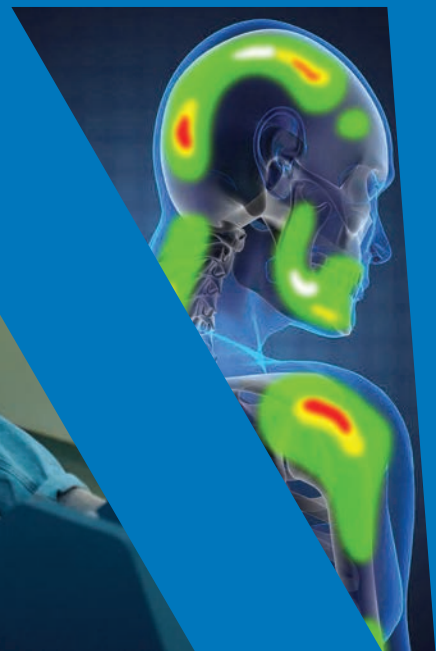


CMRIPS

*The College of Medical Radiation and
Imaging Professionals of Saskatchewan*

20 ANNUAL REPORT 25



ABOUT THE CMRIPS – OUR ROLE, DUTY, AND OBJECTIVES

The College of Medical Radiation & Imaging Professionals of Saskatchewan (CMRIPS) is a regulatory body established under The Medical Radiation and Imaging Professionals Act. Our primary duty is to serve and protect the public. We regulate five distinct professions and provide regulatory oversight and guide imaging professionals to assure the public of the knowledge, skill, proficiency, and competency of MRIPs. CMRIPS is governed by a board of directors we call Council, composed of members of the public, who are appointed by the provincial government, and practicing members who are elected from the CMRIPS membership. The operations are managed by our Executive Director/Registrar and staff.

WHO WE REGULATE

MRIPs are highly technical medical specialists who play an essential role in healthcare by providing targeted and highly effective medical diagnostic and therapeutic services through the use of sophisticated technology and by providing safe and effective patient care. Regulation ensures that MRIPs are licensed and qualified to practice and that patients receive safe, ethical and competent medical diagnostic and therapeutic services.

Diagnostic Medical Sonographers: produce images through high frequency sound waves (ultrasound) to develop images which are used to assess organs, tissue and blood flow inside the body. These exams provide important information to the physician about a patient's condition and assist in the patient's treatment and care plan.

Medical Radiological Technologists: produce images of the patient using ionizing radiation (x-rays). Appropriate and safe use of specialized technology and care for the needs of the patient are two important aspects of their role. General x-rays, fluoroscopy in the operating room, contrast enhanced images such as barium studies and pain management procedures are some of the x-ray examinations performed on patients. Specialist MRTs also perform Mammography, Computed Tomography (CT) and Interventional Radiology.

Magnetic Resonance Imaging Technologists: use magnetic resonance imaging technology to produce extremely clear, detailed images of a patient's tissues and organs to detect and identify soft tissue (e.g., nerve, muscle) issues, abnormalities and disease processes.

Medical Radiation Therapists: specialize in all aspects of radiation therapy during cancer care by operating sophisticated linear accelerators and software to accurately develop and deliver safe treatments using ionizing radiation. CT (acquired), MRI, and PET images are used in the development of patients' plans while working closely with Radiation Oncologists and Medical Physicists to treat patients using precision while supporting the patient and managing side effects.

Nuclear Medicine Technologists: have technical expertise in the use of radiopharmaceuticals and radiation physics, allowing them to perform diagnostic imaging procedures with sophisticated technology. Nuclear Medicine Technologists may specialize in Positron Emission Tomography - Computed Tomography (PET/CT) as well.



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MESSAGE FROM THE CHAIR

MESSAGE FROM THE CHAIR



On behalf of the College of Medical Radiation and Imaging Professionals of Saskatchewan (CMRIPS), I am pleased to present our 2025 Annual Report. It has once again been a privilege to serve as Chair over the past year.

Council has continued to fulfill its mandate of public protection by ensuring that medical radiation and imaging professionals in Saskatchewan meet the standards required for safe and competent practice. Our Council is comprised of both registrant and public representatives, bringing together a diverse range of backgrounds and perspectives that deepen our discussions and decision-making.

This past year marked the successful completion of the 2023–2025 Strategic Plan. This achievement is largely attributable to the dedication and hard work of CMRIPS staff. We are extremely fortunate to benefit from such strong leadership and a committed team. As the current strategic plan comes to a close, Council met in June with key stakeholders to develop our strategic direction for the next three years. As the regulatory landscape continues to evolve, it is essential that the College remains responsive and adaptable. Our new strategic plan will help ensure we can do just that.

A key achievement this past year was the successful implementation of the Jurisprudence Program. This program is now a mandatory requirement for registrants and ensures applicants have both an understanding and awareness of the legislation that governs their practice.

I am grateful for the opportunities I have had to serve as Council Chair. It can never be said enough but a big thank you to my fellow council members and CMRIPS staff. Everyone has been incredibly supportive and protecting the public is always at the heart of what we do. Having completed my second term, I look forward to the new challenges and responsibilities of the Past Chair role and am pleased to pass the reins to our incoming Chair with optimism and confidence.

Respectfully submitted by

Maeghan Richard RTT, BScMRS, HBComm
CMRIPS Chair



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The annual report provides an opportunity for reflection not only on the year just passed but also on the year ahead. The year behind us was a year of growth, collaboration, and conclusions. The year ahead promises to be both challenging and invigorating.

Our priorities are based on directions set out by Council. Last year we concluded the Strategic Plan for 2023 to 2025. As always, public protection is the very backbone of what we do. Our 2023-2025 Vision was "The Saskatchewan public has access to safe medical imaging and radiation therapy delivered by highly skilled and valued professionals." We delivered on that vision by focusing on actions that supported our partners' efforts to recruit and retain more medical radiation imaging professionals (MRIP) while maintaining our commitment to high standards, transparency, and public protection. We expanded education of regulation and responsibilities through the launch of the CMRIPS Jurisprudence Program, and we worked at a local, provincial, and national level to improve credentialing assessment and support for internationally educated MRIPs.

As we look forward to 2026, and our new strategic plan, we will continue to work provincially with other health profession regulators, as well as with the Ministries of Health, Education, and

Immigration and Career Training. Nationally, we will continue to collaborate with other Canadian MRIP regulators, the Canadian Association of Medical Radiation Technologists, Sonography Canada, and others. We are excited to launch a new three-year initiative to meet with our MRIPs for a series of in-person and virtual meetings to talk about our regulatory role. CMRIPS has increased our staffing complement, allowing us to roll up our sleeves and dig into some of the more challenging aspects of regulation.

This year we bid farewell to three long-standing council members. **Kaylyn Grummett** served for five years (2020 to 2025), including as the Chair of the Community Engagement Committee, and as Council Vice-Chair. **Scott Mildenerberger** served for nine years (2016 to 2025). His terms included four years as Chair and four years as Past Chair. He was also Chair of the Awards and Nominating Committees several times. In his final year, as Chair of the Nominating Committee, the committee was instrumental in the amendment to change council positions from elected to appointed and developed an evaluation criterion to guide the selection process. **Katelyn New** served ten years (2015 to 2025), including two years as Vice-Chair, as well as serving on the Community Engagement Committee and Audit and Finance Committee, participating in development of investment policies. Collectively they represent **29 years** of protecting the public and ensuring that the profession of medical radiation and imaging professionals was well represented. To say they have had an impact is an understatement, and we thank them for their service.

I would like to extend my sincere appreciation to our staff, Council, and committee members, for their continued dedication and contributions. Their work and support are crucial to the fulfillment of CMRIPS mandate.

Respectfully submitted by

Debbie Schatz, Executive Director/Registrar





It was another busy but fulfilling year. In addition to supporting the Executive Director, the following are some of the highlights and successes in 2025.

After the rebranding announcement in December 2024, work took place in January and February to update communication tools as well as update the CMRIPS website to reflect the new corporate identity.

The annual member audit was conducted in the months of February and March. You can read the results of the audit later in this report. I would like to thank the membership for their diligence when documenting continuing education and providing the required documentation in a timely manner. This makes the audit process run much smoother.

A digital scanning project launched in early 2025 with the intent of moving towards digitizing our records and, where appropriate, cease keeping paper records. This project will continue in various stages throughout 2026 and beyond. The months of May and June were busy with preparing for the strategic planning session held in Saskatoon on June 7th as well as the subsequent work that followed the session to finalize the 2026-2028 Strategic Plan.

The CMRIPS Jurisprudence Program officially launched on September 18, 2025. All new initial applicants are notified that they must complete the CMRIPS Jurisprudence Course and upload a certificate of completion as one of the requirements of licensure. At a time yet to be determined, CMRIPS will roll the course out to the membership at large as a continuing education opportunity.

In October I had the pleasure of attending SonoCon 2025 in Gatineau, QC on behalf of the College. I was joined by my former colleague, Jo-Anne Uhersky, Manager Professional Practice & Conduct. We served as ambassadors for the College and had the opportunity to interact with sonographers and students from many different provinces across Canada. It provided a terrific opportunity to promote both the College and the province of Saskatchewan.

I look forward to another productive year in 2026 and appreciate the support from the incoming Chair, Stacey Reid, as well as all council members including our public representatives as we continue to uphold our mandate of public protection.

Respectfully submitted by

Dianne Walker
Manager, Communications & Competency Assurance/Deputy Registrar





The Manager, Professional Practice & Conduct is a new position that was created in early 2025. This position is responsible for managing relationships with members and other stakeholders related to professional practice, including the complaints process. This includes researching and developing policies for Council approval related to professional practice and complaints, responding to questions about scope and standards of practice, managing the intake and assignment of complaints, assisting the Professional Conduct Committee, and providing support to the Discipline Committee. The position also provides support to the Executive Director/Registrar as needed.

This role was initially filled by Jo-Anne Uhersky from March-October 2025. Jo-Anne has years of experience in radiation therapy and has a background in the health sector. She began the process of researching how to update the Scope and Standards of Practice, as required by the Strategic Plan, and began the framework for an environmental scan of other provinces in this area. She also began the process of improving our documentation around complaints and oversaw the handling of professional practice questions and updates to open complaints. In October, Jo-Anne resigned from her position, but we are thankful for the contributions she made in her brief time with CMRIPS.

In December of 2025, with one month to go in our fiscal year, I was pleased to be hired as the new Manager, Professional Practice and Conduct. Over the years I have worked in senior leadership roles as well as team environments in various sectors including business, accounting, provincial government, and the Saskatchewan Health Authority which will be invaluable in this position. With the full year almost completed prior to my arrival, I must acknowledge that I am writing to you about a period for the majority of which I was not here, but I am thankful to Jo-Anne for leaving things in such great shape. I would also like to take this opportunity to thank Debbie, Dianne and the Council members for their kind welcome and support to help me get up and running.

As we look ahead to 2026, one of the significant tasks from the CMRIPS 2026-2028 Strategic Plan will be to lead the work to update the Scope and Standards of Practice. This will include further research about how to make these updates and to begin conducting environmental scans of other provinces. Also, further development of our internal documentation process for complaints and professional practice issues is a priority. This will include development of an internal reporting tool for complaints as well as exploratory work on building a repository for professional practice questions. It is expected to be a busy year!

I look forward to settling into this new role and working with the CMRIPS Council and membership in making valuable contributions to ensure public protection is always at the forefront.

Respectfully submitted by

Susan Loewen
Manager, Professional Practice & Conduct



PUBLIC REPRESENTATIVES MESSAGE

Self-regulation is a model of professional governance where the profession is responsible for its own regulation and standards. In Saskatchewan, self-regulating health professions have councils or boards that are elected by the membership and include **government appointed public representatives**. These councils apply legislation and determine licensure qualifications, as well as apply appropriate disciplinary measures. The public representative's role is to ensure that the profession acts fairly, follows the Act and its bylaws, and fosters appropriate standards of practice and professional ethics.

Alan Cannon, Karen Messer-Engel, and Eugene Paquin are the Public Representatives that have been appointed to the College of Medical Radiation and Imaging Professionals of Saskatchewan. Alan and Eugene have been with the College for the past 4 years and are waiting to be reassigned to another college. Karen was appointed in 2025 and has brought another new perspective to the Council with her extensive background.

Over the past year, we as Public Representatives have had the pleasure of meeting with the Council on several occasions and fulfilled our role in making certain that the Council protected the public in all the actions and decisions. We must admit that this has been an extremely easy task as the Council is aware of the governance requirement in all their actions.

We would like to thank Debbie Schatz, Executive Director/Registrar, and her staff for the very competent and diligent work that they have provided for the Council, and us, which makes our role easy. We would also like to thank Debbie for making certain that we have always been welcomed at the meetings and had timely reports prior to the meetings that made the meetings run extremely smoothly.

Respectfully submitted by

Alan Cannon
Karen Messer-Engel, M.A., R. Psych. (Non-Practicing)
Eugene Paquin, S.V.M., B.Ed., PGD (EdAdmin)



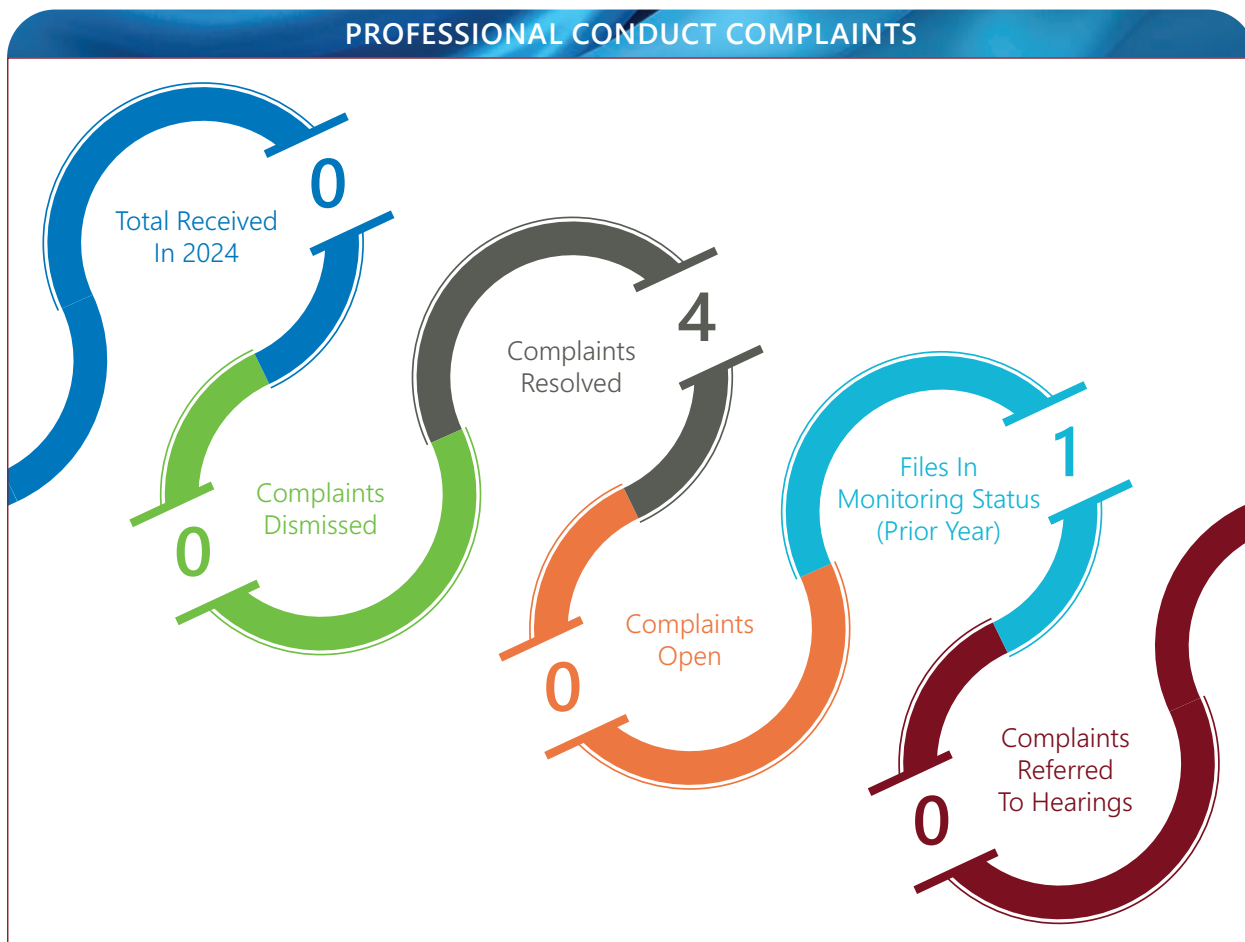
PROFESSIONAL CONDUCT AND DISCIPLINE

Complaint cases are opened when CMRIPS receive a written complaint regarding the conduct of a member. These cases are investigated by the Professional Conduct Committee (PCC), which is a government mandated committee established by the Act. CMRIPS takes all complaints seriously and manages each through an objective and confidential process to ensure fairness to all involved.

Professional misconduct and incompetence include conduct that:

- Harms the best interests of the public or other MRIPS
- Tends to harm the MRIP profession
- Breaches the Medical Radiation and Imaging Professionals Act or the CMRIPS bylaws, including the Code of Ethics
- Fails to comply with an order from the Professional Conduct Committee, the Discipline Committee, or the CMRIPS Council

No new complaint files were received in 2025. One complaint file remains open in monitoring status with four complaint files resolved.



LEGISLATED
COMMITTEES

The Discipline Committee is responsible for holding hearings related to any professional misconduct and incompetence matters that have been referred to the committee by the Professional Conduct Committee. There were no referrals to the Discipline Committee in 2025.



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MEMBERS OF COUNCIL

Regulated Elected Members

Maeghan Richard, RTT, BMRSc, HBComm, Chair
Kaylyn Grummet, RTR, CTIC, Vice-Chair
Scott Mildenberger, RTNM, CTIC (PET/CT), Past-Chair
Karla Hiatt, RTMR
Jessica McLean, RTT, CDC
Katelyn New, RTR, CIR, B.Sc.
Luke Pelletier, RTR
Stacey Reid, RTT

Public Appointed Members

Alan Cannon
Karen Messer-Engel, M.A., R. Psych. (Non-Practicing)
Eugene Paquin, S.V.M., B.Ed., PGD (EdAdmin)

Staff

Debbie Schatz, Executive Director/Registrar
Dianne Walker, Manager Communications & Competency Assurance/Deputy Registrar
Jo-Anne Uhersky, Manager Professional Practice & Conduct (March-October 2025)
Susan Loewen, Manager Professional Practice & Conduct (December 2025)
Taylor Nelson, Consultant (term position January-December 2025)

CAMRT Provincial Director

Janelle Hordos, RTT, CTRT



Back Row: Karen Messer-Engel, Stacey Reid, Scott Mildenberger, Luke Pelletier, Alan Cannon, Eugene Paquin
Front Row: Dianne Walker, Debbie Schatz, Jessica McLean, Maeghan Richard, Katelyn New, Kaylyn Grummett, Karla Hiatt

The following is a summary of what has been a very productive year for the Council, its committees and CMRIPS staff.

GOVERNANCE REVIEW

The Council is the governing body of the CMRIPS and uses a modified version of Carver's Policy Governance® model to function. Council follows a rolling three-year policy review cycle to ensure the CMRIPS governance model, policies and monitoring remain current, relevant, and appropriate. In 2025, Council completed the second-year cycle, reviewing fourteen policies. This review determined that current policies, with minor updates, remained sufficient and effective. In addition, the Council was active and engaged in the review of our 2023-2025 Strategic Plan to ensure that objectives were being met and continued to be on target.

STRATEGIC PLAN & DIRECTIONS

Year three of the plan concluded the 2023–2025 goals and objectives, which revolved around three strategic priorities:

1. **Government, the public, health professionals and medical imaging and radiation therapy professionals, are aware of and value the profession.**
 - a) Improve awareness of medical imaging and radiation therapy among health sector stakeholders ✓
 - b) Comprehensive Public Relations Campaign in place ✓
 - c) Members have access to tools to promote awareness of the profession to patients and colleagues ✓
2. **CMRIPS supports the need for an increase of medical imaging and radiation therapy professionals in Saskatchewan.**
 - a) The Ministry of Health understands the need for more MRIPs in Saskatchewan ✓
 - b) Improved tools and support for Internationally Educated MRIPs ✓
3. **An effective, integrated regulatory regime exists for medical imaging and radiation therapy professionals, including sonographers.**
 - a) Regulator role is promoted and understood ✓
 - b) Prepare for expansion to include Diagnostic Medical Sonographers (DMS) ✓
 - c) Fulfill our duty to protect the public through strengthening College capacity and effectiveness ✓

Our *Medical Radiation and Imaging Professionals Act* establishes our mandate to serve and protect the public. We do this by ensuring that only those that meet the education, licensing and good character requirements can practice in the province. All registrants must maintain currency of practice through minimum practice hours and continuing education. We also provide a public registry of members, and a complaint process to address professional misconduct or professional incompetence related to our registrants.

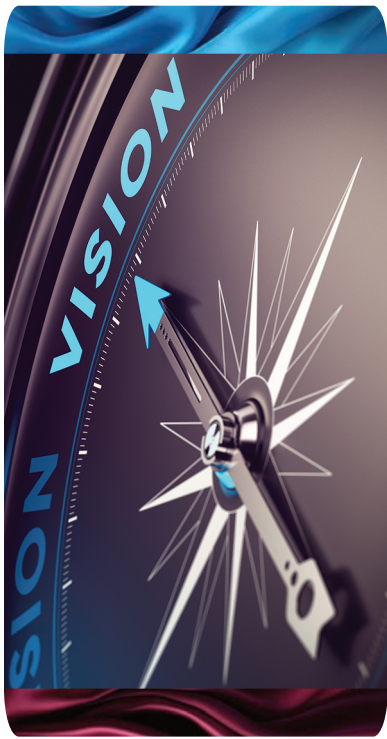


STRATEGIC PLAN & DIRECTIONS (CONTINUED)

In addition, the plan objectives were fully met through provincial and national participation in activities that focused on critical issues such as workforce challenges, support, and improvements to internationally educated recruitment. Our database and website were updated to support the regulation of diagnostic medical sonographers. We amended our bylaws to incorporate all five professions and improved abilities to appoint individuals whose expertise contributes to effective regulation while serving on Council and committees. We increased College capacity with additional staffing, providing a solid foundation to implement the new jurisprudence course, and dedicated support for complaints and professional practice.

In June 2025, CMRIPS met with system partners during a one-day workshop resulting in the development and Council approval of the Strategic Plan for 2026-2028. The new plan includes an updated Vision and re-enforced our Mission as well as our Values. The new 2026-2028 Strategic Plan is available on the website under Public>Reports & News and our Key Outcomes are featured elsewhere in this report.

REPORT FROM COUNCIL



VISION

The Saskatchewan public has confidence in safe quality medical imaging and radiation therapy delivered by highly skilled and regulated professionals.



MISSION

To protect the public by demonstrating regulatory excellence of medical imaging and radiation therapy professionals in the province of Saskatchewan.



CORE VALUES

- Respect & Diversity
- Integrity & Ethical Decision Making
- Collaboration & Equity
- Accountability & Professionalism
- Transparency



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AUDIT AND FINANCE

The Audit and Finance Committee oversee all aspects of the financial operations including representing the Council during the annual independent audit completed by Berger Cavan Group LLP. They also function as a resource for the Executive Director on all financial matters including preparation of a recommended budget for Council, monitoring, and reporting. On April 17, 2026, the financial statements for 2025 were presented to Council. The overall results were favourable and there were no areas of concern; the committee recommended Council accept the financial report as presented.

COMMUNITY ENGAGEMENT

The Community Engagement Committee's mandate is to seek out meaningful opportunities to engage with CMRIPS members and key stakeholders. They are also responsible for the promotion of Diagnostic Medical Sonographers (DMS) during Sonography Week and Medical Radiation Technologists (MRTs) during Medical Radiation Technologists Week in their respective weeks of each year.

In 2025, the committee continued the purchase of eight billboard advertising spots for MRT Week which ran from November 2-9. Billboard ads could be seen in Regina, Saskatoon, North Battleford, Swift Current and Moose Jaw. This was also the first year that the committee purchased space on eight billboards in these same communities for Sonography Week which ran from October 6-10, 2025.

The committee is developing a video that will provide the public with an overview of each of the MRIP disciplines regulated by the College. Preliminary work is nearing completion, and a target launch date of fall 2026 will align with the kick-off of both Sonography and MRT Weeks in October and November, respectively.

NOMINATING

The Nominating Committee is responsible for the validation and submission of names for appointed member vacancies on Council.

At the June Council meeting, Stacey Reid was nominated and accepted the role of Chair, and Jessica McLean was nominated and accepted the role of Vice-Chair for one-year terms effective January 1, 2026.

There were three (3) vacancies on Council in 2025. Following a call for nominations, one member, Michelle Matties was acclaimed in April. A second call for nominations for the remaining two vacancies went out in August and Julie Barilla and Teri Parrott were recommended for appointment at the September Council meeting. All will serve a three-year term beginning January 1, 2026.



VOLUNTEERS

CMRIPS is grateful for those that answer the call to serve. Your commitment and dedication ensure that public protection continues to be the driving force behind everything we do.

LEGISLATED COMMITTEES

Professional Conduct Committee

Amy Gagne, RTMR, Chair
Janelle Hordos, RTT, CTRT
Allison Kahl, RTR, CTIC (April 2025)
Michael McKechnie, RTMR, RDMS, CRGS (April 2025)
Wade Peters, RTR

Discipline Committee

Ada Bunko, RTR (April 2025)
Maria McLaren, RTR, Chair
Alex Shirley, RTMR
Shalane Thacker, RTNM
Alan Cannon, Public Representative

EXECUTIVE DIRECTOR COMMITTEES

Continuing Competence Committee

Chair: Dianne Walker, Manager, Communications & Competency Assurance
Christa Bergquist, RTNM, BHA
Janelle Hordos, RTT, CTRT
Brenda Lock, RTR, CIR
Kristin Matravolgyi, RTR
Jessica McLean, RTT, CDC
Tiana Palmer, RTR, CTIC
Dave Steeg, RTR, RDMS, CRGS, CCT
Bryan Witt, MBA, CHE, RTNM

Accreditation Canada – Survey Team Member

Rebecca Friesen, RTR, CTIC
Kelly Lindberg, BA, RTR
Brittany Sparwood, BSc, RTR

Radiation Health & Safety Representative

Janis Dodds, RTR

Program Advisory Committee Representative

Jessica McLean, RTT, CDC (April 2025)
Darrel Schneider, RTR



STAKEHOLDERS



JURISPRUDENCE PROGRAM



The program was developed to provide learners with background and understanding of the laws, regulations, standards and scope of practice, as well as code of ethics that each member is required to meet as a member of the College.

The first phase of the program roll out was completed in September 2025. As of September 18th, all individuals making an initial application with CMRIPS receive an automated notification that includes a link to the CMRIPS Jurisprudence Course for completion. Applicants must complete all five modules, receive a score of 75% or higher on the final exam, and upload a certificate of completion to their application.

The second and final phase of the program rollout will be offering the program to our existing members for continuing education credits. There is no timeline for the roll out, but work will begin in 2026 on both the process and management of course completion. Members are encouraged to keep a look out for updates via email or check out the News section on the CMRIPS website.



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CONTINUING COMPETENCE

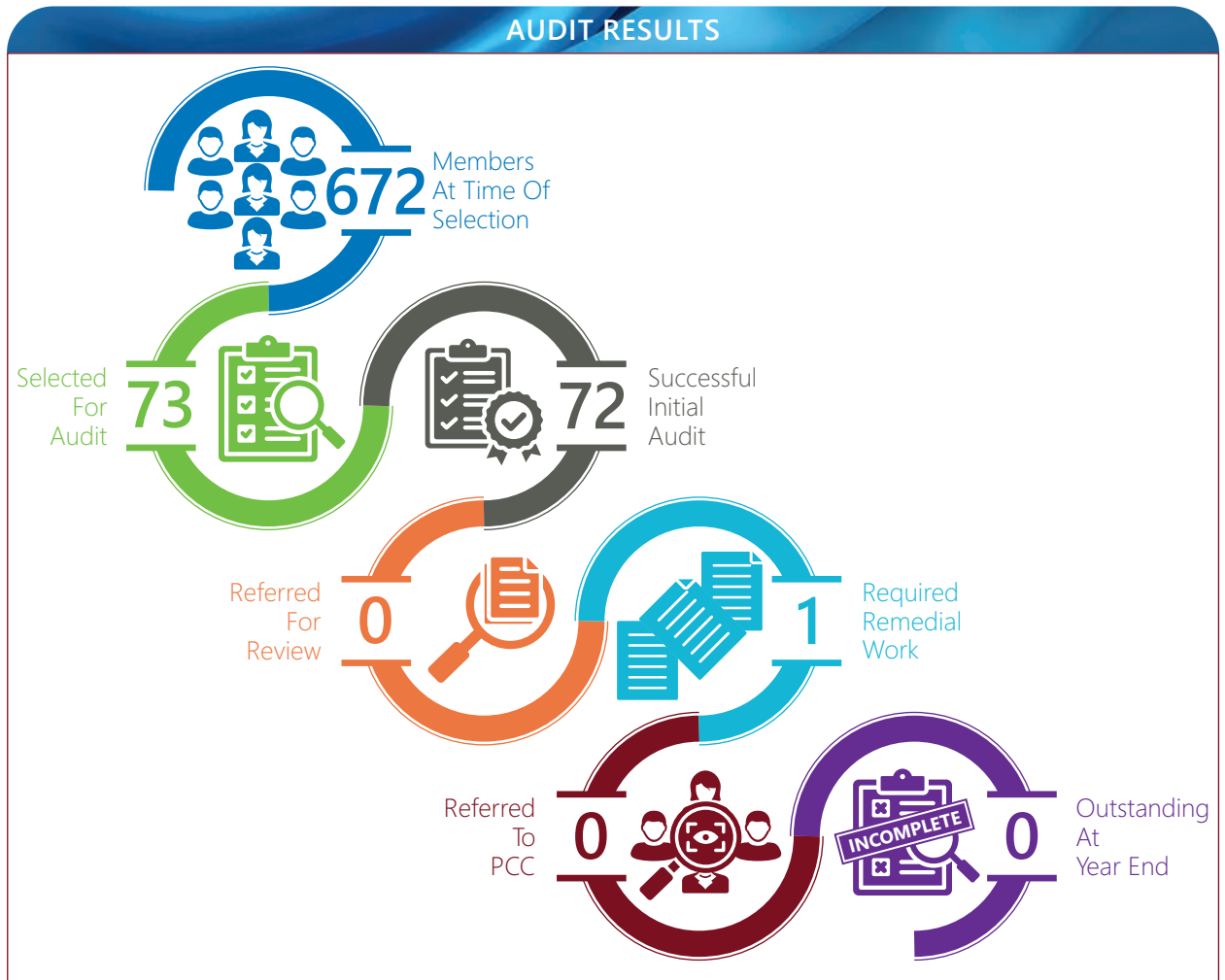
The Continuing Competence Committee's role is to ensure that full and non-practicing members meet the mandatory continuing education requirements for maintaining membership/licensure with CMRIPS. On an ongoing basis, the committee also participates in assessing and approving course credits relevant to the medical radiation and imaging professions and responding to members' questions about the education requirements.

An audit for the period of December 1, 2023 to November 30, 2024 was completed in February 2025. A total of seventy-three (73) members were audited.

Following initial audit notification, one member self-declared that they did not have the required 10 CE credits and was instructed to complete the full complement of credits prior to the audit deadline of March 1, 2025.

Two audits were not received by deadline. Upon notification, the members provided the required documentation within less than 48 hours. Both individuals will automatically be re-audited in 2026.

No files were required to be forwarded to the Committee for review.



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2026 - 2028 STRATEGIC PLAN

A one-day planning workshop led by an external facilitator was held on June 7, 2025 in Saskatoon to begin the important work of developing the new three-year strategic direction.

Participants included members of the CMRIPS Council, staff of CMRIPS, key stakeholders and partners including representatives from Sonography Canada (SC), the Saskatchewan Cancer Agency (SCA), the Saskatchewan Health Authority (SHA), the Saskatchewan Medical Imaging Managers (SAMIM) and a member of the Radiation Health and Safety Committee.

The strategic planning process was supported by a Planning Advisory Committee made up of members from Council, who, in advance of the planning session, undertook preparatory work as well as leading the small group sessions throughout the day. The following three key outcomes will form the basis for the CMRIPS 2026-2028 Strategic Plan.

- 1. The public, CMRIPS, and our stakeholders, are informed and have a clear understanding of the implications, responsibilities, and changes introduced by the new Regulated Health Professions Act (RHPA).**
 - Ensure regulatory compliance with the RHPA, including required Ministry reporting
 - Update CMRIPS bylaws to reflect the new legislation
- 2. Engage and effectively educate members and stakeholders regarding roles and responsibilities of the College.**
 - Provide awareness of roles and responsibilities of CMRIPS
 - Ongoing collaboration with the CAMRT-SK provincial body
- 3. Review and update standards of practice that embody regulatory excellence including safe and ethical practice.**
 - Review historical complaints and scope of practice questions
 - Update Standards of Practice



LIFE MEMBERSHIP AWARD – KAREN DAVIS

Karen Davis was the recipient of the 2025 Life Member award. The award was presented to Karen at the 2025 CMRIPS AGM. Karen has a long and noteworthy career of service. She has served on many committees throughout her career and served as a Chair and member at large on both the provincial (formerly SAMRT) and national (CAMRT) level. Karen's work on the national level included standard assessment of internationally trained MRTs, advanced practice frameworks, and ongoing policy review processes.

Karen has extended her career into the field of veterinarian science, delivering radiation therapy to a range of animals and is actively involved in contributing to the research in this field. She has been a lifelong advocate for the profession and very deserving of the award.

**OUTGOING COUNCIL MEMBER – SCOTT MILDENBERGER**

Scott Mildenberger served on Council for nine years from 2016 to 2025. Much of Scott's nine years included four years as Chair and four years as Past Chair. The impact Scott made on Council can't be understated. He took on his role with commitment and mindfulness to ensure Council always fulfilled the mandate of public protection. He was also a great mentor for new Council members and always willing to share his extensive knowledge and experience with his peers. His leadership was invaluable to the success of the CMRIPS Council.

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OUTGOING COUNCIL MEMBER – KAYLYN GRUMMETT

Kaylyn Grummett served a total of five years on Council from 2020 to 2025. Her time on Council included one year as Vice-Chair (2025) as well as being the Chair of the Community Engagement Committee (CEC) from 2020 to 2024. As part of her responsibilities as the Chair of the CEC, Kaylyn worked on the annual billboard campaign during MRT Week and was always looking for ways to promote the MRT profession to the public. As Vice-Chair she supported the Executive Director in reviewing the 2024 annual financial audit and its subsequent approval by Council. Kaylyn laid the groundwork for a CMRIPS video campaign that will highlight the five regulated disciplines. It is anticipated that the video will launch in the fall of 2026.



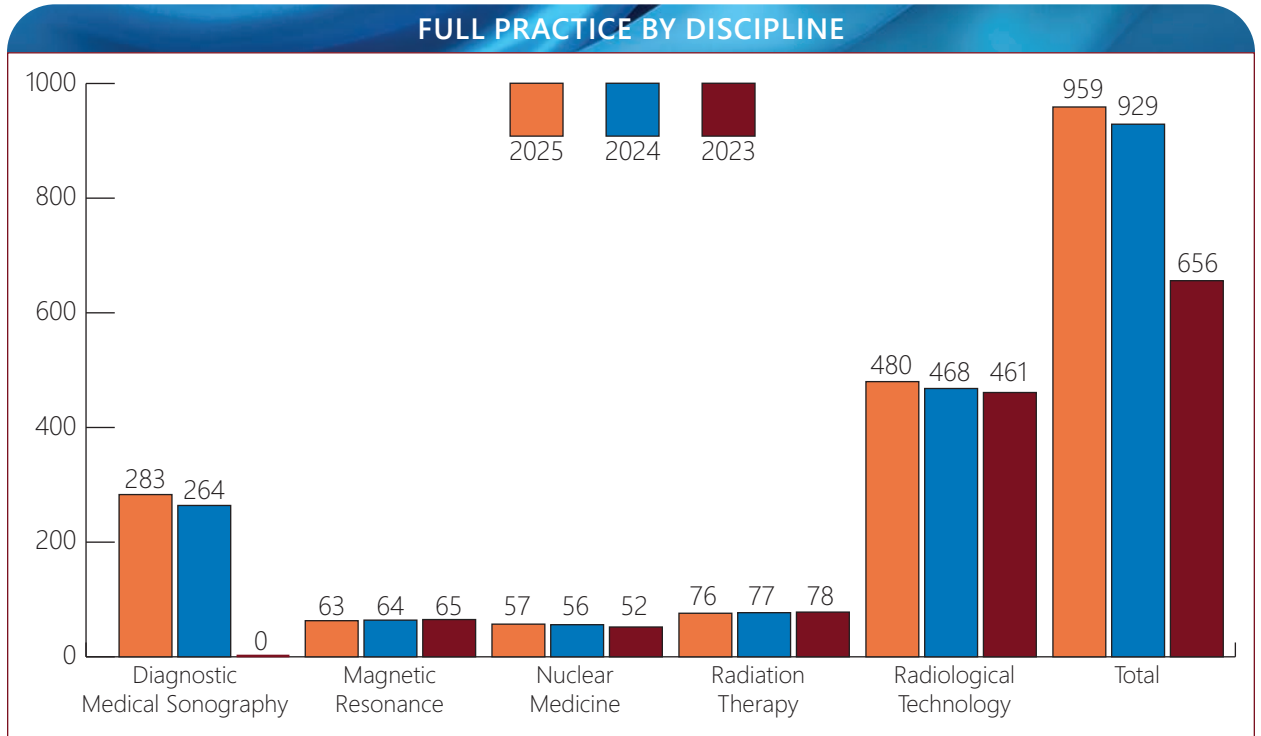
OUTGOING COUNCIL MEMBER – KATELYN NEW



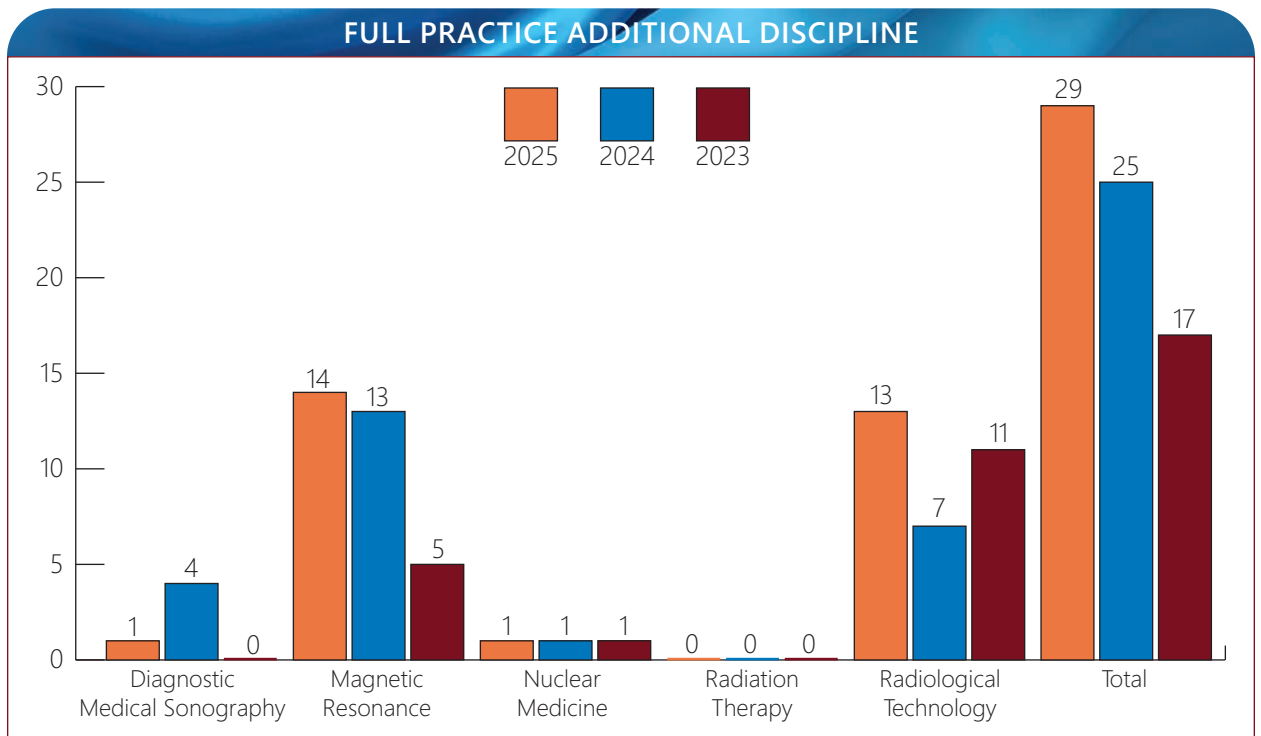
Katelyn New was a Council member for 10 years (2015 to 2025). While on Council she served in the capacity of Vice-Chair for two years, as well as time serving on both the Community Engagement and Audit and Finance Committee. Katelyn was always willing to serve and support her fellow council members. The membership was always at the forefront of her mind, and the need to ensure that CMRIPS met the mandate of public protection in part through our Vision, Mission, and Values. With her keen financial knowledge, Katelyn fulfilled an important role as a participant in the development of CMRIPS investment policies.



ACTIVE MEMBERS BY PRIMARY DISCIPLINE



ACTIVE MEMBERS BY ADDITIONAL DISCIPLINE

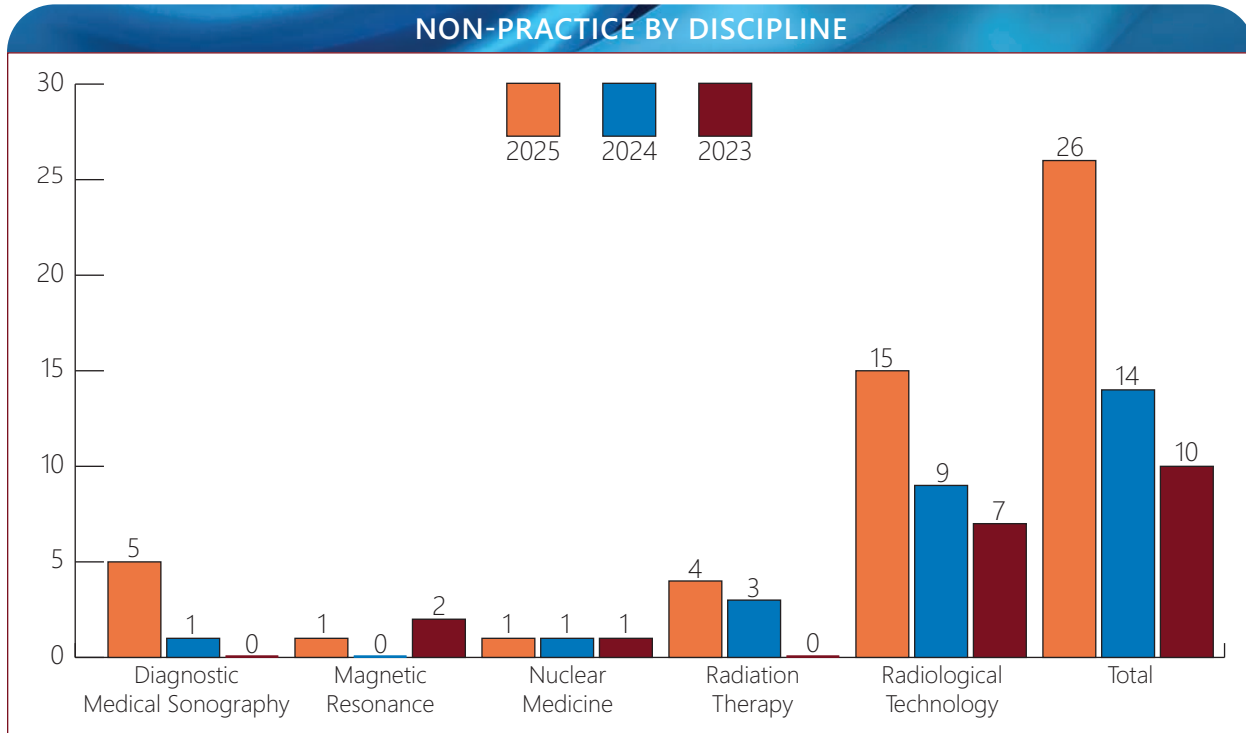


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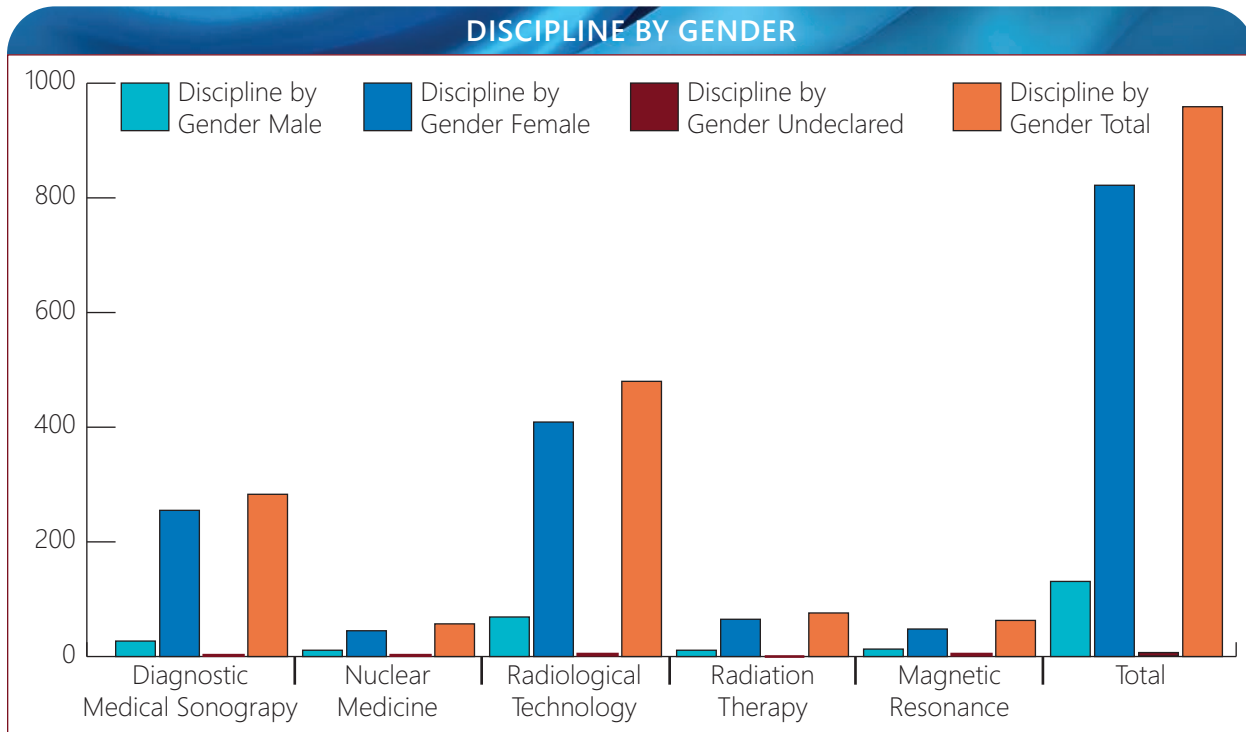
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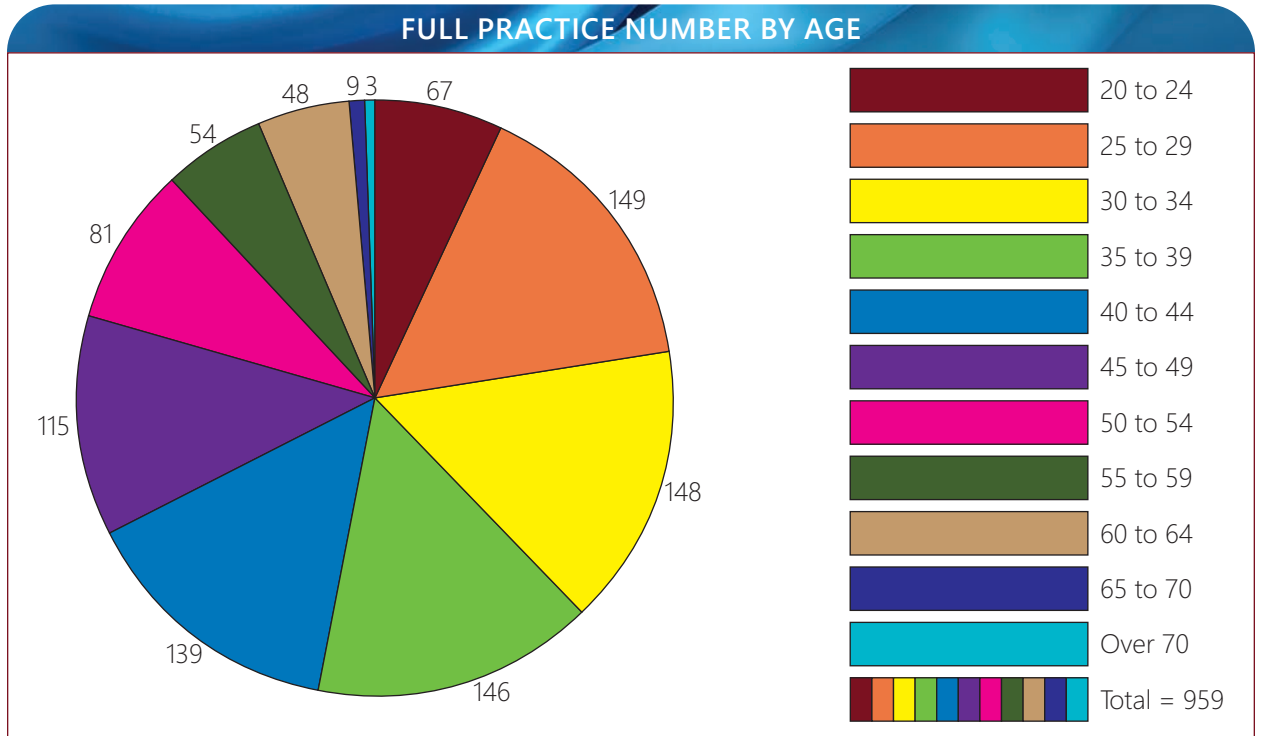
NON-PRACTICE BY DISCIPLINE



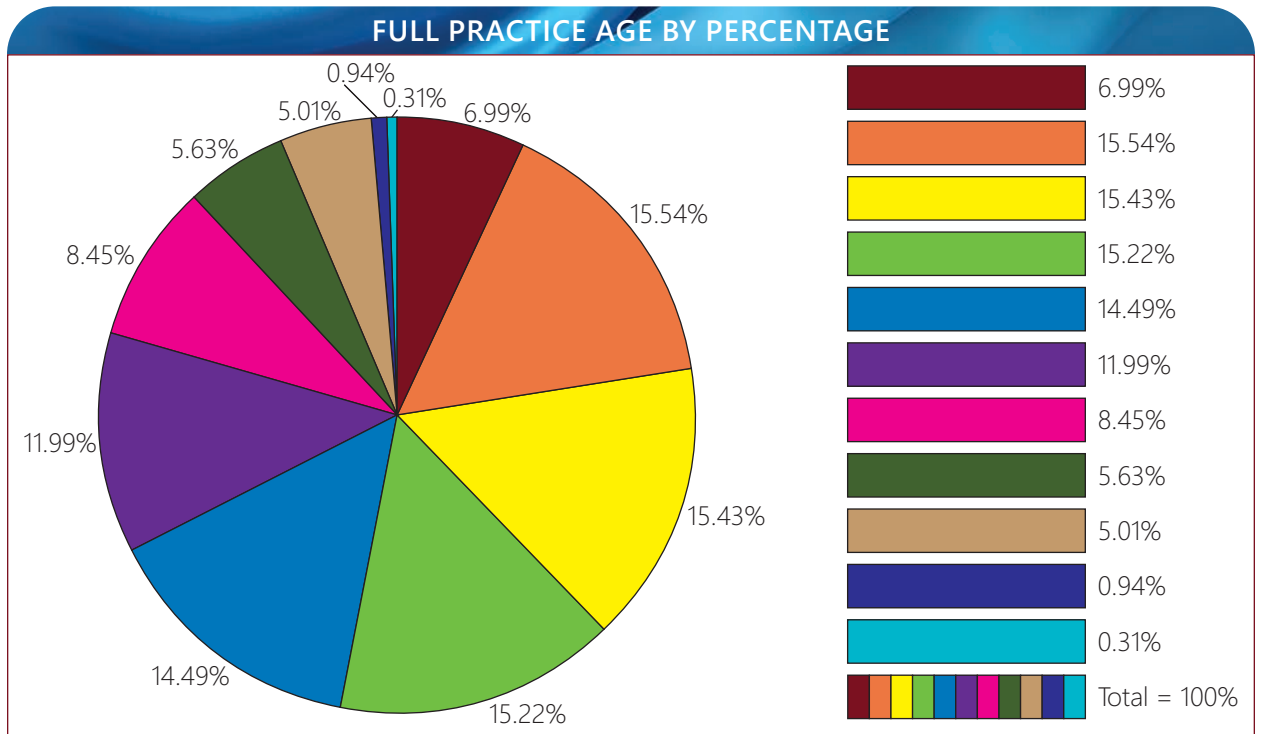
DISCIPLINE BY GENDER



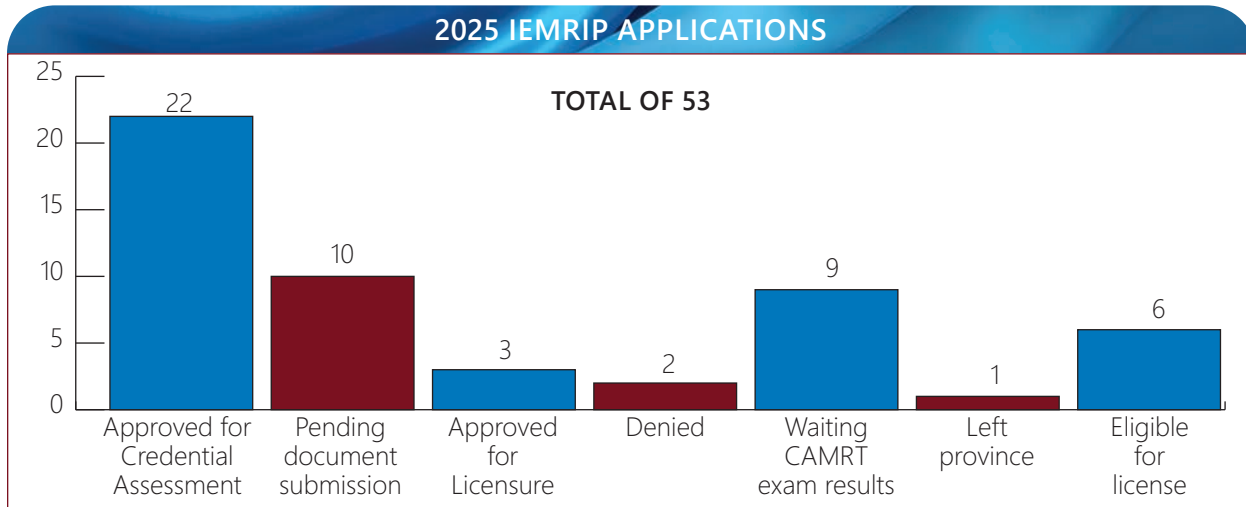
AGE OF FULL PRACTICE MEMBERS



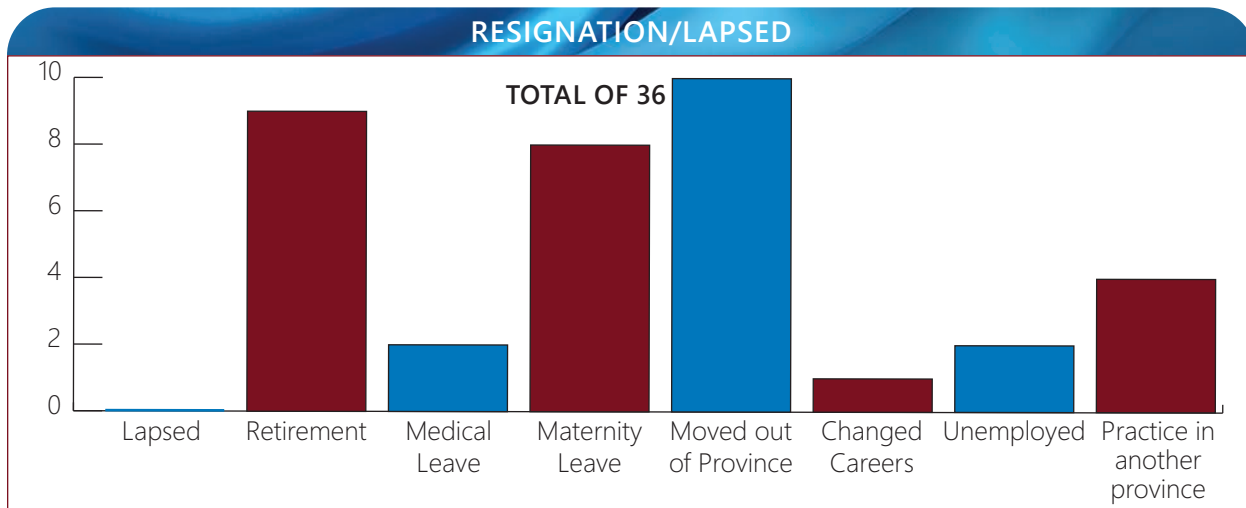
FULL PRACTICE AGE BY PERCENTAGE



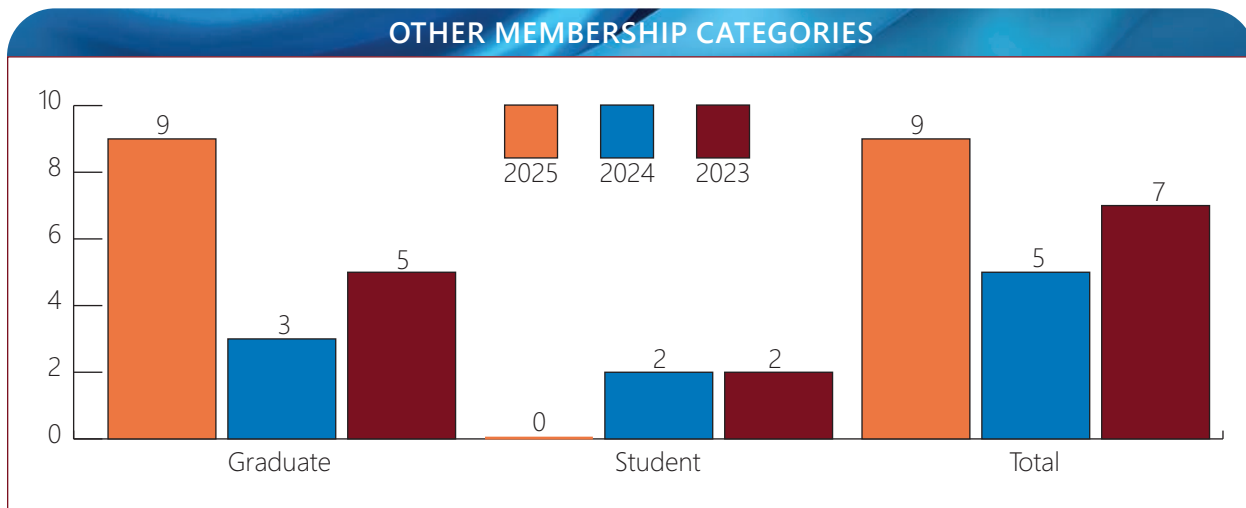
IEMRIP APPLICATIONS



RESIGNATION AND LAPSES



OTHER MEMBERSHIP CATEGORIES



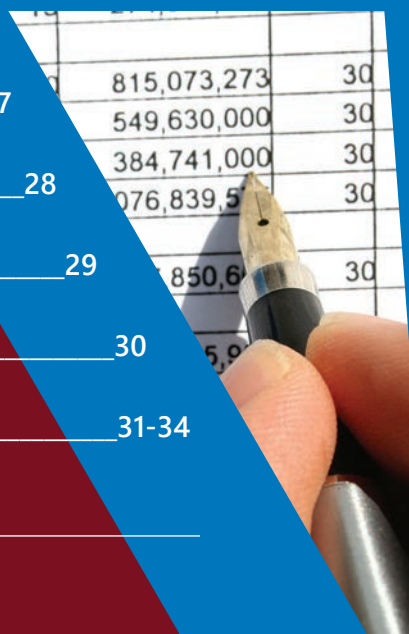


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The College of Medical Radiation and Imaging Professionals of Saskatchewan

2025 FINANCIAL STATEMENTS

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To the Members of College of Medical Radiation and Imaging Professionals of Saskatchewan

Opinion

We have audited the financial statements of College of Medical Radiation and Imaging Professionals of Saskatchewan, which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and 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 organization as at December 31, 2025, 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization 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 organization'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 organization or to cease operations, or has no realistic alternative but to do so.

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

Auditors' 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 auditors' 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. 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:



INDEPENDENT AUDITORS' REPORT (CONTINUED)

- 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 organization'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 organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' 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 auditors' report. However, future events or conditions may cause the organization 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.

Regina, Saskatchewan
April 17, 2026

Berger Cavan Group LLP

Chartered Professional Accountants

INDEPENDENT
AUDITORS' REPORT



CMRIPS

The College of Medical Radiation and
Imaging Professionals of Saskatchewan

STATEMENT OF OPERATIONS

For the year ended December 31	2025	2024
Revenues		
Membership fees	\$ 485,970	\$ 423,920
Interest income	17,136	19,057
Other	650	33,251
Conference revenue	-	19,430
	503,756	495,658
Expenditures		
Administration	25,990	23,758
Amortization	7,691	2,243
Communications	2,442	18,798
Conference expense	-	34,013
Council	55,697	22,715
Donated funds	-	240
Membership dues	4,000	4,000
Office rent	20,473	19,441
Professional fees	23,846	14,960
Salaries and benefits	196,749	169,872
Software and internet	39,968	59,146
Stipends	8,000	6,450
	384,856	375,636
Excess of revenues over expenditures	\$ 118,900	\$ 120,022

See accompanying notes



STATEMENT OF CHANGES IN NET ASSETS

	Balance, beginning of year	Transfers	Excess of revenues over expenditures	2025 Balance, end of year
Unrestricted	\$ 329,383	\$ (23,811)	\$ 101,764	\$ 407,336
Legal Reserve (note 3)	222,354	23,811	9,237	255,402
Long Term Reserve (note 3)	210,505	-	7,899	218,404
	\$ 762,242	\$ -	\$ 118,900	\$ 881,142

	Balance, beginning of year	Transfers	Excess of revenues over expenditures	2024 Balance, end of year
Unrestricted	\$ 267,125	\$ (41,324)	\$ 103,582	\$ 329,383
Legal Reserve	193,247	20,662	8,445	222,354
Long Term Reserve	181,848	20,662	7,995	210,505
	\$ 642,220	\$ -	\$ 120,022	\$ 762,242

See accompanying notes



STATEMENT OF FINANCIAL POSITION

December 31 2025 2024

Assets

Current

Cash	\$ 878,239	\$ 741,482
Short term investment (note 3)	241,613	371,985
Accounts receivable	-	2,155
Prepaid expenses	1,337	1,072

1,121,189 1,116,694

Investments (note 3)	200,000	38,950
Property and equipment (note 4)	39,019	42,929

\$ 1,360,208 \$ 1,198,573

Liabilities

Current

Accounts payable and accrued liabilities (note 5)	\$ 30,411	\$ 23,841
Unearned membership fees	448,655	412,490

479,066 436,331

Net Assets

Unrestricted	407,336	329,383
Legal Reserve (note 3)	255,402	222,354
Long Term Reserve (note 3)	218,404	210,505

881,142 762,242

\$ 1,360,208 \$ 1,198,573

Commitment (note 6)

Approved on behalf of the board:



Member



Member

See accompanying notes



STATEMENT OF CASH FLOWS

For the year ended December 31	2025	2024
Operating activities		
Cash receipts from self generated revenue	\$ 524,940	\$ 599,856
Cash paid to suppliers	(166,113)	(196,766)
Cash paid to employees and equivalents	(204,749)	(176,322)
Interest received	26,341	21,565
	180,419	248,333
Investing activities		
Purchase of investments	(395,427)	(38,950)
Proceeds on redemption of investments	355,545	100,000
Purchase of property and equipment	(3,780)	(5,904)
	(43,662)	55,146
Increase in cash	136,757	303,479
Cash, beginning of year	741,482	438,003
Cash, end of year	\$ 878,239	\$ 741,482



December 31, 2025

1. Nature of operations

College of Medical Radiation and Imaging Professionals of Saskatchewan (the "College") is the regulatory body for Medical Radiation and Imaging Professionals (MRIPs) employed in Saskatchewan under the authority of *The Medical Radiation and Imaging Professionals Act (the Act)*. The College registers and issues licences to MRIPs from within the province or outside the province/country who meet the entry to practice requirements as set out for the profession. The College is not subject to income taxes under the Income Tax Act.

2. Significant accounting policies

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies are detailed as follows:

(a) Revenue recognition

The College follows the deferral method of accounting for membership fees. Under this method, fees are recognized as revenue in the period they relate to.

Interest income earned on cash balances and fixed income investments is recognized on an accrual basis.

The College uses the following funds:

- (i) The unrestricted fund reports revenues from and expenditures of unrestricted membership fee revenue and interest income to be used for general operations, together with related assets, liabilities, and net assets.
- (ii) The Legal Reserve includes internally restricted funds to be used for legal expenditures at the discretion of the Council.
- (iii) The Long Term Reserve includes internally restricted funds to be used for an identified purpose at the discretion of the Council.

(b) Cash

Cash consists of cash on deposit and cheques issued and outstanding.

(c) Property and equipment

Property and equipment are recorded at cost. The College provides for amortization using the declining balance method at rates designed to amortize the cost of the property and equipment over their estimated useful lives with the exception of the Jurisprudence program which is amortized straight line over the estimated useful life, as set out in note 4.



December 31, 2025

2. Significant accounting policies (continued)

(d) Cloud computing arrangement

Cloud computing arrangement costs are expensed to software and internet under the simplification approach. In 2025, the expensed software configuration and licensing costs were \$28,208 (2024 - \$23,335).

(e) Financial instruments

Financial assets originated or acquired or financial liabilities issued or assumed in an arm's length transaction are initially measured at their fair value. In the case of a financial asset or financial liability not subsequently measured at its fair value, the initial fair value is adjusted for financing fees and transaction costs that are directly attributable to its origination, acquisition, issuance or assumption. Such fees and costs in respect of financial assets and liabilities subsequently measured at fair value are expensed.

Subsequent measurement:

Financial assets measured at amortized cost include cash, short term investments, accounts receivable, and investments.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

At the end of each reporting period, management assesses whether there are any indications that financial assets measured at cost or amortized cost may be impaired. If there is an indication of impairment, management determines whether a significant adverse change has occurred in the expected timing or the amount of future cash flows from the asset, in which case the asset's carrying amount is reduced to the highest expected value that is recoverable by either holding the asset, selling the asset or by exercising the right to any collateral. The carrying amount of the asset is reduced directly or through the use of an allowance account and the amount of the reduction is recognized as an impairment loss in operations. Previously recognized impairment losses may be reversed to the extent of any improvement. The amount of the reversal, to a maximum of the related accumulated impairment charges recorded in respect of the particular asset, is recognized in operations.

(f) Use of estimates

The preparation of financial statements in conformity 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 and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Items subject to such estimates and assumptions include the estimated future lives of property and equipment. Actual results could differ from those estimates.



NOTES TO THE FINANCIAL STATEMENTS

December 31, 2025

3. Investments

	Interest rate	Maturity date	2025	2024
Short term				
RBC GIC 29	2.75%	5/16/2026	\$ 81,534	\$ -
RBC GIC 28	2.75%	5/16/2026	12,627	-
RBC GIC 26	2.75%	5/16/2026	100,000	-
RBC GIC 25	3.25%	10/16/2026	20,108	19,475
RBC GIC 24	3.25%	10/16/2026	20,108	19,475
RBC GICS - matured February 3, 2025			-	355,545
Interest accrual			7,236	16,440
			241,613	410,935
Long term				
RBC GIC 30	2.85%	5/16/2027	100,000	-
RBC GIC 27	2.85%	5/16/2027	100,000	-
			200,000	-
Total			\$ 441,613	\$ 410,935

The Internally Restricted Legal Reserve and Long-Term Reserve, totaling \$473,806 (2024 - \$432,859), are comprised of investments of \$441,613 (2024 — \$410,935) and cash of \$32,193 (2024 — \$21,924).

4. Property and equipment

				2025	2024
	Rate	Cost	Accumulated amortization	Net book value	Net book value
Office equipment	30%	\$ 4,586	\$ 1,857	\$ 2,729	\$ 3,898
Computer equipment	55%	10,263	7,704	2,559	1,931
Jurisprudence program 8 years S/L		38,549	4,818	33,731	37,100
		\$ 53,398	\$ 14,379	\$ 39,019	\$ 42,929

S/L=Straight-line

NOTES TO THE FINANCIAL STATEMENTS

December 31, 2025

5. Accounts payable and accrued liabilities

Accounts payable and accrued liabilities include government remittances totaling \$3,336 (2024 - \$3,823).

6. Commitments

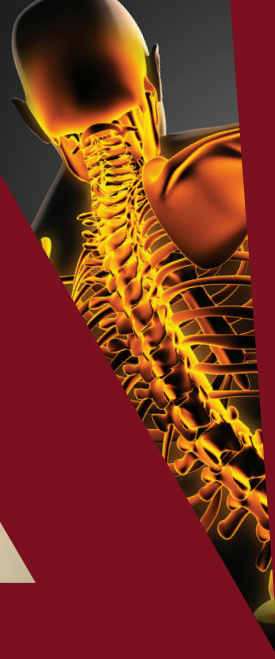
The College signed a sublease agreement for an office space with the Saskatchewan College of Paramedics ending on July 31, 2035. The future payments under this lease agreement are as follows:

2026	\$	20,601
2027		20,601
2028		20,601
2029		20,601
2030		20,932
Subsequent years		99,231
	\$	202,567

7. Financial instruments

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments. In the opinion of management, there are no material financial risks that require disclosure.





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P: 306.525.9678 • 203-3775 Pasqua Street • Regina, SK S4S 6W8
F: 306-543-6161 • E: info@cmrips.org • W: www.cmrips.org

