



2025 / 26 ANNUAL REPORT

College of Paramedics of Manitoba

(204) 793-3592

www.collegeparamb.ca

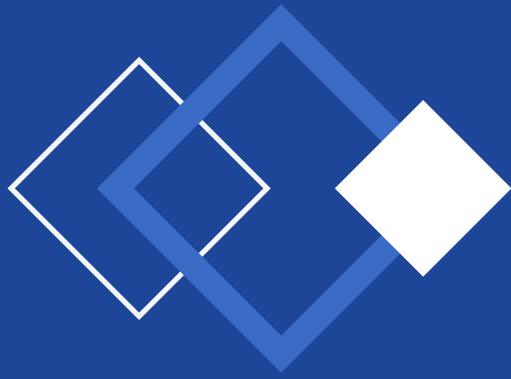
info@collegeparamb.ca

[@collegeparamb](https://www.instagram.com/collegeparamb)

610-1445 Portage Ave, Winnipeg, MB R3G 3P4

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ABOUT CPMB

Established on June 1, 2018, the College of Paramedics of Manitoba was created following the regulation of paramedicine under The Regulated Health Professions Act. As the regulatory body for paramedics in Manitoba, the College is responsible for overseeing the profession and ensuring that registrants meet the standards required to practice safely and ethically.

The College carries out this mandate by registering qualified paramedics, establishing practice standards, supporting continuing competency, and addressing concerns related to professional conduct. Through this work, the College helps maintain public confidence in the profession and the care provided to them.



VISION, MISSION, VALUES



Our Vision

A Manitoba where the public has full confidence in the safe, competent, and ethical practice of paramedicine.



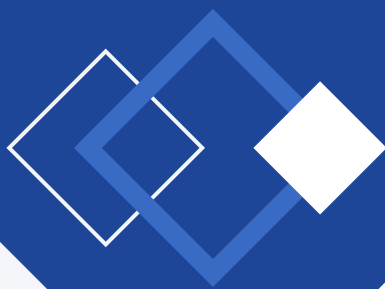
Core Values

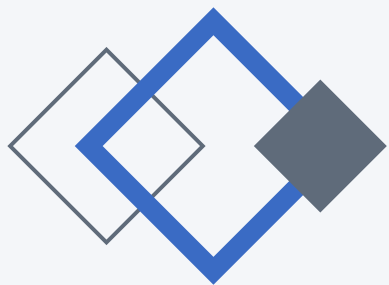
- ▶ Leadership
- ▶ Collaboration
- ▶ Transparency
- ▶ Integrity
- ▶ Accountability



Our Mission

To protect the public interest by regulating the practice of paramedicine in Manitoba in accordance with the Regulated Health Professions Act (RHPA) and the College of Paramedics of Manitoba General Regulation.





CHAIR REPORT



SEAN KLEMICK
Council Chair

Evolution is rarely driven by standing still. It is shaped through engagement with the environment around us and through a willingness to adapt with purpose. Over the past year, the College of Paramedics of Manitoba has continued to evolve through engagement, learning from our experiences, listening to stakeholders, and working collaboratively to help shape the future of paramedicine regulation in Manitoba.

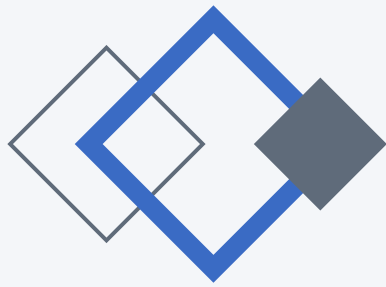
A key part of this evolution was the advancement of the College's Strategic Plan. Developed through thoughtful engagement with registrants, Council, committees, staff, and stakeholders, the plan provided an important opportunity to reflect on both our successes and the lessons learned along our journey as a regulator. In many ways, it represents not only where we have been, but where we aspire to go. It brings into focus meaningful priorities that support our mission to regulate the profession through principled, transparent, and outcome-focused regulation.

This past year has focused on turning that vision into action. Council and staff have continued the important work of advancing the first-year priorities of the Strategic Plan, including the refinement of governance processes and regulatory frameworks.

A clear example of this work is the continued redevelopment of the PCC, informed directly by registrant feedback and engagement. This initiative reflects the College's commitment to collaboration, continuous improvement, and regulation that is both meaningful to the profession and grounded in the public interest.

Another important milestone this year was the affirmation of the College bylaws at the AGM, further strengthening the foundation upon which the College operates.

As we continue to grow and mature as an organization, we remain committed to regulating the profession fairly, transparently, and with integrity, always guided by our mission to protect the public interest.



REGISTRAR REPORT

On behalf of the team at the College of Paramedics of Manitoba (CPMB), I am pleased to present our contributions to the 2025 - 26 Annual Report.

Over the past year, our team has been actively achieving the goals outlined in our strategic plan. Regular updates towards progress on various projects are posted to our website; however, I would especially like to highlight the engagement activities that occurred, including an increasingly active presence on social media and site visits conducted by our staff.

We truly believe that engaging and listening help us continually improve how we can all work together for the benefit of the public. The great contributions of our team members and committees are also highlighted in this report.

The next page showcases some highlights that demonstrate how the College has fulfilled our mandate under *The Regulated Health Professions Act* (RHPA) s. 10(2).

I am confident that the CPMB team is well-positioned to advance our mandate and continue delivering high standards in paramedic regulation.

We look forward to ongoing collaboration with our registrants and interest holders to support excellence in paramedicine.



CORENE DEBREUIL

*Executive Director /
Registrar*

2025 - 2026 HIGHLIGHTS



Launched a Learning Management System to support continuing competence and registrants from other jurisdictions to complete for jurisprudence



Delivered information sessions to new paramedics and recruit classes, supporting early engagement and understanding of professional expectations



Participated in provincial and pan-Canadian committees for continued learning and collaboration with other professional colleges



Published a second-quarter financial dashboard to enhance transparency



Began redevelopment of the PCC with registrant input gathered through surveys and engagement visits.



Hosted our AGM virtually and shared the recording online to improve accessibility



Ensured all Council committees operated in accordance with their terms of reference and policies, supporting good governance and regulatory compliance



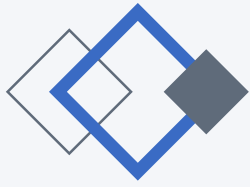
Administered the professional conduct program, hearing concerns and supporting quality improvement and accountability where appropriate



Continued to review and revise standards for the approval of paramedic educational programs



Developed and/or updated administrative and governance policies



DEPUTY REGISTRAR REPORT

The conclusion of the 2025 - 2026 fiscal year marks the fourth full regulation cycle in the College's history. This is an important milestone, as it reflects the continued growth and stability of the College as we strengthen our regulatory processes in support of both the public and registrants.

The collective strength and diversity of the registrant base are fundamental to this progress, enhancing the College's ability to regulate effectively and reflect the communities it serves. Ongoing alignment with the Canadian Institute of Healthcare Improvement's Health Workforce Information Minimum Data Set will further improve data quality, supporting better workforce planning in the future.

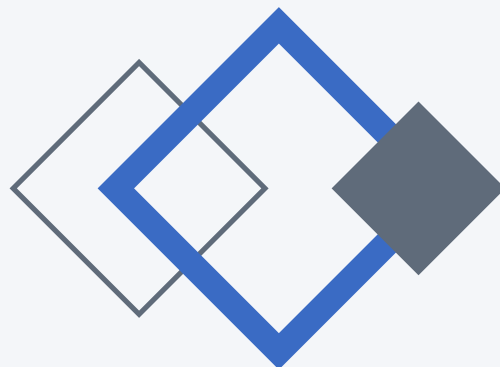
Registrant Trends in Manitoba

The number and type of registered paramedics in Manitoba have remained stable over time. Each renewal cycle results in some registrants choosing not to renew. Informal information is collected to better understand the reasons for non-renewal, with the most common factors including retirement, relocation, and departures from employment or the profession. These outflows have historically been offset by new paramedics entering the profession and paramedics relocating to or working in Manitoba.



NIKKI LITTLE
Deputy Registrar

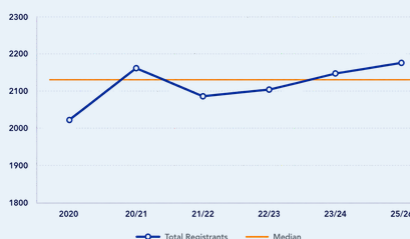
REGISTRANT TRENDS IN MANITOBA



INDIVIDUALS REGISTERED

2,176

AS OF 2025 - 2026



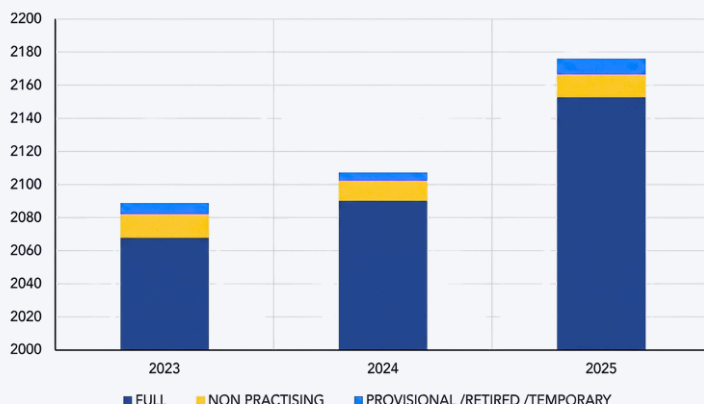
MEDIAN REGISTRANT COUNT

2,130

FROM 2020 - 2026

REGISTRANT CLASS

(3-Year Comparison)

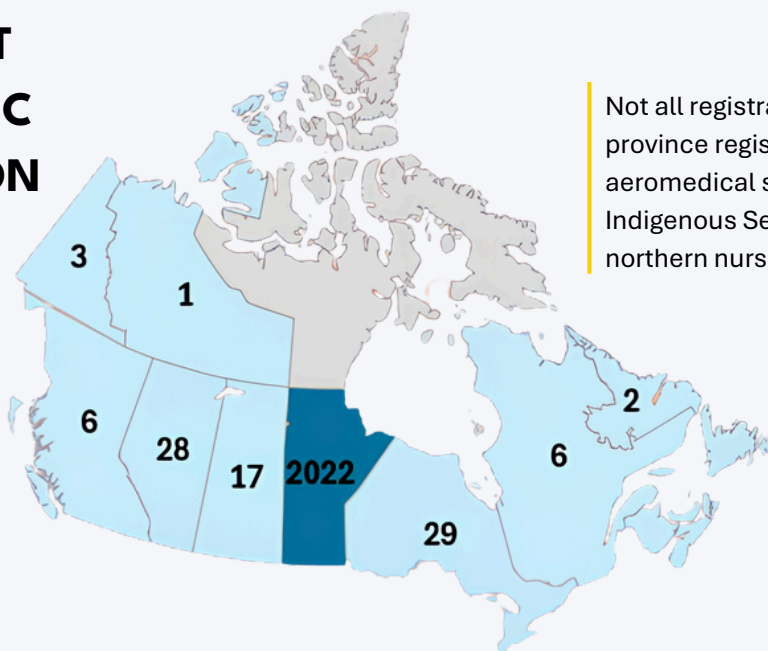


REGISTRANT BY TYPE

Licence Level	2023	2024	2025
EMR	261	258	254
PCP	1166	1239	1232
PCP-IC	345	299	333
ACP	294	288	311
CCP	23	23	25

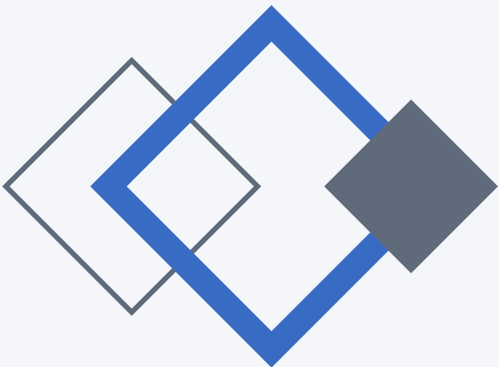
REGISTRANT GEOGRAPHIC DISTRIBUTION

Series1
1 2022



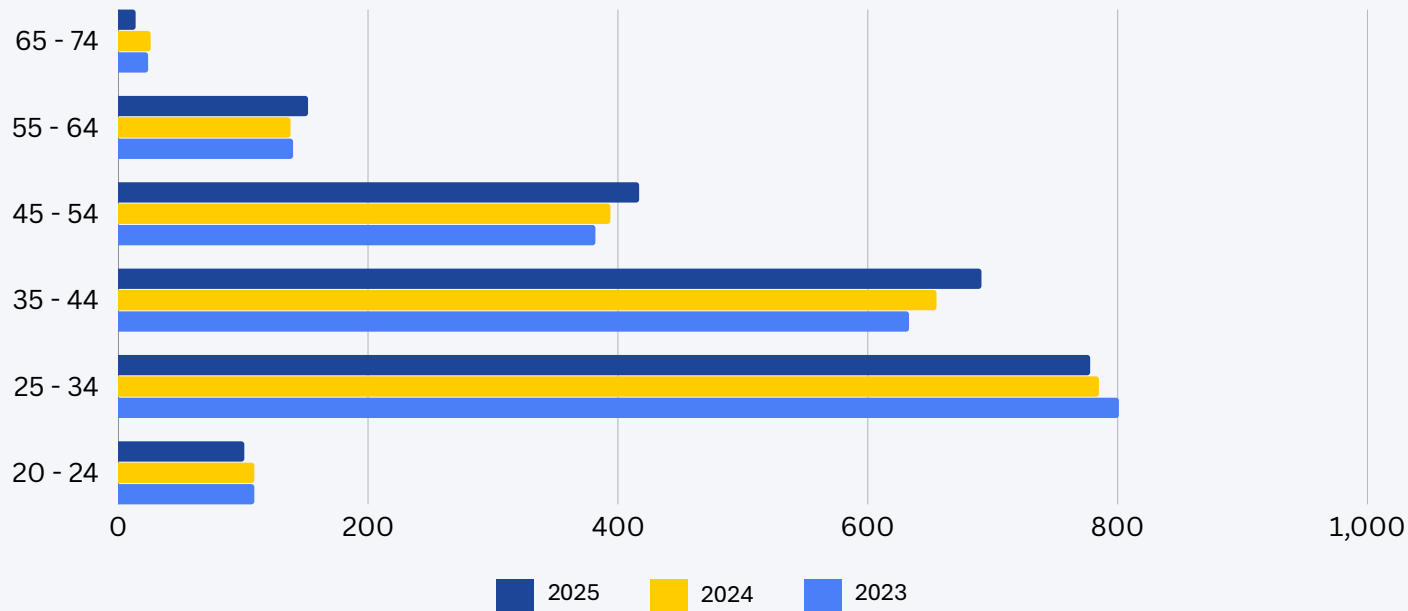
Not all registrants reside in Manitoba. Many out-of-province registrants are employed in the aeromedical sector or through contracts with Indigenous Services Canada to provide services in northern nursing station clinics.

GENDER & AGE DISTRIBUTION



Collecting workforce data helps the College better understand trends across the profession and supports evidence-informed regulatory decision making.

AGE DISTRIBUTION OF ACTIVE REGISTRANTS



788
REGISTRANTS
Aged 25 - 34

The largest age cohort in the Manitoba paramedic workforce.



660
REGISTRANTS
Aged 35 - 44

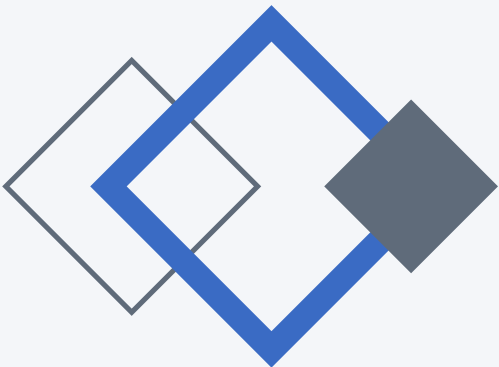
The second largest age cohort in the Manitoba paramedic workforce.



Younger Workforce

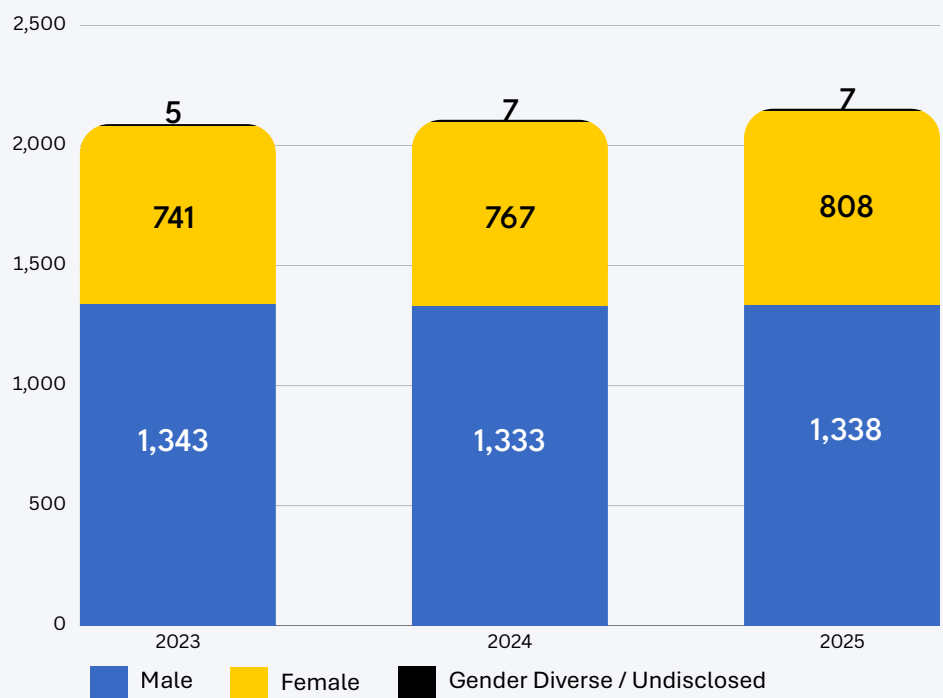
Paramedics continue to be younger on average than many other regulated health professions.

GENDER & AGE DISTRIBUTION



Collecting gender diversity data is important because it helps organizations understand and address inequities, ensuring that policies, services, and workplaces are inclusive and responsive to all identities.

GENDER DISTRIBUTION OF ACTIVE REGISTRANTS



FEMALE REPRESENTATION

9% ↑

INCREASE SINCE 2023



Male registrants continue to represent the majority of the workforce

ALIGNMENT WITH CIHI

Participation in the Canadian Institute for Health Information (CIHI) Health Workforce Information Minimum Data Set project will further strengthen our workforce data.



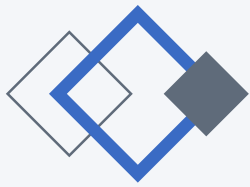
IMPROVE
workforce
data quality



INCREASE
compatibility
across jurisdictions



REDUCE
reporting
burden



STANDARDS & EDUCATION REPORT

During the 2025 - 26 year, the College began to advance the Program of Continuing Competency (PCC) through a deliberate transition phase, balancing continuity for registrants with meaningful system improvements.

The PCC was one of the main discussion topics across all engagement endeavours with front-line staff, including Clinical Service Lead ride-outs in the East, West, and South zones of Shared Health.

We have been working on an **interim PCC standard** that will serve as a transition year while development continues on the next platform of the Program of Continuing Competence. This interim structure will remain intentionally familiar to registrants, while offering a **streamlined structure** that addresses short-term challenges identified through registrant feedback and surveys conducted during the 2026 - 2026 year.

The interim PCC allows the College to maintain regulatory stability while creating space for a more substantial and relevant rebuild. Work on the next iteration of the PCC is ongoing and forms a significant component of the College's broader strategic direction.

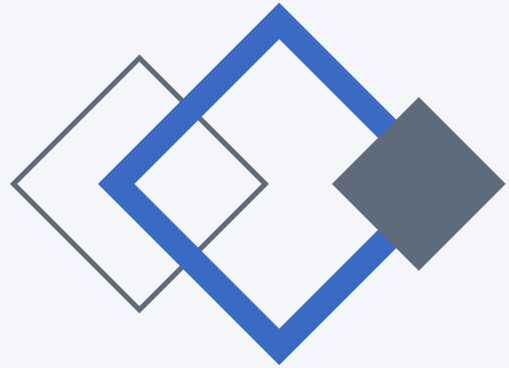
To support this work, the Continuing Competency Committee (CCC) has begun active communication and collaboration with specialists from across the profession, ensuring the future PCC model reflects the diversity of paramedic practice in Manitoba



TIM PARTRIDGE

*Coordinator,
Standards & Education*

CONTINUING COMPETENCY COMMITTEE

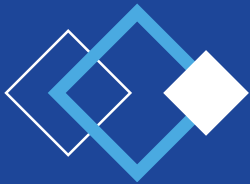


The Continuing Competency Committee (CCC) continued to evolve this year in both composition and function. The Committee represents a diverse cross-section of the profession, strengthening its ability to provide informed, practical, and forward-looking advice to Council and College staff. This includes:

- Rural & Urban Advanced Care Paramedics
- Emergency Medical Services Clinical Standards Management
- Aeromedical Clinical & Operational Leadership
- Community Paramedicine
- Fire-Based Paramedicine
- District-Level Operations Leadership
- Critical Care Aeromedicine



Volunteers from the Continuing Competency Committee also assisted in developing, testing, and implementing a streamlined “PCC form” for our re-activation policy (AR-8).



EXPANDING ROLES

The CCC is now actively contributing to the design and development of the next PCC platform, ensuring it remains defensible, relevant, and aligned with modern regulatory expectations.

PCC REVIEW HIGHLIGHTS

As part of the College's ongoing oversight of the PCC, registrant audits were conducted in 2025 to support program compliance and accountability.



The audit rate was informed by a **jurisdictional scan of other paramedic regulators**, helping ensure Manitoba's approach aligns with national regulatory standards.

AUDIT RATE

7.5%

OF REGISTRANTS AUDITED
(175 SUBMISSIONS)



175



175 PCC submissions were reviewed

14

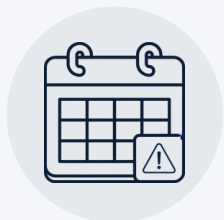


14 did not initially meet PCC standards
These registrants received letters of direction outlining specific feedback

100%



100% achieved compliance

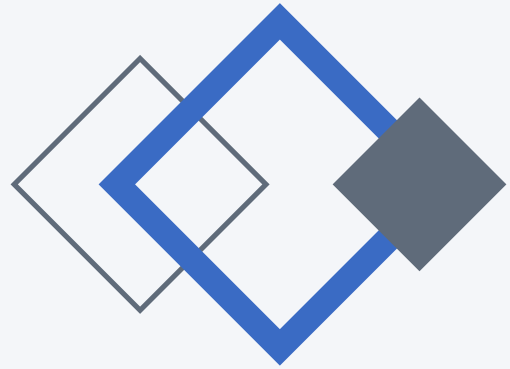


KEY INSIGHT

The most common technical issue identified is related to date selection errors within PCC submissions. This issue has been clearly identified as a **system-level change** rather than a registrant competency issue.

This will be addressed through improvements in both the interim PCC process and the future PCC platform.

POLICY AND EDUCATION HIGHLIGHTS



Key policy and education initiatives continued to strengthen regulatory excellence, support registrants, and advance high-quality paramedic education.



ADVANCED EDUCATION ELIGIBILITY (AE-6)

USED

50+

TIMES
DURING THE YEAR

The AE-6 policy continues to support registrants enrolled in approved Primary Care Paramedic (PCP) and Advanced Care Paramedic (ACP) programs by recognizing the significant educational demands placed on student registrants while maintaining public protection.



AE-6 supports fairness for student registrants while improving administrative efficiency.



EDUCATION PROGRAMS & STANDARDS

EMR standards are currently under active review, driven by evolving national frameworks and workforce trends.

WHAT'S DRIVING THE REVIEW?

- 1 The implementation of the Canadian Paramedic Competence Framework (CPCF)-based testing by the Canadian Organization of Paramedic Regulators (COPR) over the past year.
- 2 An evolving trend of employers increasingly recruiting EMRs into ambulance service roles.
- 3 The absence of Accreditation Canada EQual standards at the EMR level.

JOINT EDUCATION PROVIDER COMMITTEE

The Joint Education Provider Working Group continued to mature this year. Education providers have expressed appreciation for the improved functionality of the group, noting that the streamlined process supports transparency while respecting institutional autonomy.



BI-MONTHLY MEETINGS

Meetings were transitioned to a bi-monthly schedule, maintaining consistency while reducing administrative burden.



STANDARDIZED REPORTING

A form was introduced to capture timely information on cohort sizes, student attrition status, and upcoming Accreditation Canada survey results.



IMPROVED VISIBILITY

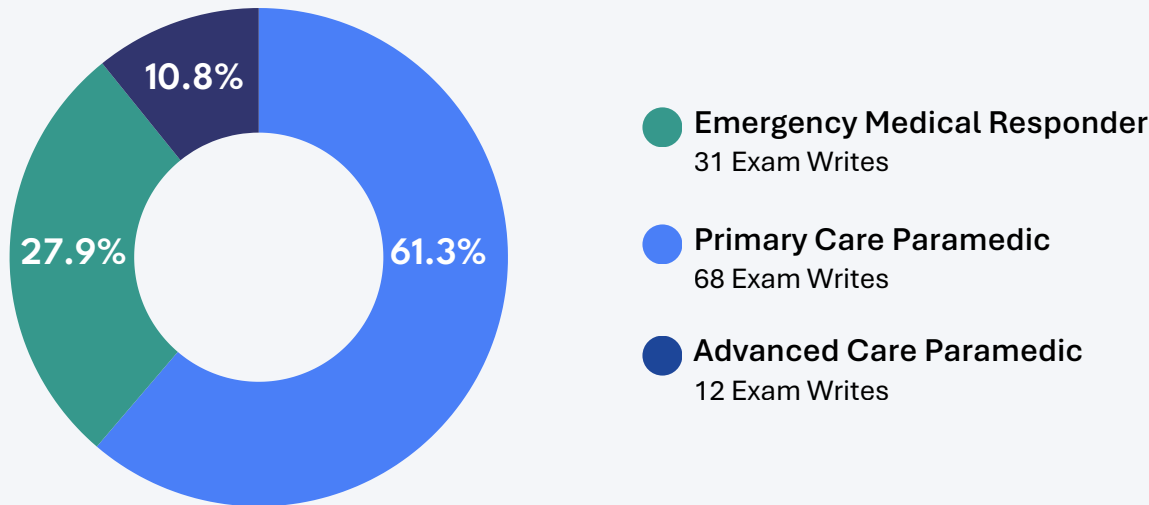
This approach improves the College's ability to monitor system-level trends, anticipate workforce supply considerations, and align oversight with education program realities.

COPR EXAM RESULTS

The College of Paramedics of Manitoba is responsible for determining eligibility for licensure. This includes establishing and maintaining the required competencies and knowledge that candidates must demonstrate to ensure paramedics entering the profession are safe, competent, and fit to practice.

COPR exams are developed and administered by the Canadian Organization of Paramedic Regulators (COPR).

EXAM TAKERS BY LEVEL

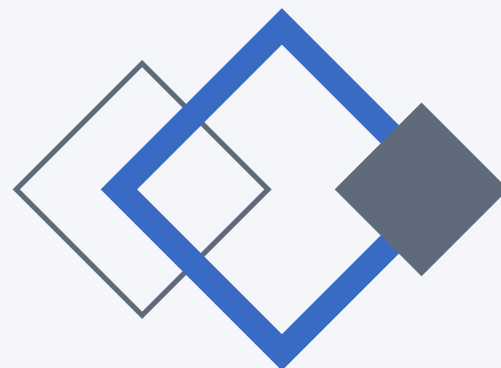


COPR PASS RATE MANITOBA VS. NATIONAL

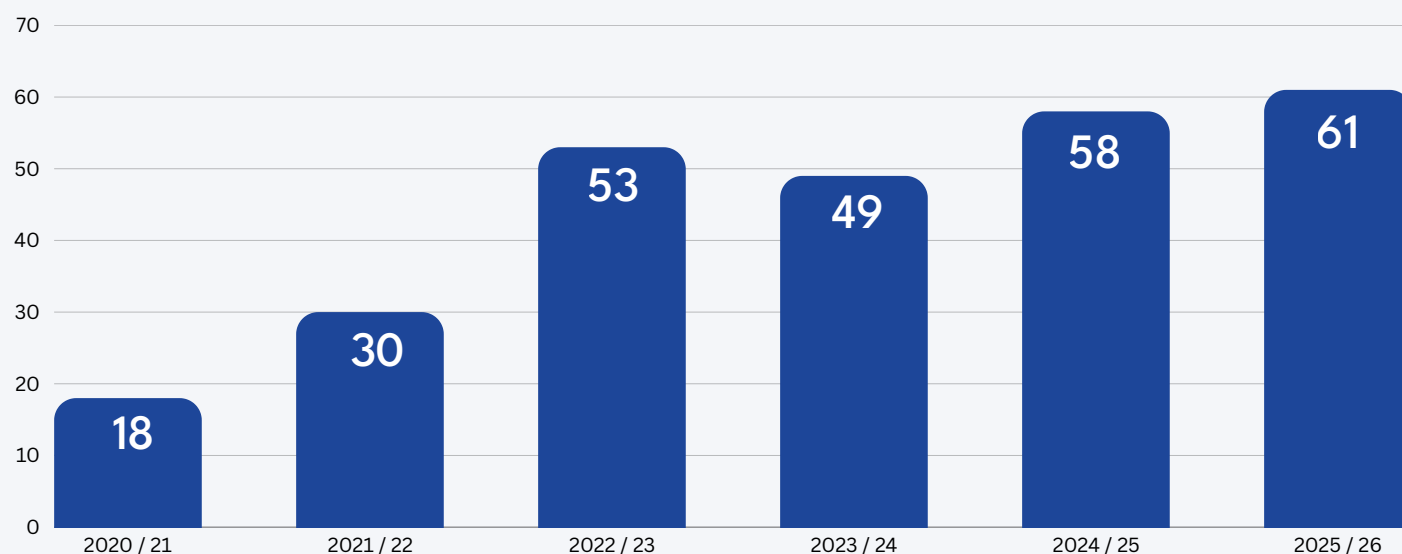
High pass rates reflect the continued effectiveness of Canada’s national exam standards and the quality of paramedic education programs throughout Manitoba.

Exam Level	Provincial Pass Rate	National Pass Rate
EMR	93%	61%
PCP	76%	72.5%
ACP	92%	93.5%

CONDUCT REVIEW



MATTERS RECEIVED BY FISCAL YEAR



81

MATTERS
MANAGED
IN 2025 / 26



56

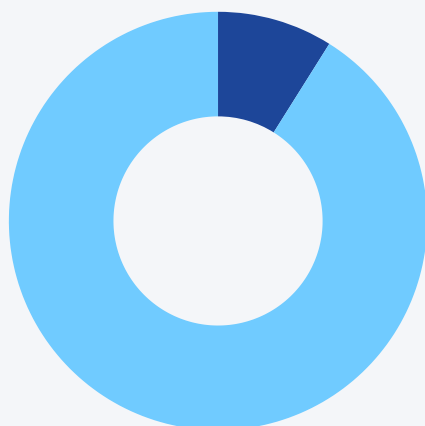
MATTERS
CLOSED IN
2025 / 26



25

CARRIED
FORWARD
TO 2026 / 27

MATTERS CLOSED IN 2025 / 26



91%

NON-DISCIPLINARY



9%

DISCIPLINARY

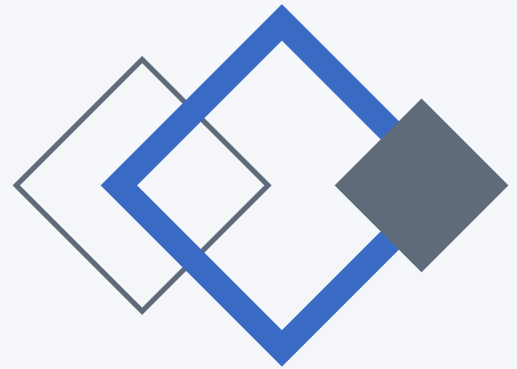
KEY INSIGHT

The College and CIC continued to implement concepts of **just culture** and **compassionate regulation** this year.

This may involve using triage tools to evaluate new matters, communication techniques that are clear, concise, and sensitive, and approaching matters through a non-punitive, quality improvement lens whenever possible.

Only **5** of the **56** closed matters resulted in disciplinary action.

CONDUCT PROCESS



The College's ultimate responsibility is to protect the public and demonstrate this through its actions. Ensuring proportional accountability is key to demonstrating this mandate.



MATTER RECEIVED

Matters are brought to the College's attention through:

- Public Complaints
- Employer Reports
- Registrant Duty to Report Submissions



REGISTRAR REVIEW

The Registrar and/or Deputy Registrar reviews the matter to determine if there is merit.



CIC REVIEW

The Complaints Investigation Committee (CIC) meets monthly to review matters referred for further consideration.



INVESTIGATION (IF REQUIRED)

Some matters require more information before a decision can be made and a third party investigator is appointed.



FINAL OUTCOME

After investigation, CIC determines the appropriate outcome and how the matter will be resolved.



NON-DISCIPLINARY OUTCOMES

Some matters result in the CIC committee asking the individual to complete **non-disciplinary, quality improvement activities**, such as:

- ▶ Reflective Exercises
- ▶ Remedial Training
- ▶ Direction Received by the College
- ▶ Practice Consultation or Support

Other non-disciplinary outcomes may include:

- ▶ Resolved between parties
- ▶ Withdrawn or submitted in error
- ▶ Informal resolution by CIC
- ▶ Referral to employer or other agency



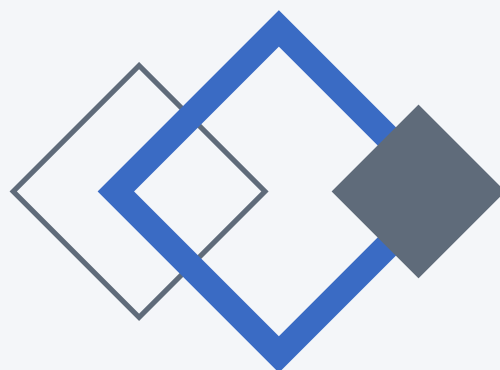
DISCIPLINARY OUTCOMES

Some matters require formal action to ensure accountability and to protect the public. This can include:

- ▶ Inquiry Panel Decisions
- ▶ Censure
- ▶ Voluntary surrender of registration
- ▶ Cancellation of Certificate of Practice
- ▶ Other appropriate action

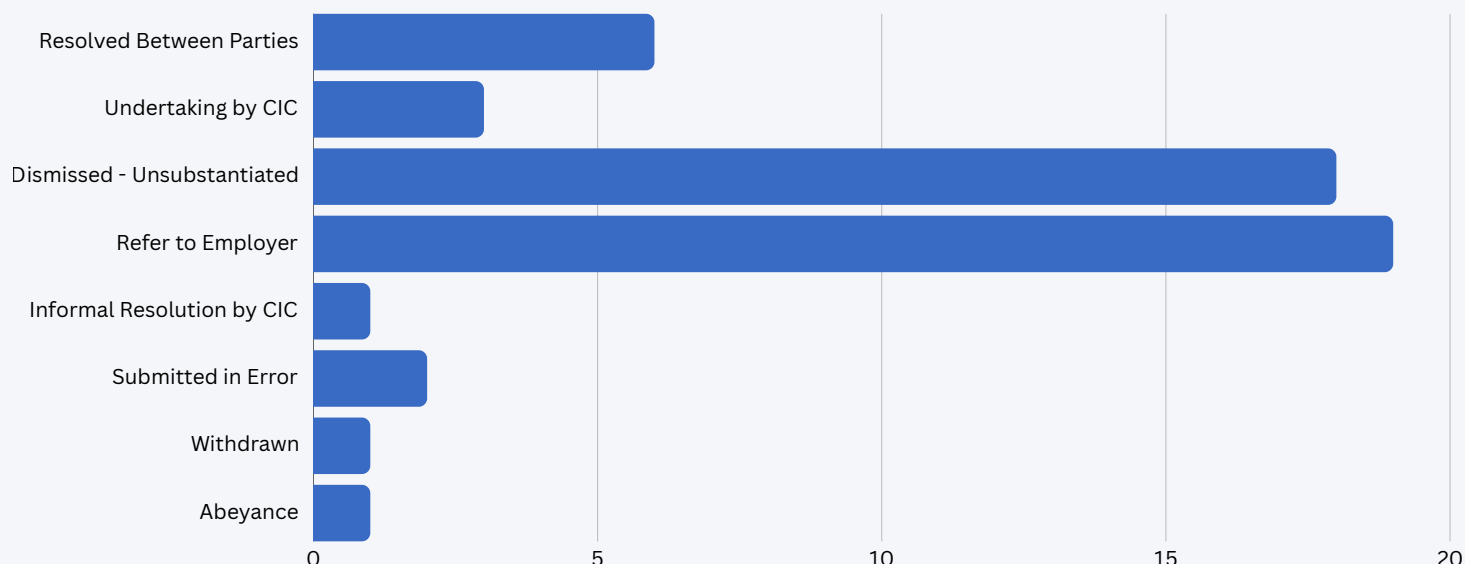
Disciplinary outcomes are public and you can view them on our website under "Disciplinary Outcomes."

CONDUCT OUTCOMES & DECISIONS

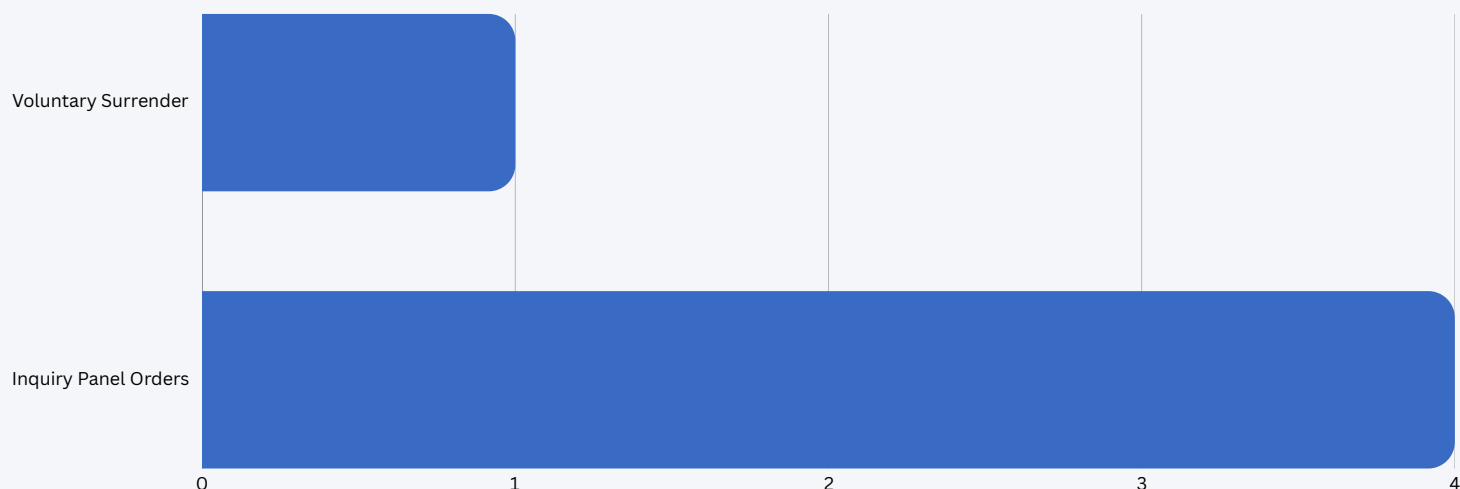


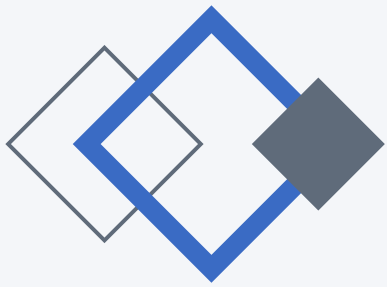
The following tables outline the outcomes and decisions for the 56 matters closed during the 2026 / 2026 fiscal year.

NON-DISCIPLINARY OUTCOMES



DISCIPLINARY OUTCOMES





GOVERNANCE REPORT

The Governance Committee continued to play an important role in supporting the work of Council throughout the past year. Through ongoing policy review, governance development, and preparation for the AGM, the Committee has remained focused on strengthening the frameworks that support the College's mission to regulate the profession. The work of the Committee reflects a continued commitment to collaboration, accountability, and continuous improvement as the College continues to mature as an organization.



SEAN KLEMICK

Governance

Committee Chair

Bylaw Affirmation

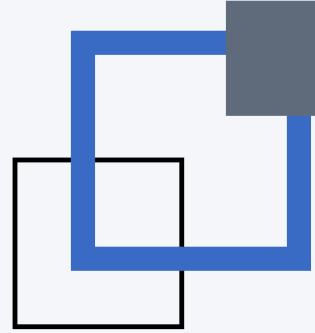
A significant milestone this past year was the affirmation of the College bylaws by registrants at the AGM. The Governance Committee undertook much of the preparation and review work leading up to the AGM, helping to support a transparent and collaborative process. This achievement represented an important step in strengthening the governance foundation of the College and reflected the continued engagement of registrants in the future of the profession.

Recognizing Terrell Kerbrat

This past year also marked the resignation of Terrell Kerbrat, who served on Council for 17 months, including the roles of Vice-Chair of Council and Chair of the Governance Committee. Prior to joining Council, Terrell also served as a member of the Complaints Investigation Committee. Terrell brought valuable insight, leadership, and dedication to the College during his time in these roles, and his contributions were greatly appreciated. On behalf of the Committee and Council, we thank Terrell for his service and wish him continued success in his future endeavours.

Finally, I would like to thank all registrants for their continued engagement with the College and the profession. I would also like to recognize the members of the Governance Committee for their ongoing commitment and willingness to consistently go above and beyond in support of the important work of the College.

CPMB STAFF



Corene Debreuil

Executive Director / Registrar



Nikki Little

Deputy Registrar



Tim Partridge

Coordinator Standards & Education



Kaydence Michalsky

Communications & Engagement Lead



Sharon Connors

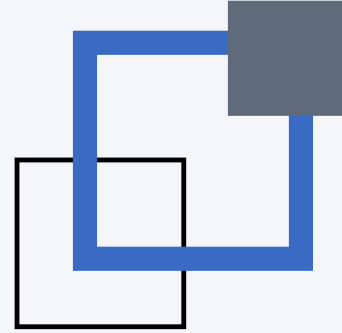
Executive Assistant



Barbara Simpson

Program Assistant

COUNCIL MEMBERS



PUBLIC MEMBERS



Jean Cox



Marakary Bayo



Matt Maruca

PARAMEDIC MEMBERS



Sean Klemick,
Chair



Josh Frampton



Susan Garrity



Ron Jackson



Nick Kasper



Danny Kustra



Kyle Schmidt



Terrell Kerbrat*

*denotes member exited November 2025

COMMITTEE MEMBERS

Executive Director Performance

Appraisal Committee

Sean Kelmick, *Chair*
Jean Cox
Terrell Kerbrat, *Vice Chair* (exited Nov. 2025)

Governance Committee

Terrel Kerbrat, *Chair* (exited Nov. 2025)
Sean Klemick
Josh Frampton
Nick Kasper
Marakary Bayo

Finance, Audit, and Risk Committee

Jean Cox, *Chair*
Susan Garrity
Danny Kustra
Callum Melvin
Kristy Fisher (exited Feb. 2026)
Marakary Bayo (exited Oct. 2025)

Appeals Committee

Matt Maruca
Jean Cox
Susan Garrity
Ron Jackson

Appointments Committee

Nick Kasper, *Chair* (exited Sept. 2025)
Matt Maruca
Susan Garrity
Josh Frampton

Continuing Competency Committee

Avi Neerajan, *Chair*
Amy Hancox
Jeff Bedosky
Katherine Carriere
Matthew Predinchuk (exited Sept. 2025)
Jesse Wall (exited Sept. 2025)
Bryan Jacobsen
Melanie Vieira
Ryan Youngson

Complaints Investigation Committee

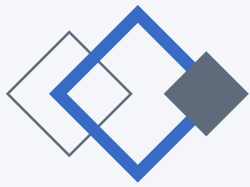
Evelyn Hoogerdiijk, *Co-Chair*
Sarah Hill, *Co-Chair*
Jennifer Cull
James Kenny
Jazmyn Kalynuik
Keith Hancox
Matthew Piche
Nicole Holmes
Catherine Anderson
Nick Chubenko
Birgit Molinski
Brenna Shearer

Inquiry Committee

Chris Cauthers, *Chair*
Amy Hancox (exited Aug. 2025)
Julie Braaksma
Cory Parrott
Charles Thomas
Cathy Kozminski-Kirby
Janice Johnson
Connor Normandin
Benison Ramos
Dean Scaletta
Deana Douglas
Kevin Toyne
Michael Foote

Education Provider Working Group

Tim Partridge, *Chair* (CPMB)
Mike Mason, *Criticare*
Shannon Moore, *Shared Health*
Nishanth Jayaranjan, *RRC Polytech*
Natalia Manko, *RRC Polytech*
Todd Reid, *WFPS*
Jennifer Moore, *UCN*
Cindy Woodson, *UCN*
Dan Jones, *UCN*
Daniel Kobylak, *STARS*
Sara Gray, *Elite Safety*
Neil Lavoie, *MESC*
Dylan Woodcock, *MESC*
Dorinda Stamford, *MESC*
Janet Granda, *MESC*



FINANCE, AUDIT & RISK REPORT

The Finance, Audit and Risk (FAR) Committee supports the Council of the College of Paramedics of Manitoba (CPMB) in understanding, monitoring, and planning the organization's financial affairs. The committee's work seeks to protect CPMB's assets, promote financial transparency to registrants, and identify, manage, or mitigate financial risks. Membership of FAR includes paramedics, public, and external members with relevant expertise.

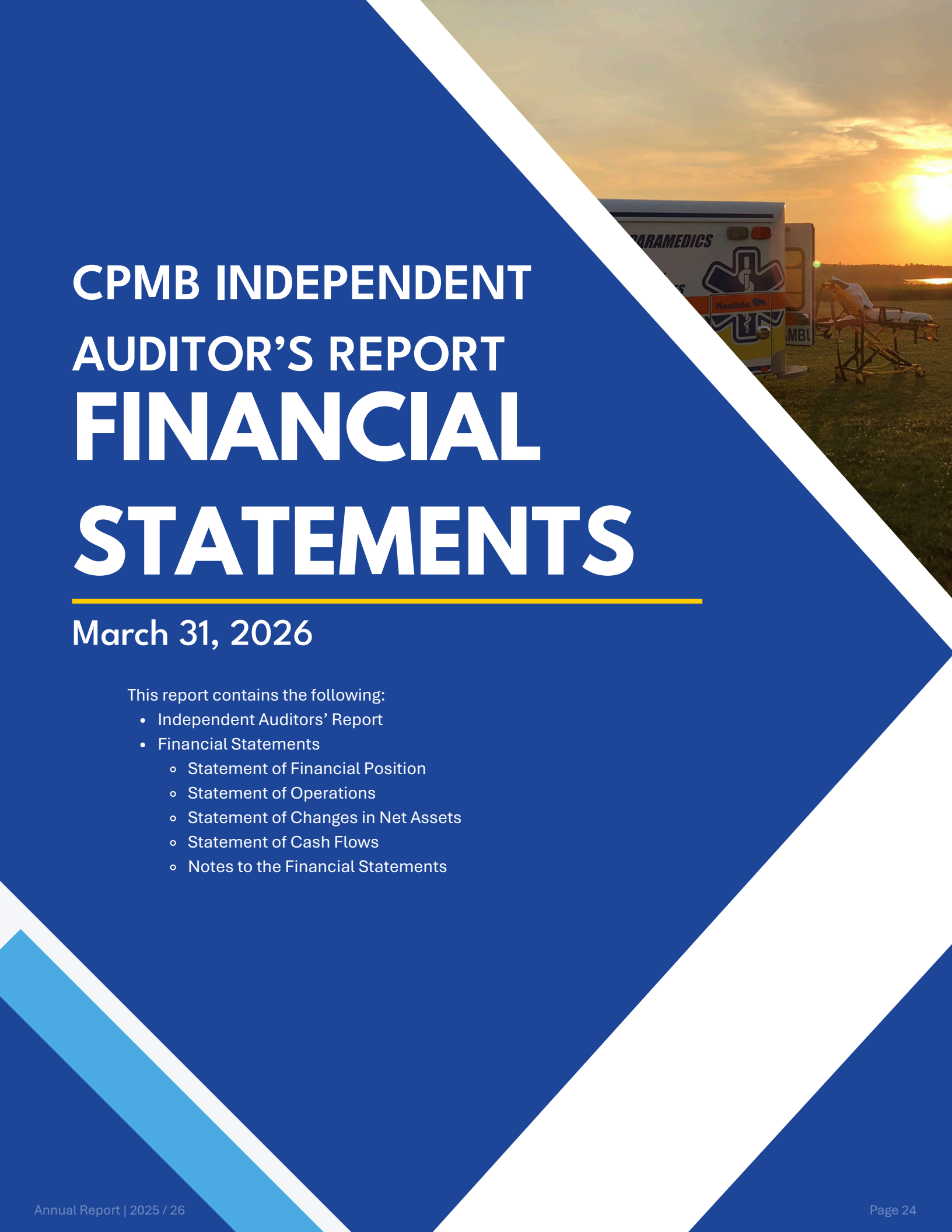
Over the 2025 - 26 fiscal year, FAR reviewed quarterly financial statements and management reports and conducted a Request for Proposals for Audit Services. Following FAR's recommendation, CPMB Council approved a three-year renewal agreement with The Fort Group to continue providing audit services. FAR also reviewed and updated Executive Expectation Policies that are associated with Financial Management. Notably, the Investment and Reserve Fund Policy was revised to increase reserve fund contribution goals in support of the organization's long-term stability and sustainability.

The College maintained a stable financial position for 2025 - 26 by carefully managing expenses, monitoring revenues, and investments. The financial statements for the year ending March 31, 2026, follow this report.

Sincere thanks to our Executive Director / Registrar and administrative staff for their efforts in support of FAR, and similarly, thank you to FAR Committee members for their contributions.



JEAN COX
FAR Committee Chair



CPMB INDEPENDENT AUDITOR'S REPORT FINANCIAL STATEMENTS

March 31, 2026

This report contains the following:

- Independent Auditors' Report
- Financial Statements
 - Statement of Financial Position
 - Statement of Operations
 - Statement of Changes in Net Assets
 - Statement of Cash Flows
 - Notes to the Financial Statements

**COLLEGE OF PARAMEDICS OF MANITOBA
FINANCIAL STATEMENTS
MARCH 31, 2026
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INDEPENDENT AUDITOR'S REPORT

To Council of the College of Paramedics of Manitoba:

Opinion

We have audited the financial statements of the College of Paramedics of Manitoba (the "College"), which comprise the statement of financial position as at March 31, 2026, and the statements of operations, changes in net assets, and cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College of Paramedics of Manitoba as at March 31, 2026, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 Canadian accounting standards for not-for-profit organizations 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 College'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 College or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our 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 our 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.

Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We 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 our 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 College'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 College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College 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.

We 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 we identify during our audit.

Fort Group

Winnipeg, Manitoba
May 27, 2026

CHARTERED PROFESSIONAL
ACCOUNTANTS INC.



**COLLEGE OF PARAMEDICS OF MANITOBA
STATEMENT OF FINANCIAL POSITION
MARCH 31, 2026**

	<u>2026</u>	<u>2025</u>
ASSETS		
CURRENT ASSETS		
Cash	\$ 1,586,570	1,469,521
Short-term investment (Note 3)	104,922	52,356
Accounts receivables (Note 4)	57,466	24,897
Prepaid expenses	<u>22,700</u>	<u>18,527</u>
	1,771,658	1,565,301
RESTRICTED CASH (Note 11)	330,569	324,202
CAPITAL ASSETS (Note 5)	<u>5,744</u>	<u>8,725</u>
	<u>\$ 2,107,971</u>	<u>1,898,228</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 6)	\$ 39,571	52,579
Deferred revenue (Note 7)	<u>1,239,600</u>	<u>1,179,825</u>
	<u>1,279,171</u>	<u>1,232,404</u>
NET ASSETS		
Invested in capital assets	5,744	8,725
Unrestricted	384,698	278,509
Internally restricted (Note 11)		
Capital Reserve Fund	219,179	189,295
Contingency Fund	<u>219,179</u>	<u>189,295</u>
	<u>828,800</u>	<u>665,824</u>
	<u>\$ 2,107,971</u>	<u>1,898,228</u>

APPROVED ON BEHALF OF COUNCIL:



Chair



Executive Director/Registrar

**COLLEGE OF PARAMEDICS OF MANITOBA
STATEMENT OF OPERATIONS
YEAR ENDED MARCH 31, 2026**

	<u>2026</u>	<u>2025</u>
REVENUE		
Membership	\$ 1,247,181	1,228,916
Registration	51,350	38,900
Interest	<u>25,107</u>	<u>41,664</u>
	<u>1,323,638</u>	<u>1,309,480</u>
EXPENSES		
Advertising and promotion	133	221
Amortization of capital assets	5,029	2,754
Bad debt (Note 10)	-	17,255
Bank charges and interest	3,296	2,442
Dues and memberships	16,436	16,650
Insurance	7,247	7,226
Loss on disposal of capital assets	-	1,377
Meetings	552	1,312
Office	31,016	28,723
Processing fees	42,021	38,709
Professional fees - investigations committee	24,746	45,918
Professional fees - other legal	200,466	313,387
Professional fees - other	33,395	44,268
Rent	45,532	43,942
Salaries and benefits	638,182	515,853
Software and website	96,221	93,936
Telephone	8,288	6,209
Training	6,410	1,780
Travel	<u>1,692</u>	<u>2,508</u>
	<u>1,160,662</u>	<u>1,184,470</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 162,976</u>	<u>125,010</u>

**COLLEGE OF PARAMEDICS OF MANITOBA
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED MARCH 31, 2026**

			Internally restricted (Note 11)			
	<u>Invested in capital assets</u>	<u>Unrestricted</u>	<u>Capital Reserve Fund</u>	<u>Contingency Fund</u>	<u>2026</u>	<u>2025</u>
NET ASSETS, BEGINNING OF YEAR	\$ 8,725	278,509	189,295	189,295	665,824	540,814
Excess (deficiency) of revenue over expenses for the year	(5,029)	158,237	4,884	4,884	162,976	125,010
Interfund transfers (Note 11)	-	(50,000)	25,000	25,000	-	-
Purchase of capital assets	<u>2,048</u>	<u>(2,048)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET ASSETS, END OF YEAR	<u>\$ <u>5,744</u></u>	<u>384,698</u>	<u>219,179</u>	<u>219,179</u>	<u>828,800</u>	<u>665,824</u>

**COLLEGE OF PARAMEDICS OF MANITOBA
STATEMENT OF CASH FLOWS
YEAR ENDED MARCH 31, 2026**

	<u>2026</u>	<u>2025</u>
CASH PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 162,976	125,010
Add back non-cash item(s):		
Amortization of capital assets	5,029	2,754
Loss on disposal of capital assets	<u>-</u>	<u>1,377</u>
	168,005	129,141
Change in non-cash working capital:		
Accounts receivables	(32,569)	1,356
Prepaid expenses	(4,173)	103
Accounts payable and accrued liabilities	(13,008)	(2,100)
Deferred revenue	<u>59,775</u>	<u>31,725</u>
	<u>178,030</u>	<u>160,225</u>
INVESTING ACTIVITIES		
Purchase of capital assets	<u>(2,048)</u>	<u>(7,142)</u>
FINANCE ACTIVITIES		
Purchase of short-term investment	(104,922)	(52,356)
Proceeds on maturity of short-term investment	<u>52,356</u>	<u>50,000</u>
	<u>(52,566)</u>	<u>(2,356)</u>
CHANGE IN CASH	123,416	150,727
CASH, BEGINNING OF YEAR	<u>1,793,723</u>	<u>1,642,996</u>
CASH, END OF YEAR	<u>\$ 1,917,139</u>	<u>1,793,723</u>
CASH COMPRISED OF		
Cash	\$ 1,586,570	1,469,521
Reserve cash	<u>330,569</u>	<u>324,202</u>
	<u>\$ 1,917,139</u>	<u>1,793,723</u>

**COLLEGE OF PARAMEDICS OF MANITOBA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026**

1. ACCOUNTING ENTITY

The College of Paramedics of Manitoba's ("the College") mission is to protect the public interest by regulating the practice of paramedicine in Manitoba in accordance with the Regulated Health Professions Act and the College of Paramedics of Manitoba General Regulation which came into force on December 1, 2020.

The College is a not-for-profit organization exempt from taxes under the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

An underlying assumption of the preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations is that the College will continue for the foreseeable future and will be able to realize its assets and discharge liabilities in the normal course of operations.

The financial statements include the following significant accounting policies:

(a) Revenue Recognition

The College follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which related expenses are incurred. Unrestricted contributions are recognized as revenue when they are received or receivable, and when collectibility is reasonably assured.

Membership and registration revenue are recognized as revenue in the period that corresponds to the registration year to which they relate.

Interest is recorded as revenue in the year to which it relates to.

(b) Capital Assets

Capital assets are stated at cost less accumulated amortization. Additions are amortized at one-half the rates below, in the year of purchase. Amortization based on the estimated useful life of the asset is calculated as follows:

Computer equipment	55% declining balance basis
Furniture and fixtures	10-year straight-line

(c) Financial Instruments

Financial instruments held by the College include cash, short-term investment, accounts receivables, restricted cash, accounts payables and accrued liabilities. The College initially measures its financial instruments at fair value when the asset or liability is first recognized. The College subsequently measures cash, receivables, payables and accruals, and due to the Province of Manitoba at cost or amortized cost. Amortized cost is the amount at which the financial instrument is measured at initial recognition, less principal repayments, plus or minus the cumulative of any difference between that initial amount and the maturity amount, and minus any reduction for impairment.

**COLLEGE OF PARAMEDICS OF MANITOBA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026**

2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

(d) Use of Estimates

The preparation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period.

Estimates include the determination of the useful life of capital assets and amounts payable for services not billed yet at the time these financial statements were approved. Actual results could differ from management's best estimates as additional information becomes available in the future.

(e) Donated Materials

Contributions of donated materials are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials are used in the normal course of the College's operations and would otherwise have been purchased.

3. SHORT-TERM INVESTMENT

The short-term investment consists of a guaranteed investment certificate in the amount of \$104,922 (2025 - \$52,356), bearing interest at the annual rate of 3.45% (2025 - 4.90%) and maturing on June 16, 2026 (2025 - June 16, 2025).

4. ACCOUNTS RECEIVABLES

	<u>2026</u>	<u>2025</u>
Inquiry Panel Orders receivable	\$ 40,200	12,791
Membership fees receivable	14,400	10,075
Accrued interest	<u>2,866</u>	<u>2,031</u>
	<u>\$ 57,466</u>	<u>24,897</u>

5. CAPITAL ASSETS

	<u>2026</u>	<u>2025</u>	<u>2026</u>	<u>2025</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Cost</u>	<u>Accumulated Amortization</u>
Computer equipment	\$ 13,752	8,708	11,704	3,829
Furniture and fixtures	<u>1,500</u>	<u>800</u>	<u>1,500</u>	<u>650</u>
	<u>15,252</u>	<u>9,508</u>	<u>13,204</u>	<u>4,479</u>
Net book value	<u>\$ 5,744</u>		<u>8,725</u>	

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	<u>2026</u>	<u>2025</u>
Trade payable	\$ 7,728	27,008
Accrued liabilities	16,250	16,150
Accrued salaries and vacation	12,099	4,973
Credit cards payable	<u>3,494</u>	<u>4,448</u>
	<u>\$ 39,571</u>	<u>52,579</u>

**COLLEGE OF PARAMEDICS OF MANITOBA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026**

7. DEFERRED REVENUE

	<u>2026</u>	<u>2025</u>
Beginning of year	\$ 1,179,825	1,148,100
Memberships received in advance of fiscal year 2027	1,239,600	1,179,825
Membership revenue recognized in 2026	<u>(1,179,825)</u>	<u>(1,148,100)</u>
End of year	<u>\$ 1,239,600</u>	<u>1,179,825</u>

8. EMPLOYER FUTURE BENEFITS

Multi-employer Defined Benefit Pension Plan

Substantially all of the employees of the College are members of the Healthcare Employees' Pension Plan – Manitoba (the "Plan" or "HEPP") which is a multi-employer defined benefit, highest consecutive average earnings, contributory pension plan available to all eligible employees of the participating members of the Plan. The College accounts for contributions to this Plan on a defined contribution basis, as accounting for the Plan on a defined benefit basis is not reasonably practical.

Pension assets consist of investment-grade securities. Market, credit and foreign currency risk on these securities are managed by the Plan, adhering to specific investment policies outlined in its Statement of Investment Policies and Procedures, which is reviewed annually by the Plan.

The primary risk the Plan faces is that the Plan's asset growth and contribution rates will be insufficient to cover the Plan's liabilities (funding risk), resulting in an unfunded liability (funding deficiency). If a funding deficiency reaches a certain level or persists, it may need to be eliminated through contribution rate increases, pension benefit reductions or a combination of the two.

The most recent actuarial valuation of the Plan as at December 31, 2023, indicates that the Plan's assets exceed its estimated liabilities and therefore, the Plan is in a surplus position. Furthermore, the valuation also indicates that a solvency surplus exists for the Plan.

In November of 2010, the Plan received confirmation of solvency exemption from the Manitoba Pension Commission. Based on this exemption, the Plan is not required to fund on a solvency basis but must still undertake a solvency valuation and disclose the current deficit, if any. The Plan is still required to apply the going concern test and fund on a going concern basis.

Variances between actuarial funding estimates and actual experience may be material and any differences are generally to be funded by the participating members. Contributions to the Plan made during the year by the College on behalf of its employees amounted to \$44,183 (2025 - \$36,122) and are included as expenses in the statement of operations.

**COLLEGE OF PARAMEDICS OF MANITOBA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026**

9. COMMITMENTS

The College and the College of Dental Hygienists of Manitoba have collectively entered into a lease agreement for their office premises. The tenants are responsible for costs, expenses, and charges associated with telecommunications, internet, telephone, computer, business taxes, and furniture and equipment.

Additionally, the College renewed its software agreement for a three-year term ending March 24, 2028.

The future annual lease payments for the College to the end of the current lease terms are as follows:

	<u>Office</u>	<u>Software</u>
2027	\$ 47,777	75,537
2028	49,109	75,537
2029	50,974	-
2030	<u>29,735</u>	<u>-</u>
	<u>\$ 177,595</u>	<u>151,074</u>

10. BAD DEBT EXPENSE

During the prior year, the Council approved the write-off of uncollectible accounts receivable balances. These balances have been recorded as a bad debt expense in the statement of operations.

11. INTERNALLY RESTRICTED NET ASSETS

The College has established the following two internally restricted funds:

Capital Reserve Fund - The purpose of the Capital Reserve Fund is to pay for capital assets/projects. The College defines capital assets as tangible, non-consumable items or projects which:

- Have a total cost in excess of \$2,500;
- Are intended to have an economic life of more than one year;
- Are necessary, economical and in accordance with overall College priorities and financial capacity. During the year, a \$25,000 (2025 - \$25,000) transfer from the unrestricted fund was approved by Council for the purposes above.

Contingency Fund - The purpose of the Contingency Fund is to assist operations in the event of unforeseen circumstances, such as unbudgeted expenses in regard to complaints lodged with the College against members or litigation against the College. During the year, a \$25,000 (2025 - \$25,000) transfer from the unrestricted fund was approved by Council for the purposes above.

These internally restricted amounts are not available for other purposes without approval of Council.

The interest income earned on funds are credited to the respective fund.

**COLLEGE OF PARAMEDICS OF MANITOBA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026**

12. FINANCIAL RISK MANAGEMENT

(a) Credit Risk

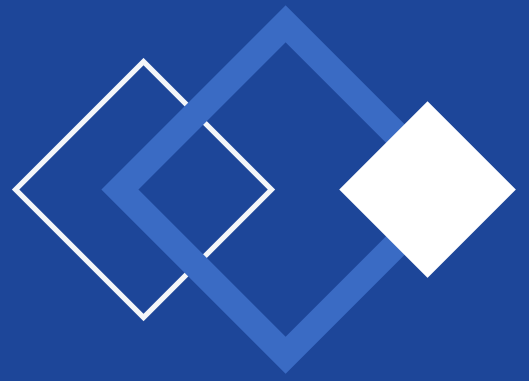
Credit risk is the risk that the College will incur a loss due to the failure of its debtors to meet their contractual obligations. Financial instruments that potentially subject the College to significant concentrations of credit risk consist primarily of cash and restricted cash and accounts receivables. The College manages credit risk associated with accounts receivable by pursuing collections when they are due.

(b) Liquidity Risk

Liquidity risk is the risk that the College will not be able to meet its obligations as they fall due. The College maintains adequate levels of working capital to ensure all its obligations can be met when they fall due by maintaining a sufficient cash balance.

(c) Interest Rate Risk

Interest rate cash flow risk is the risk that changes in market interest rates may have an effect on the cash flows associated with some financial instruments. Interest rate price risk is the risk that changes in market rates may have an effect on the fair value of other financial instruments. It is management's opinion that the Organization is exposed to interest rate risk associated with its cash and short-term investment balances; however, this risk is low.



Contact Us

(204) 793-3592

www.collegeparamb.ca

info@collegeparamb.ca

[@collegeparamb](https://www.instagram.com/collegeparamb)

610-1445 Portage Ave, Winnipeg, MB R3G 3P4