responsible for governing the Institute and establishing the standards for the profession. Committees and qualified staff do work aimed at meeting organizational objectives.

Objectives

“The Agrologist Act” is a statute of the Province of Manitoba. It gives the Manitoba Institute of Agrologists the authority to regulate the profession.

The objectives (Bylaw, Article III) are derived from the legislation. They outline in broad terms what is expected of a regulator including actions to protect the public and all matters relating to the practice of agrology. The objectives require the organization to:

1. Set requirements and standards for registration of and practice by registrants.
2. Provide governance and oversight to registrants.
3. Establish and maintain standards of ethics with which all registrants must comply.
4. Hold registrants accountable to the public and to the profession through transparent processes of review, complaints investigation and discipline.
5. Provide continuing education about the practice of agrology to the public, employers, clients, and registrants.

¹ The legal name of the organization is “The Manitoba Institute of Agrologists”. For public identity and ease of use purposes Agrologists Manitoba is also used.

MESSAGE FROM THE PROVINCIAL COUNCIL CHAIR AND VICE-CHAIR

On behalf of the Provincial Council, we are pleased to provide our report on the organization for the year ending November 30, 2020.

This past year, like many of you, Agrologists Manitoba steered through one of the greatest challenges we have faced in a long while. The COVID-19 pandemic posed challenges for the health and well-being of our colleagues, customers, and our communities. At the time of writing and as we head into the new fiscal year, although it seemed not much had changed, the prospect of pulling out of extremely challenging times, both from a health and economic perspective has improved as news of vaccines helped to inspire hope.

From the onset of the pandemic, Council's focus was on the well-being of our employees, our registrants, and others in the public with whom we interact. While the physical office closed on March 12, 2020 our staff immediately swung over to providing services remotely, thanks in large part to fortuitous technology investments in late 2019. By the time Council met in June we were confident our "public first" service mission could be successfully implemented. We are proud of the way we adapted, which would not have happened without a strong staff commitment to transformation of day-to-day operations. Like many if not most of you, their homes, families, and lives were also altered. With their commitment and your cooperation, Agrologists Manitoba adapted and performed well through unprecedented circumstances. We sincerely wish to thank them and you for navigating this situation.

The terms of two of our three Council appointees, Salin Guttormsson, and John Carney, ended mid-June this past year. Their contributions during the last six years were invaluable and they will be missed. Each brought skill and the perspective of another regulated profession to the Council table to ensure the public interest remained at the forefront of what we do.

Well Positioned in a Challenging Environment

As you read the 2020 report you will notice that we entered 2020 on a solid footing with a strong financial situation and tested policies. Registration, our main regulatory area, performed well with new applications up **21%** from 2019. Over the course of 2020 we adopted a pro-active approach to our other service areas as described elsewhere in this report. Our financial performance in fiscal 2020 reflects a balanced and prudent longer-term vision approach by our management. While the recovery from the pandemic is underway, uncertainty remains. Based on available information, we are comfortable with our level of reserves and are well positioned to support those we serve going forward.

The year ahead will require patience and imagination for all of us as we continue to chart a course to be the best regulator and service provider we can be.

Casey Fox, MBA, B.Sc.(Ag), P.Ag.
Council Chair
 Associate Vice-President Agriculture
 Concentra Financial



Shelby Wray, B.Env.Sc., Tech.Ag.
Council Vice-Chair
 Environmental Consultant
 Good Lands Environmental Inc.

MESSAGE FROM THE APPOINTED COUNCILLORS

The role of Appointees on the Provincial Council is to ensure that Agrologists Manitoba fulfills its mandate to serve and protect the interests of Manitobans, meets the requirements of *The Agrologists Act*, and has effective governance policies in place. We are appointed by the Minister of Agriculture and the Dean, Faculty of Agricultural and Food Sciences, University of Manitoba and may serve a maximum of two three-year terms. We come from a variety of backgrounds and bring a diverse range of experiences to Council.

“Agrologists continued to provide vital knowledge and advisory services in the agriculture and environmental protection sectors and the importance of their essential contributions did not go unnoticed by us.”

In 2020, we actively participated in Council meetings and discussions, served on Committees, and remained fully aware of and informed about issues affecting the regulation of agrology in Manitoba. Your Council continued to exhibit good governance habits and its decisions were consistent with the organization’s goals and objectives.

Although the COVID pandemic was understandably a front of mind issue for most Manitobans, we were drawn again to the important work and contribution of agrologist professionals. Agrologists continued to provide vital knowledge and advisory services in the agriculture and environmental protection sectors and the importance of their essential contributions did not go unnoticed by us.

Along with other members of Council, we were interested in looking ahead. We were glad that keeping an eye on changing expectations has been a theme for Council for a while. Continued effort toward being a collaborative, informed and transparent organization is important Council work.



Beth Connery
Owner
Connery's
Riverdale Farms
Ltd.



**D. Salín
Guttormsson,**
LL.B.
Executive Director
Manitoba
Association of
Medical Radiation
Technologists



John Carney,
FCPA, FCMA
Program Officer
Manitoba
Agriculture and
Resource
Development

We are saying goodbye – best wishes from Salín Guttormsson and John Carney

We were pleased to be part of a dedicated and committed Council for the past six years. During that time, we have, fair to say, learned about the important contributions of Manitoba Agrologists to the economy of our province. What we learned during our time helped to solidify why Agrologists are regulated. We were pleased our contributions to governance and the work of Council was welcomed by Council, committees where we served and by registered members. To be part of a well-organized and important profession in Manitoba has been both an honour and a privilege. While our terms have ended, we will remember our involvement and wish you well in making decisions that protect and serve the public.

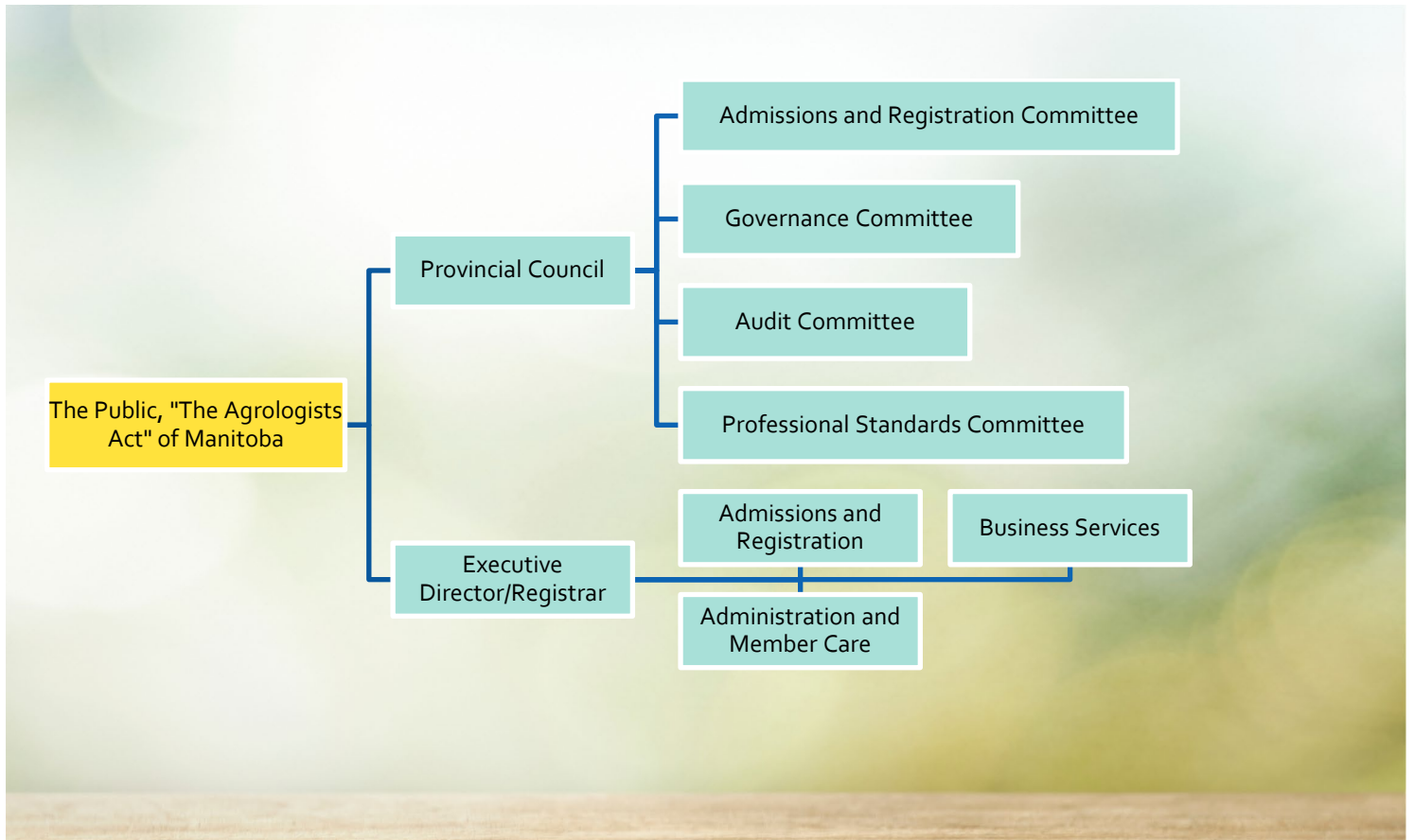
~ Salín and John

WORKING TOWARD THE GOALS

The governance work of the 15-member Provincial Council is mainly to identify the organization's values and ensure they can be clearly linked to decisions, actions, and spending. Council ensures the goals of Agrologists Manitoba are clearly aligned with objectives that in turn correspond to the legislative mandate: to serve and protect in the public interest with respect to the practice of agrology in Manitoba. The aiming points for the goals Council agreed on fall into two main categories: what we do, and the impact of what we do. Council committees and the operations team provide regular written reports back to Council about what is being done to support the goals through policy development and day to day activities.



Agrologists Manitoba organizational chart.



Mission

Agrologists Manitoba exists so that the public is lawfully protected and served using cost-effective stewardship of resources.

Goal 1

Agrologists Manitoba is an exemplary regulator.

- Provided new budget and resources for contracted academic credential assessment to support entry to practice education standards.
- Continued to actively review and cooperate with the Office of the Manitoba Fairness Commissioner recommendations.
- Worked proactively with other agrology regulators so regulation across Canada is consistent and seamless—Saskatchewan Institute of Agrologists (SIA) and Agrologists Manitoba developed a joint communication to practitioners and the public about mobility rights for Technical Agrologists (Tech.Ag.)

REGISTERED AGROLOGY PROFESSIONALS

PROVIDING ESSENTIAL, QUALIFIED, SKILLED AND REGULATED ADVICE TO IMPROVE FARMING OPERATIONS.

SETTING THE STANDARD
ADDING VALUE

FOR MORE INFORMATION

Agrologists MANITOBA
agrologistsmanitoba.ca

SIA Saskatchewan Institute of Agrologists
sia.sk.ca

*The Agrologists Acts of Saskatchewan and Manitoba requires anyone who is practicing agrology, including agronomists, to be registered with the provincial agrology regulator where they are providing advisory services.

Goal 2

The Public is confident in regulated agrology professionals.

RTAg & Tech.Ag. MOBILITY

- Communicated with British Columbia Institute of Agrologists (BCIA), Alberta Institute of Agrologists (AIA), and SIA regarding requirements of the Canada Free Trade Agreement and NWPTA regarding mobility rights for agrology professionals registered in the Tech.Ag. category
- Published communications to the profession and to employers concerning mobility rights for Agrologists in the Tech.Ag. category
- Improved communication—revised wording about registration requirements for all agrology position postings is confirmed to employers in the posting policy information.

COMMITTEES OF COUNCIL

The scope of committees is determined by Council and confirmed in the bylaws. Council also assigns a specific set of work “products” that determines meeting agendas and focus. A committee’s scope and products are reviewed annually to ensure alignment with goals and adjustments are made, as necessary. Committees are an important aspect of effective governance of the organization and help to meet Council’s commitment to continuous learning and improvement.

Governance

- 1** **Screen Members for Council.**
- 2** **Train New Members of Council.**
- 3** **Relevant and Current Bylaws and “Agrologists Act”.**
- 4** **Legislative Environment Conducive to Regulation in the Public Interest.**

Work Products

Council is responsible for accountable, ethical governance that includes the exercise of effective stewardship, delegation of responsibility, leadership and control of Agrologists Manitoba.

The purpose of the Governance Committee is to assist Council in fulfilling its oversight responsibilities related to governance of the organization.

The committee met several times in 2020 to accomplish these outcome highlights:

- Successfully identified and confirmed nominees for election to Council in April 2020
- Directed a quick pivot from an in-person to virtual 2020 AGM
- Reviewed and recommended voting and election bylaw changes (confirmed at AGM)
- Initiated communication with government
- Participated in and oversaw new Councillor orientation in May 2020
- Developed feedback process for Councillors at the end of their term (implementation 2021)

Audit

- 1** **Specification of scope of audit prior to outside audit by no later than November each year.**
- 2** **Slate of competent auditors from which the Council can choose.**
- 3** **Council assurance that the audit is completed satisfactorily.**
- 4** **Council assurance that its policies related to investment, banking, insurance, risk management, tendering and purchasing are adequate.**
- 5** **Council assurance that non-compliance issues revealed by the audit are resolved satisfactorily.**
- 6** **When directed, ‘direct inspection’ of the Executive Director’s monitoring reports on financially related policies.**
- 7** **Review options regarding Directors & Officers Liability Insurance and possible fiscal year change.**

Work Products

The purpose of the Audit Committee is to assist Council in fulfilling its oversight responsibilities related to the financial affairs of the organization.

The Committee met several times in 2020 to review, monitor, and report to Council on:

- the integrity and accuracy of financial reporting
- systems of financial control
- audit functions
- ongoing review of the “adequacy” of the organization’s financial reserve
- risk gap concerning Directors and officer’s liability insurance coverage. (Council subsequently decided to purchase appropriate coverage in this area.)

Professional Standards

- 1** **Standards of practice for agrology for each member category, and any specialties as required in the best interests of the public.**
- 2** **Continuing competence requirements and the assessment of those requirements in the best interests of the public, for Council consideration.**
- 3** **Development and oversight of a continuing competence program as determined by the legislation and policy.**

Work Products

The purpose of the Professional Standards Committee is to assist Council in addressing bylaws concerning general and specific standards of practice specifically including an agrology professional's continuing competence requirements.

The progress of this committee was slowed by changes to Council work assignments and external factors related to the pandemic. The work of this committee is expected to get back on track and will emerge more prominently in support of Agrologist Manitoba's quality assurance goals.

Work to advance program development:

- continued collection of information about continuing competency/CPD programs from other agrology regulators
- ongoing review of website and database capabilities

Admissions and Registration

Communicating with Emerging Agrologists

The Admission and Registration Committee (ARC), Executive Director, and Deputy Registrar consistently collaborate to review applications for registration and processes/policies relating to the admission and registration of qualified Agrologists.

Determination of new applications by the ARC includes comparison of the applicants' transcripts to the National entry-to-practice education standard. This review process ensures registered Agrologists have demonstrated appropriate knowledge to advise in associated areas of practice. The addition of an Education Credential Assessor, an external reviewer for transcripts, to the review process has contributed to the accuracy and consistency of education assessments.

- ☼ Public Protection
- ☼ Legislative Authority
- ☼ Specialized Knowledge
- ☼ Ethics and Accountability

INFRASTRUCTURE OF TRUST

INFRASTRUCTURE OF TRUST

☼ Ethics and Accountability

When Covid-19 shut down education institutions and some in-person office functions, the ARC quickly addressed document validity issues by accepting verifiable electronic academic records. With a focus on protecting the public, registering qualified and competent Agrologists within appropriate timelines remained a top priority for the ARC.

In 2020, we transitioned from an in-person Jurisprudence and Ethics (J&E) Seminar, a requirement for Agrologists-In-Training, to a virtual, small group format. These accessible sessions for a maximum of six attendees proved to be well-suited for discussion on topics relating to self-regulation, protecting, and serving the public interest and the specialized, science-based advice Agrologists provide. The post-J&E assignment average score of **93%** indicated high levels of comprehension with regards to the **Infrastructure of Trust** seminar discussed.

Agrologist-In-Training feedback consistently included appreciation for the framework examined and emphasis on the value of information Agrologists provide to their public.

Covid Impact

90 Agrologists-In-Training have taken the continually customized virtual J&E Seminar in small groups.

"I found the seminar to be extremely beneficial and it was able to give me a clearer understanding of the importance of Agrology as a self-regulated profession."

"Before [the seminar] I thought that CCA and Agrologist Manitoba were the same, now their big difference is clear. I feel proud to be doing all the hard work to be part of this institution because I finally understood the purpose and the important role that we are part of."

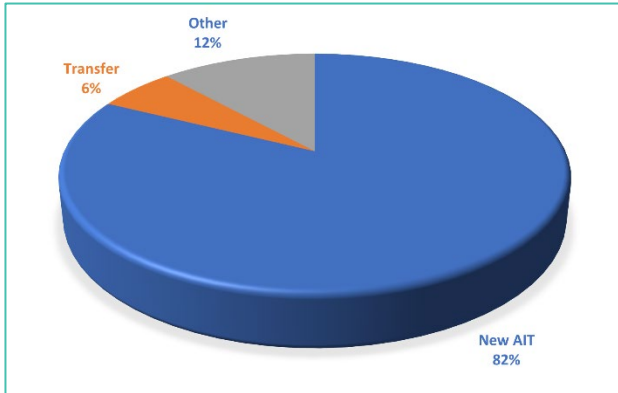
"The seminar has given me more information on the importance of self-regulating professions and how this relates to Agrology. It also gave me a better understanding on Agrologists Manitoba and their role in the process. As being relatively new to the knowledge of self-regulating professions I found the seminar to be both helpful and informative in knowing where I stand and how this relates to me."

Simplification of communication and consistent messaging to registrants facilitated better understanding of the purpose of regulation and registration requirements. We implemented several changes through our communication and document support systems to enhance information for new applicants and Agrologists-In-Training:

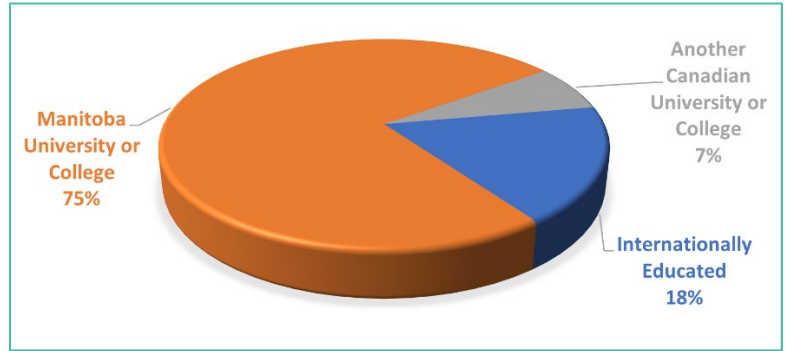
- Phone call follow-ups after application
- Consistent updates for remaining AIT requirements
- Clarification in the Experienced Applicant Policy
- Editing of Mentor Certification Document – succinct instruction for mentor/mentee

Newly developed website tools enabled the ARC to efficiently review information prior to virtual meetings. This functionality increased in importance as new [completed] applications increased from **53 in 2019 to 64** in 2020.

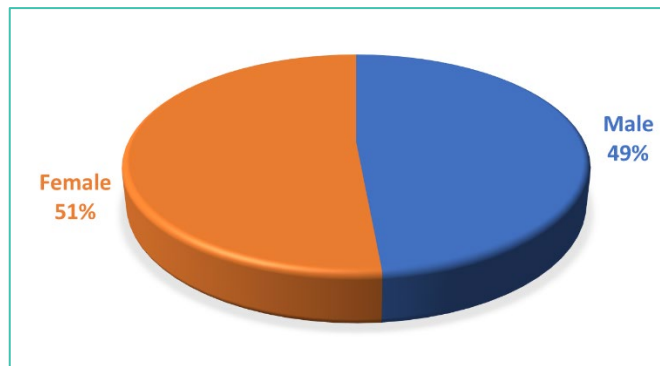
New Agrologists-in-Training Demographics



New registrants in 2020.



2020 AITs post-secondary education.



New registrants by gender.

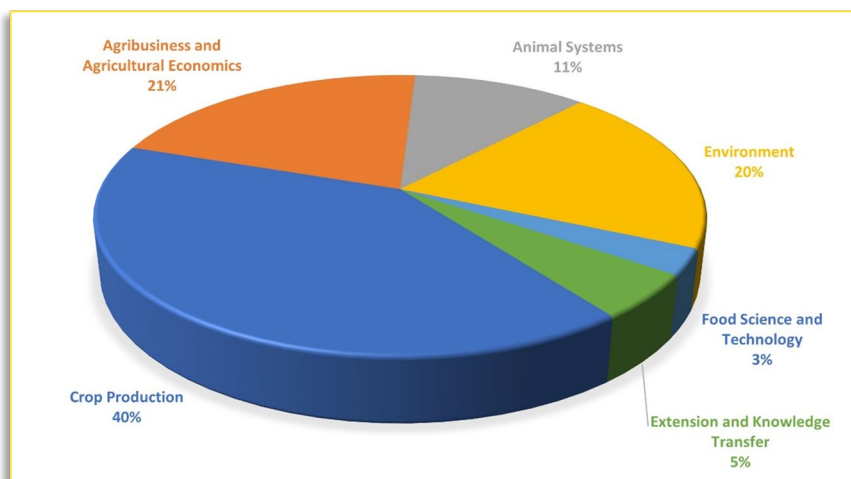
PUBLIC REGISTRY

671 Regulated

- 507 P.Ag.
- 68 Tech.Ag
- 65 Agrologists-in-Training
- 31 Inactive

99 Non-Regulated

- 59 Retired Agrologists
- 40 Others



**Agrology Professionals:
Competence Grounded in
Science and Technology.**

FINANCIAL REPORT

Index to the Financial Statements

Year Ended November 30, 2020

Independent Auditor's Report
 Statement of Financial Position
 Statement of Net Assets
 Statement of Operations
 Statement of Cash Flows
 Notes to the Financial Statements



Independent Auditor's Report

To the Directors of
 Manitoba Institute of Agrologists

Opinion

I have audited the accompanying financial statements of Manitoba Institute of Agrologists, which comprise the statement of financial position as at November 30, 2020, and the statement of net assets, statement of operations and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba Institute of Agrologists as at November 30, 2020 and its financial performance for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, include any significant deficiencies in internal control that I identify during my audit.

February 11, 2021
Winnipeg, Manitoba



Carol Edwards
Chartered Professional Accountant

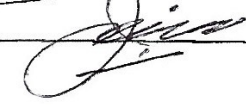
Statement of Financial Position
As at November 30, 2020

	2020	2019
ASSETS		
Current		
Cash and cash equivalents (note 4)	\$ 386,748	\$ 346,983
Accounts receivable (note 5)	1,186	5,717
Prepaid expenses	955	3,678
	<u>\$ 388,889</u>	<u>\$ 356,378</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	\$ 6,101	\$ 10,099
Unearned revenue (note 6)	-	150
Due to government agencies	2,925	3,373
	<u>9,026</u>	<u>13,622</u>
NET ASSETS	<u>379,863</u>	<u>342,756</u>
	<u>\$ 388,889</u>	<u>\$ 356,378</u>

See accompanying notes to the financial statements

Approved by:

Councillor: 

Executive Director: 

Statement of Net Assets
For the year ended November 30, 2020

	2020	2019
Net assets, beginning of the year	\$ 342,756	\$ 325,244
Excess of revenues over expenses	37,107	17,512
Net assets, end of the year	\$ 379,863	\$ 342,756

See accompanying notes to the financial statements

Statement of Operations
For the year ended November 30, 2020

	2020	2019
Revenues:		
Membership fees	\$ 249,953	\$ 233,876
Professional development seminars	3,769	10,415
Government of Canada Emergency Wage Subsidy	3,395	-
Province of Manitoba Summer Student Grant	1,120	-
Interest income	10,076	8,633
Web advertisement	2,940	7,525
	271,253	260,449
Administrative expenses:		
Administrative salaries	159,087	155,938
Advertising	735	-
Bank charges	574	408
Communications	6,722	5,906
Computer software and hardware	1,440	1,070
Insurance	680	859
Mailing expense	922	1,412
Meetings - non AGM	47	98
Memberships and license fees	5,970	6,780
Merchant fees	6,465	6,297
Office supplies and expenses	1,403	3,160
Office and building	8,988	9,995
Professional services	19,064	17,905
Public relations	1,000	1,237
Seminars and professional development	1,076	7,268
Travel	750	2,027
Website maintenance	5,984	5,237
	220,907	225,597
Governance expenses:		
Council - audit committee and auditor fees	4,838	5,689
Council - awards, honours and scholarships	2,000	2,000
Council - honourariums	1,750	2,500
Council - professional services	4,521	5,273
Council - meetings and communications	130	565
Council - travel	-	1,313
	13,239	17,340
Total expenses	234,146	242,937
Excess of revenues over expenses	\$ 37,107	\$ 17,512

Statement of Cash Flows
For the year ended November 30, 2020

	2020	2019
Cash flow from (used for) operating activities		
Cash received from members	\$ 265,558	\$ 247,644
Cash paid to suppliers	(76,334)	(86,400)
Cash paid to employees	(159,535)	(155,565)
Interest received	10,076	8,633
Net cash flows (used for) operating activities	39,765	14,312
Cash at the beginning of the year	346,983	332,671
Cash at the end of the year	\$ 386,748	\$ 346,983

See accompanying notes to the financial statements

Notes to Financial Statements
Year Ended November 30, 2020

1. Purpose of Organization

The Manitoba Institute of Agrologists (the "Organization") is a provincial organization legislated for the purpose of regulating the practice of agrology in Manitoba. The Organization is incorporated under the *Manitoba Corporations Act* and is a tax exempt organization under section 149(1) of the *Income Tax Act*.

2. Summary of Significant Accounting Policies

Basis of Reporting

The financial statements of the Organization have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO) and include the following:

Cash and cash equivalents

Cash includes cash and cash equivalents which consists primarily of commercial paper and deposits with an original maturity date of purchase of three months or less. Because of the short term maturity of these investments, their carrying amount approximates fair value.

Capital Assets

Capital assets are expensed in the year of acquisition. The amount of capital items expensed during the current year was \$729 (2019 - \$NIL).

Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection reasonably assured.

Member dues are invoiced annually at the beginning of December for the current fiscal year. Member dues, professional development and web advertising are recognized as revenue in the statement of operations in the year received or receivable if the amount to be recorded can be reasonably estimated and collection is reasonably assumed. Revenue received in the current year relating to subsequent years is deferred.

Interest income comprises interest from cash and cash equivalents and is recognized as income when earned.

2. continued...Use of estimates

The preparation of financial statements in conformity with ASNPO, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Assumptions are based on a number of factors including historical experiences, current events and actions that the Organization may undertake in the future, and other assumptions that are believed reasonable under the circumstances. Actual results could differ from those estimates under different conditions and assumptions. Estimates are used when accounting for allowance for inactive accounts, prepaid expenses, accrued liabilities, and disclosure of contingencies.

Contributed materials and services

The Organization recognizes contributed materials and services in the financial statements when their fair value can be reasonably determined and they are used in the normal course of operations had they otherwise been purchased.

Financial instruments

Financial instruments are recorded at fair value on initial recognition. Financial instruments are subsequently recorded at cost and amortized cost.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the effective interest method.

All financial assets are tested for impairment on an annual basis. When a decline is determined to be other than temporary, the amount of the loss is reported in net income.

3. Financial Instruments

The Organization's financial instruments consist of cash, receivables, and accounts payable. Unless otherwise noted, it is management's opinion that the Organization is not exposed to significant credit, interest rate, liquidity, or market risk arising from these financial instruments. Market risks result from changes in interest rates, exchange rates of foreign currencies and market prices of financial instruments.

Credit risk

The Organization's credit risk consists principally of cash and cash equivalents and accounts receivable. The Organization maintains cash and cash equivalents with reputable and major financial institutions. The Organization considers the risk of non-performance of these instruments to be minimal.

Interest rate risk

The Organization is exposed to interest rate risk with respect of cash and cash equivalents and interest bearing investments.

3. continued....*Liquidity risk*

The Organization is exposed to liquidity risk in meeting its obligations associated with financial liabilities.

Market risk

The Organization has little exposure to market risk.

4. Cash

	<u>2020</u>	<u>2019</u>
Current account, non-interest bearing	\$ (405)	\$ 5,907
Savings account, bearing interest at 1.10% (2019 - 2.40%)	387,152	341,077
	<u>\$ 386,747</u>	<u>\$ 346,984</u>

5. Accounts Receivable

	<u>2020</u>	<u>2019</u>
Accounts receivable	\$ 1,136	\$ 3,903
Accounts receivable - Stripe merchant account	161	3,377
Allowance for inactive member accounts	(111)	(1,563)
	<u>\$ 1,186</u>	<u>\$ 5,717</u>

6. Unearned Revenue

Unearned revenue consist of membership dues collected from members for the upcoming fiscal year.

7. Contributed Services

Volunteer council members contribute numerous hours per year to assist the Organization in carrying out its mandate to regulate its membership. Because of the difficulty in determining their fair value, contributed services are not recognized in these financial statements.

8. Covid - 19 Pandemic Impact

In response the global pandemic outbreak of a novel coronavirus (Covid-19) in March of 2020, the Organization has closed their public office space temporarily but continues to operate virtually. The Organization maintained their full staff component with assistance from the Canada Emergency Wage Subsidy in the amount of \$3,395 and Province of Manitoba Summer Student Program funding of \$1,120. Membership revenue was minimally affected while decreases in events revenue was offset by savings in event expenses. The Organization's ability to efficiently adapt operations during the fiscal year will allow it to continue with minimal impact to expected net revenues in the future.

APPENDICES

Appendix 1. 2020 New Agrologists-in-Training

1. 2524, **Adam Funk**, Field 2 Field Ag Inc.
2. 2445, **Alana Doell**, Shur-Gro Farm Services
3. 2504, **Alexander Griffiths**, Ducks Unlimited Canada
4. 2490, **Alison Sass**, Manitoba Agriculture and Resource Development
5. 2446, **Allison Fisher**, Fisher Seeds/Fisher Farms
6. 2405, **Alshaimaa Eissa**
7. 2390, **Amy Unger**, McCain Foods Canada
8. 2450, **Andrew Vercaigne**, Green Valley Equipment
9. 2502, **Brenton Belos**, Lallemand Plant Care
10. 2451, **Brett Kirkup**, Good Lands Environmental Inc.
11. 2488, **Brina Rathwell**, Heritage Co-op
12. 2498, **Brittany Pankiw**, Farmers Edge
13. 2534, **Dagmara Head**, Manitoba Agriculture and Resource Development
14. 2456, **Dana Hill**, Cargill
15. 2371, **Deven Bailey**, Valleyview Coop
16. 2512, **Drew Gerbrandt**, Native Plant Solutions
17. 2472, **Eryn Williamson**, AECOM Canada
18. 2373, **Geertje Doornbos**, GJ Chemical Co. Ltd.
19. 2503, **Haley Belliveau**, Trouw Nutrition
20. 2423, **Haley Schettler**, Neepawa Gladstone Co-op
21. 2432, **Jennilee Dyck**, Winkler Consumers Co-op
22. 2463, **Jodi Phillips**, Good Lands Environmental Inc.
23. 2484, **Jody Adamson**, A1 Agronomy Inc.
24. 2493, **Justin Bouchard**, University of Manitoba
25. 2442, **Justin Dalebozik**, Bayer CropScience
26. 2514, **Kassi Pfaff**, Shur-Gro Farm Services
27. 2448, **Katia Arrus**, Manitoba Agriculture and Resource Development
28. 2444, **Katlyn Richaud**, Shur-Gro Farm Services Ltd.
29. 2325, **Lara Teetaert**, Good Lands Environmental Inc.
30. 2433, **Laura Sytnyk**, Cargill
31. 2495, **Madison Van Damme**, Fortified Agronomy
32. 2471, **Matthew Friesen**, Agriculture and AgriFood Canada
33. 2449, **Md Alamgir Akter**
34. 2518, **Medick Ralleta**, Hylife
35. 2487, **Meghan Kozuska**, Nutrien Ag Solutions
36. 2311, **Michael Van Mol**, Nutrien Ag Solutions
37. 2440, **Mouldi Zid**, Murphy et al Inc.
38. 2482, **Nathan Grenier**, Terraco
39. 2426, **Nicholson Jeke**, Ducks Unlimited Canada
40. 2517, **Rachel Neumann**, Manitoba Agriculture and Resource Development
41. 2434, **Reese Miller**, BASF Canada
42. 2506, **Rhea Teranishi**, Manitoba Pork Council
43. 2520, **Robert Parr**, Heritage Co-op 1997 Ltd.
44. 2459, **Taylen Van Den Driessche**, Co-op Agro Steinbach
45. 2436, **Theresa Adesanya**, University of Manitoba
46. 2349, **Tyler Betcher**, Sollio Agriculture

47. 2464, **Tyler Boyechko**, Matrix Solutions Inc.
48. 2413, **Tyler Clarke**, Valleyview Consumers Coop
49. 2455, **Tyler Enns**, Heritage Co-op
50. 2324, **Tyler Friesen**, Nutrien Ag Solutions
51. 2483, **Tyson Moffat**, Richardson Pioneer Limited
52. 2452, **Uzzal Liton**, University of Manitoba
53. 2443, **Wesley Lewis**, Bayer CropScience
54. 2430, **Zachary Frederick**, MHPEC Inc.

Appendix 2. 2020 New Professional Agrologist (Experienced Application Stream)

1. 2529, **Robert Hornford**, Univar Solutions AG - NexusBioAg

Appendix 3. 2020 New Professional Agrologists and Technical Agrologists

1. 2185, **Alden Braul, P.Ag.**, Hemp Production Services
2. 2227, **Anand Aneja, P.Ag.**, ICMS
3. 2417, **Ashley Rawluk, P.Ag.**, Native Plant Solutions
4. 2193, **Baljeet Singh, P.Ag.**, Assiniboine Community College
5. 2162, **Bethany Martel, Tech. Ag.**, Ag Call Inc.
6. 2232, **Brandy Beischer, P.Ag.**, BASF Canada
7. 2288, **Carley Paulenko, Tech. Ag.**, Nutrien Ag Solutions
8. 2302, **Chelsea Boonstra, Tech. Ag.**, Terraco
9. 2365, **Chelsi Malach, Tech. Ag.**, Matrix Solutions, Inc.
10. 2013, **Christopher Forsythe, P.Ag.**, AgroLab Sverige AB
11. 2391, **Connor Entz, P.Ag.**, Enterra Feed Corporation
12. 2316, **Corey Bosko, P.Ag.**, The Progressive Group of Companies
13. 2318, **Courtney Miller, Tech. Ag.**, Nutrien Ag Solutions
14. 2353, **Curtis Tielmann, P.Ag.**, Marquette Co-op
15. 2456, **Dana Hill, P.Ag.**, Cargill
16. 2357, **Daniel Fox, P.Ag.**, Elite Ag Ltd.
17. 2224, **Danielle George, Tech. Ag.**, Bayer CropScience
18. 2392, **Ehsan Zarrinabadi, P.Ag.**, University of Manitoba
19. 2423, **Haley Schettler, Tech. Ag.**, Neepawa Gladstone Co-op
20. 2422, **Jacqueline Keena, P.Ag.**, Enterprise Machine Intelligence and Learning Initiative
21. 2287, **Javier Vargas, P.Ag.**, MNP
22. 2033, **Jim Meggison, P.Ag.**, Matrix Solutions, Inc.
23. 2419, **Jodi Gervin, Tech. Ag.**, GCS Energy Services
24. 2389, **Jordan Dickson, P.Ag.**, MB Beef and Forage Initiatives Inc.
25. 2442, **Justin Dalebozik, P.Ag.**, Bayer CropScience
26. 2376, **Kelvin Friesen, P.Ag.**, Access Credit Union
27. 2412, **Kiana Sajtos, P.Ag.**, Pembina Co-op
28. 2377, **Kim Andres, P.Ag.**, Clearview Coop

29. 2420, **Kiva Bekeris, P.Ag.**, Nutrien Ag Solutions
30. 2300, **Kory Van Damme, Tech. Ag.**, Fortified Agronomy Inc.
31. 2209, **Laura Schmidt, P.Ag.**, Manitoba Pulse and Soybean Growers
32. 2433, **Laura Sytnyk, Tech. Ag.**, Cargill Inc.
33. 2229, **Laurhys Bergen, Tech. Ag.**, Bayer CropScience
34. 2326, **Logan Beckman, Tech. Ag.**, Nutrien Ag Solutions
35. 2400, **Logan Cline, Tech. Ag.**, Bayer CropScience
36. 2212, **Magdalena Rogalsky, P.Ag.**, Bayer CropScience
37. 2411, **Matthew Z. Reimer, Tech. Ag.**, Pembina Consumers Co-op
38. 2241, **Melody Caron, P.Ag.**, BASF Canada
39. 2429, **Mikayla Rouire, Tech. Ag.**, Bayer CropScience
40. 2304, **Perry Van De Kerckhove, Tech. Ag.**, Nutrien Ag Solutions
41. 2298, **Rachel Plett, Tech. Ag.**, Manitoba Chicken Producers
42. 2409, **Taylor Kurtenbach, P.Ag.**, Prairie Giants Crop Supply Ltd.
43. 2207, **Valerie Okoth, P.Ag.**
44. 2367, **William DeCraene, P.Ag.**, Nutrien Ag Solutions
45. 2430, **Zachary Frederick, P.Ag.**, MHPEC Inc.

Appendix 4. 2020 Agrologists Transfer-In and Dual/Multiple Registration Across Provinces

1. 2507, **Andrea White, P.Ag.**, Canadian Roundtable for Sustainable Beef (*Transfer from BCIA*)
2. 2500, **Anita Renwick, P.Ag.**, A1 Agronomy Inc. (*Dual Practice Registration with SIA and Agrologists Manitoba*)
3. 2458, **Mohammad Tahir, P.Ag.**, Twin Valley Co-op Ltd. (*Transfer from SIA*)
4. 2385, **Sarah Johnson, P.Ag.** (*Transfer from SIA*)
5. 1299, **Elena Khozina, P.Ag.**, Stantec (*Multiple Practice Registration with BCIA, SIA, and Agrologists Manitoba*)
6. 2435, **Lisa May, P.Ag.**, Matrix Solutions (*Dual Practice Registration with SIA and Agrologists Manitoba*)
7. 1094, **Leo Nicolas Jr., P.Ag.**, HLC Consulting Ltd. (*Dual Practice Registration with SIA and Agrologists Manitoba*)
8. 2516, **Bodhinayake Waduawatte, P.Ag.**, Matrix Solutions Inc. (*Dual Practice Registration with AIA and Agrologists Manitoba*)

Appendix 5. 2020 Reinstated Agrologists

1. 1682, **Andrea Bertholet, P.Ag.**, Manitoba Agriculture and Resource Development
2. 2175, **Brandy Woods, Tech. Ag.**, Matrix Solutions, Inc.
3. 630, **Elmer Kaskiw, P.Ag.**, Gerrard Family Farms/Western Ag Professional Agronomy
4. 1698, **Jennifer Melnychenko, P.Ag.**, Manitoba Agricultural Services Corporation
5. 1867, **John Merin, P.Ag.**, Haplotech Inc.
6. 2465, **Morgan Strachan, Tech.Ag.**, Matrix Solutions, Inc.

7. 2049, **Pratisara Bajracharya, P.Ag.**, Manitoba Agriculture and Resource Development
8. 1959, **Shane Roeland, Agrologist-in-Training**, Parrish & Heimbecker

Appendix 6. 2020 Provincial Council

Elected Councillors

1. **Chair: Casey Fox, P.Ag.**, Concentra Financial
2. **Vice-Chair: Shelby Wray, Tech.Ag.**, Good Lands Environmental Inc.
3. **Douglas Wilcox, P.Ag.**, Dragonfly Meadow Enterprises
4. **Jennifer Melnychenko, P.Ag.**, Manitoba Agricultural Services Corporation
5. **Karin Wittenberg, P.Ag.**, (Dean Emerita) University of Manitoba
6. **LeeAnn Peters, P.Ag.**, Maple Leaf Foods Inc.
7. **Michael Van Wallegghem, P.Ag.**, Government of Canada
8. **Paul Westdal, P.Ag.**, Agri-Tec
9. **Robyn Harte, P.Ag.**, Manitoba Agriculture and Resource Development
10. **Terry Betker, P.Ag.**, Backswath Management Inc.
11. **Tim Hore, P.Ag.**, Assiniboine Community College
12. **Yilan Zhang, P.Ag.**, Bayer CropScience

Public Appointees

1. **Beth Connery**, Connery's Riverdale Farms Ltd.
2. **D. Salin Guttormsson, LL.B.**, Manitoba Association of Medical Radiation Technologists
3. **John Carney, FCPA, FCMA**, Manitoba Agriculture and Resource Development

Appendix 7. 2020 Council Committee Members

Admission and Registration Committee

1. **Lead: Kerensa Mamchuk, P.Ag.**, Agrologists Manitoba
2. **Brian Amiro, P.Ag.**, University of Manitoba
3. **Jay Rackham, P.Ag.**, Manitoba Conservation and Water Stewardship
4. **LeeAnn Peters, P.Ag.**, Maple Leaf Foods Inc.
5. **Pam Wilson, Tech.Ag.**, Assiniboine Community College
6. **Robert W. Duncan, P.Ag.**, University of Manitoba
7. **Robyn Harte, P.Ag.**, Manitoba Agriculture and Resource Development
8. **Shelby Wray, Tech.Ag.**, Good Lands Environmental Inc.
9. **Stewart Boyd, P.Ag.**, Federated Co-operatives Limited
10. **Tracy Gilson, P.Ag.**, University of Manitoba

Audit Committee

1. **Lead: Terry Betker, P.Ag.**, Backswath Management Inc.
2. **Beth Connery**, Connery's Riverdale Farms Ltd.
3. **Mary Jane Orr, P.Ag.**, Manitoba Beef & Forage Initiatives Inc.
4. **Michelle Lepp, P.Ag.**, Farm Credit Canada
5. **Wayne Buhr, P.Ag.**, Westoba Credit Union Ltd.

Governance Committee

1. **Lead: Karin Wittenberg, P.Ag.**, (Dean Emerita) University of Manitoba
2. **Gordon Earl, P.Ag.**, GRE Ag Consulting Ltd.
3. **Mary Jane Orr, P.Ag.**, Manitoba Beef & Forage Initiatives Inc.
4. **Paul Westdal, P.Ag.**, Agri-Tec
5. **Salin Guttormsson, LLB.**, Manitoba Association of Medical Radiation Technologists
6. **Tim Hore, P.Ag.**, Assiniboine Community College
7. **Yilan Zhang, P.Ag.**, Bayer CropScience

Professional Standards and Compliance Committee

1. **Lead: Michael Van Walleghem, P.Ag.**, Government of Canada
2. **Richard Kieper, P.Ag.**, Paterson Grain
3. **Jason Voogt, P.Ag.**, Field 2 Field Agronomy Inc.
4. **Douglas Wilcox, P.Ag.**, Dragonfly Meadow Enterprises

Appendix 7. Operations and Administration Team

1. **Jim Weir**, Executive Director and Registrar
2. **Kerensa Mamchuk, P.Ag.**, Deputy Registrar
3. **Estel Facundo**, Administration Services Coordinator