Annual Report 2016

THERAPEUTIC RECREATION ONTARIO
Believe • Belong • Become
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President’s Report

It’s that time of year again when we look back at all we have accomplished as a board and as an organization. It has been an exciting year for us; our first year with a full time executive director in place. Rozalyn has been more than we imagined in terms of leading our organization. After just one year, she really understands what we do as Recreation Therapists and our ongoing pursuit of elevating our profession. Not only does she listen to our membership and understand our profession, she has become the voice of TRO and represented us as an organization in many ways. She has had meetings with a variety of people and organizations to better understand the need to elevate our profession and how that can be done. She has been instrumental in ensuring our voice is heard at tables where Therapeutic Recreation needs to be included, such as the Ontario Dementia Strategy. We have learned more about the changes happening in healthcare, such as in psychotherapy, and how it will affect Recreation Therapists working in that area.

On a personal note, I have felt that the role of president has changed with an executive director at the helm – and for the better. I can now concentrate on leading the organization by listening to our members and keeping abreast of what is happening in the healthcare field. I’ve been working with a variety of groups on things such as advocacy and research. We have had our first presentation to the LHIN on the value of TR in community. We are in the process of putting together a page on TRO’s website dedicated to research that our members can access and use to advocate our value with colleagues and employers.

Healthcare is changing and with it, so must we as Recreation Therapists. “In Ontario, our health system aims to put clients at the centre with the right care, at the right time, in the right place. By helping people remain in their homes as long as possible, quality of life is often sustained or improved, and the health system can reduce the use of less appropriate and more expensive health care services such as emergency rooms, hospitals, and long-term care homes. And the right place for many Ontarians is in their homes.” (Dr. Eric Hoskins, Minister of Health and Long-Term Care, Patients First, 2015) The government has come out with a paper called Patients First and it talks about “as our population ages, home and community care is becoming especially important. Ontarians want and deserve a health care system that helps them live independently at home – where we know they want to be.” Recreation Therapists can and should play a role in keeping people in the community and providing them with the right care at the right time. We need to educate the decision makers on the value that TR plays in the community with helping people maintain their quality of life and continuing to be a part of their community.

I’d like to thank the TRO Board of Directors for their hard work and dedication this past year. They have worked hard with Roz and the rest of the staff to look at the committees they are leading and change how they are running. They have adjusted to working with an executive director and adjusting their role in terms of the committee they are leading. I appreciate all the contributions you have made to strengthening the organization, advancing the TR profession and working strategically and collaboratively with community partners and organizations. Thank you so much.

The work of the organization is carried about by volunteers – not only the board of directors but all those working on committees and subcommittees of TRO. I would like to thank you for your hard work and dedication. I truly hope that you will continue to work with us. Please consider running for the board of directors in the future. We couldn’t do it without you.

I hope everyone enjoys a happy, fun-filled summer. Please feel free to contact me with any thoughts or ideas at any time. I always enjoy hearing from our membership.

Respectfully submitted by:

Sue Verrilli, R/TRO
Message from Executive Director

This past year has been filled to the brim with learning about Recreation Therapy (RT) and the issues that are relevant to TRO members, networking with members and other stakeholders, and action focusing on advancing the association and the profession forward.

Throughout this report, you will read about the impressive work that TRO has undertaken throughout the 2015/2016 year on behalf of its members including:

- offering continuing education through the delivery of five webinars in collaboration with our national partner, CTRA,
- introduction of the R/TRO DIP designation,
- implementation of the Registration Maintenance process,
- leading the LHIN Working Group which is developing a template presentation which can be delivered to local LHIN’s across the province,
- launching of the Regional Ambassadors program, and
- forming the TRO-College of Psychotherapy Working Group to stay abreast of, and keep our members informed about, psychotherapy regulation.

RT practitioners take their profession seriously and in a time when healthcare is changing in unprecedented ways, we must demonstrate to others the benefits and value of Therapeutic Recreation (TR) in traditional institutional settings and in newer community settings. Over the coming year, TRO will:

- develop a resource repository whereby TRO becomes a central source where TRO members have access to research articles, literature reviews, videos and more,
- develop new and strategic relationships to advance the profession,
- undertake outreach to various sector employers (current and potential new ones) increasing awareness about TR and the benefits of hiring Registered TRO members, and
- increase our capacity to better serve members in a professional manner utilizing technology to meet their education, networking and advocacy needs.

One of the most interesting aspects of my role is the opportunity to meet so many of our TRO members. I have been inspired by the energy of TR students at the many colleges and universities around the province, by the vitality of TR practitioners, and most of all, by the passion of our TRO volunteers especially the board of directors. Central to everyone is the compelling need to advance the profession, not for their own sake, but because TRO members know the incredible difference recreation therapy can make in enhancing a person’s quality of life. They know that through the implementation of treatment and interventions they can help someone deal with an addiction, find hope when all was lost, or create meaning when vulnerability and isolation was all that was known. Therapeutic Recreation practitioners know that it’s not about fun and games, but it is about measurable objectives and outcomes.

I would like to thank the board of directors, staff and TRO members for welcoming me so generously into the TRO fold. It has been an honour to serve the TRO membership over this past year, and I am grateful to the staff, board and volunteers for their ongoing support. I look forward to the coming year, as together, we overcome challenges and celebrate successes.

Sincerely,

Rozalyn Werner-Arcé, CAE
2015 - 2016 Board of Directors

Back Row, left to right: Alison Wideman, R/TRO, Katie Elliott, R/TRO, Yvonne Ng-Gerritsen, R/TRO, Colleen Pittam, R/TRO
Amanda Brown, R/TRO, Erin Wilkie, R/TRO.
Front Row, left to right: Kim Fitzpatrick, R/TRO, Jill Gibson, R/TRO, Sue Verrilli, R/TRO, Joellyn Leblanc, R/TRO, Siobhán McSharry, R/TRO.
Therapeutic Recreation Ontario is the leader in uniting and advancing the Therapeutic Recreation profession in Ontario.

Therapeutic Recreation Ontario is dedicated to guiding, supporting, educating and advocating to enable the Therapeutic Recreation practitioner to deliver quality professional services.

TRO will increase value to current and potential members via:

- Guiding – through resource repository (articles, literature reviews, video, websites)
- Supporting – regional groups, networking opportunities
- Educational – redeveloping PCC process, engaging members to create/organize webinars
- Advocating – scope of practice

With the Board serving as the visionary, TRO will:

- Create “Scope of Practice” for the profession
- Ensure integration of standards and guidelines into curriculum that supports students obtaining the skills and competencies necessary to quality services – in partnership with the academic community
- Support and collaborate identified partners on research initiatives
- Take Essential Competency Framework (ECF) to the Ministry of education

TRO will create new strategic and collaborative relationships with LHINs, ATRA and schools by (but not limited to):

- Position TR professionals as an integral and valued healthcare partner
- Raise awareness about and advocate for the TR profession to employers, government and other professional partners
Over the past three years, TRO has experienced significant growth in our membership numbers in large part due to our Education Institution Membership (EIM). Launched in September 2013, nine schools purchased an EIM with TRO, in 2014 this increased to 12 schools and we are delighted that all 12 schools purchased the EIM again for the 2015-2016 school year. The Professional Membership category has also experienced a steady growth during this time period. In 2014, 79 graduating students purchased a Professional Membership utilizing the new graduate Transition Discount and in 2015, this number jumped to 136 new graduate Professional Members. The Transition Discount enables recent graduates from schools who purchased an EIM to activate their first Professional TRO membership at a significant discount of 50%. We welcome these students and encourage this year’s graduates to take advantage of the Transition Discount as well. Coinciding with the launch of the R/TRO DIP and the upcoming Registration Maintenance process, this year we have also experienced an increase in our Registered Professional membership category.

**TRO Regional Ambassador Role:**

TRO is pleased to introduce the new TRO Regional Ambassador Role. The TRO Regional Ambassador is a liaison between the board of directors and regional groups which was first discussed at the 2015 TRO Conference as a way to increase communication, support regional Therapeutic Recreation associations in Ontario and bring together TR’s from across the province.

After much thought and planning, TRO is excited to share that the Ambassador program is well underway in the implementation stages of this new role within the TRO organization. A selection committee was formed to interview and recommend a TRO Regional Ambassador for each region. Applicants were contacted in April and the TRO Regional Ambassadors will be introduced at the 2016 Annual Conference in Kitchener-Waterloo. The Regional Ambassadors are committed to working collaboratively with TRO and supporting their peers in this new role.

**2016 Conference:**

TRO created a Conference Liaison position within the Professional and Membership Services Committee in 2015. This person is a link between the Conference Committee and the TRO board of directors. Since we are talking conferences, we would like to take this opportunity to thank the organizing committee of this year’s 2016 TRO/ CTRA conference for their incredibly hard work, dedication and creativity! On behalf of the TRO Board of Directors, our deepest thanks goes to:

**2016 TRO/ CTRA Conference Committee:**

Conference Co-Chairs: Lindsey Oretan, R/TRO & Tanea Goncalves Forward
Facilities Co-Chairs: Penny Nickel, R/TRO & Anne Scanlon
Program Co-Chairs: Leeann Ferries, R/TRO & Rebecca Thompson, R/TRO
Registration Chair: Marsha Krueger, R/TRO
Socials Chair: Alyssa Graham
Volunteers Co-Chairs: Corrie Bradfield, R/TRO & Rebekah Larter, R/TRO
Tradeshow/Sponsorship Chair: Katie Hinbest
Marketing Chair: Mary Friesen, R/TRO
TRO Conference Liaison: Alison Wideman, R/TRO

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2017 TRO Conference:
The announcement about the location and theme of the 2017 TRO conference will be made at this year’s conference.

Therapeutic Recreation Awareness Month:
This was the fourth year that both Canada and the United States celebrated the month of February, in unison, as TR month. TRO’s slogan, was “Therapeutic Recreation…Illuminating Your Abilities!” The TR Awareness Month package was updated and made available on the TRO website and promotional materials were made available on the TRO Store as well. For those of you who were not able to purchase on-line, these will be made available at the TRO booth during the conference.

During TR Awareness month, people from across the province were Illuminating Abilities! From TR educational opportunities, to open houses, display boards and social events, many members shared their #TRmonth events with us on the TRO Facebook page: TROntario and/or via our Twitter feed: @TR_ONTARIO. For some detailed recaps login to view at: https://trontario.org/awareness-month

TRO celebrated TR Awareness Month this year by hosting a free webinar “Building a Body of Canadian TR Knowledge for our Practice and Research Future”, along with our first Twitter chat featuring the webinar presenters, Kimberly Lopez PhD (c) and Carrie Briscoe PhD (c). We had an amazing turn out with 70 people attending the webinar. Thank you to Kim and Carrie who shared some amazing resources throughout the chat.

TRO Awards:

Adrienne Gilbert Student Award of Excellence:
The 2015 Adrienne Gilbert Student Award of Excellence recipient was Lisa Coleman. This award acknowledges a student who demonstrates excellence in both academics and extra-curricular activities. The 2016 Adrienne Gilbert Student Award of Excellence winner will be named at this year’s conference.

Brian Bennison Practitioner Award:
The Brian Bennison Award is presented annually to a practitioner in Ontario who has made significant and outstanding contributions to the field of Therapeutic Recreation through their work with clients, the agency they work in and/or their community. The 2015 award was presented to Rebecca Thompson, R/TRO. The 2016 winner will be announced at this year’s conference.

TRO Advanced Practice in TR Award:
The TRO Advanced Practice in TR Award is presented annually to individuals in TR who elevate the practice of TR through innovation in practice. They have created new programs or documents that everyday practitioners can use and put into daily practice through their evidence based research. The 2015 award was presented to Kim Lopez PhD (c) and Carrie Briscoe PhD (c). The 2016 winner will be announced at this year’s conference.

TRO Volunteer Leadership Award:
TRO has been very fortunate to have many hardworking, dedicated and passionate volunteers who give numerous hours of service every year to the organization. They take on projects big and small that help us live our vision and mission. This award acknowledges those individuals (or group) that have taken on leadership roles on behalf of TRO. The 2015 TRO Volunteer Leadership Award recipient is Gabrielle Magowan, R/TRO. The 2016 winner will be announced at this year’s conference.
TRO Organizational Award:
This award was created to honour the individual / organization who shows outstanding support to the TR profession. This individual / organization assists in contributing to TR and elevating the field by supporting innovative programming, education, TR Awareness Month etc. The TRO Organizational Award highlights an outstanding individual / organization who continues to support the growing profession of TR. The 2015 TRO Organizational Award Winner was Dr. Mary Ann Mountain of St. Joseph Care Group in Thunder Bay. The 2016 winner will be announced at this year’s conference.

TRO Mentor Award:
The TRO Mentor Award is given to an educator who has been influential to a student in TR. The successful recipient will be someone who has helped guide a future practitioner in the field of TR through assistance towards facilitating field placement, in-class settings, peer support, etc. Our educators are a very important part of building the future of this profession and they need to be recognized for it. The 2015 TRO Mentor Award was presented to Karen Hirshfeld, R/TRO. The 2016 winner will be announced at this year’s conference.

New this year, the Professional and Membership Services Committee formed the TRO Awards Sub-Committee to select the awards recipients. We express our sincere thanks to this year’s committee members including: Stacy Jowett, R/TRO-Chair, Kim Fitzpatrick, R/-TRO, and Christine Wilkinson, R/TRO.

TRO Contests:
TR Awareness Month Slogan Contest: The TRO Slogan Contest is an opportunity for members to share their ideas by creating a slogan to enhance awareness of the profession of Therapeutic Recreation. The TR Awareness Month Slogan Contest sets the theme for TR Awareness Month in February. The slogan ideas were utilized for the TR month-long celebration. The 2016 TR Awareness Month Slogan Contest winner was Brianna Brown from the University of Waterloo who suggested the theme: “Therapeutic Recreation.... Illuminating Your Abilities”!

Back to School Photo Contest: Students were encouraged to share a “Back to School TR Style” photo on Twitter @TR_ONTARIO for a chance to win a TRO 8GB USB Carabiner! The winner was posted by Lilly Broderick from the University of Waterloo.

Passion 4 TR Contest: Student members were encouraged to post a picture/comment depicting why they are PASSIONATE about TR and include a link to an article on the benefits of TR using #passion4TR2016 on Twitter @TR_ONTARIO. The winning post stated “Making a diff in lives by empowering them to reach goals and have fun while doing it http://source.southuniversity.edu/the-benefits-of-therapeutic-outdoor-recreation-102985.aspx ” Be sure to congratulate Amanda Cutler-Palma from Georgian College who won a free student conference registration for the 2016 joint TRO/CTRA Conference!

Therapeutic Recreation Practice and Research (TRPR) - Journal of TRO:
We are excited to release Volume 11 of the TRO Journal at the 2016 TRO Conference. The TRPR Journal is an important resource for TR practitioners as it offers an opportunity to learn about the TR practices of colleagues as well as to keep abreast of the latest research in TR. We thank Carrie Briscoe PhD (c) and Kimberly Lopez PhD (c) who have assumed the role as co-editors for their last time. We extend a big welcome to Kimberley Lyons who will take on the role as editor for the TRPR Journal.

Committee Members:
Laura Evans and Sonia Roul, R/TRO Exofficio, Ex officio: Rozalyn Werner-Arcé, CAE, Amanda Parent, R/TRO

Respectfully submitted by: Kim Fitzpatrick, R/TRO, Colleen Pittam, R/TRO, Alison Wideman, R/TRO
Introduction:
This has been an exciting year for the Registration Committee with great discussion and tasks completed to advance our profession. One of the greatest accomplishments this year included the journey in developing TRO’s Scope of Practice, among many others. We are thrilled to have been working with a team of dedicated volunteers who have inspired innovation and creativity in elevating the profession. The committee has worked diligently to market the R/TRO and R/TRO DIP designations as well as other tasks to advocate for the work of Therapeutic Recreation practitioners.

Scope of Practice:
Over the past year, the Registration Committee has conducted research on scope of practice to review its purpose, how it is used in other professions and within TR, and the different frameworks in creating a scope. The committee met with the Executive Director at the National Certification for Therapeutic Recreation Certification (NCTRC) Anne Richard, to learn more about the process in developing the NCTRC scope of practice with the American Therapeutic Recreation Association (ATRA). Utilizing the framework developed by the Regulated Health Professions Act (RHPA) in developing a scope of practice, the committee met in person to brainstorm the various elements (the what, the how, the purpose) and began to draft a scope that is all encompassing of TR practice. The TRO board of directors approved the draft version of the scope in March 2016. Following the approval, the draft scope was forwarded to membership for feedback to ensure all members had an opportunity to contribute prior to adopting the scope for TR practice in Ontario. Now, we are proud to present the finalized TRO Scope of Practice to be approved by the membership at the 2016 AGM:

Therapeutic Recreation is a collaborative and purposeful process facilitated by trained professionals offering recreation and leisure assessment, planning, intervention and evaluation to achieve individual goals. The profession uses meaningful recreation and leisure education, counselling and experiences to promote, restore, rehabilitate and/or maintain quality of life and well-being. Therapeutic Recreation supports the development of strengths while addressing social, emotional, physical, spiritual and cognitive needs.

LHIN Working Group:
The purpose of the Local Health Integration Network (LHIN) Working Group is to advocate for TR in the community. In January 2016, we held a focus group with five TR professionals working in the community to gain a better understanding of current needs and gaps. We have also connected with students from Niagara College to develop promotional videos that advocate for the profession to use as additional tools for our presentation to the various LHINs across the province. Thank-you to all of the volunteers involved with this working group: Sue Verrilli, R/TRO, Kim Bell, R/TRO, Kristen Bradley, R/TRO, Amanda Brown, R/TRO, Tracey Dion, Beverly Farrell, R/TRO, Jill Gibson, R/TRO, Hilary Grieve, R/TRO, Leanne Hughes, R/TRO, Marsha Lanktree, R/TRO, Yvonne Ng-Gerritsen, R/TRO, Jennifer Ridgway, R/TRO,

TRO-College of Psychotherapy Working Group:
The focus of this group of dedicated volunteers is to explore the new Psychotherapy Act and its implications for TR practitioners working in mental health. The working group has diligently connected with key stakeholders who are tracking the implications to practice of the newly presented act. Communication was presented to the membership of TRO on the pros and cons of registering with the College of Registered Psychotherapists of Ontario.

The working group is pleased to have Joyce Rowlands, from the College of Psychotherapy, joining for breakfast at the TRO conference to share more information and answer questions TRO members may have. Thank you to the Psychotherapy Working Group members: Jill Gibson, R/TRO, Sandra Berzaitis-Smith, R/TRO, Kelly Eligson, Jackie Frail, R/TRO, Shannon Hogan, R/TRO, Shelagh Keesmaat, R/TRO, Erin LeDrew, R/TRO, Lezlie Leduc, R/TRO, Sara Richardson-Brown, R/TRO, John Rodnick, R/TRO, Rebecca Thompson, R/TRO.
CTRA National Standards of Practice Committee:
Jill and Yvonne are representing TRO in the Canadian Therapeutic Recreation Association (CTRA) National Standards of Practice committee to keep up to date on the tasks and process related to creating a national Standards of Practice document. This committee is in its infancy and exploring what a National Standards of Practice might look like. We are thrilled to be partnering with our colleagues from across the country to advance the practice of TR. The current timeline for this proposed document is set for 2020.

Conclusion:
Overall, the committee continues to meet with other disciplines to learn more about regulation and how we can advance our profession. The committee continues to brainstorm tools to promote the marketing of all TR designations (R/TRO, R/TRO DIP, CTRS) and welcome any ideas members may have. We encourage all members to utilize the new Scope of Practice and are excited to see what new tasks our committee has in store for next year!

Committee Members:
Jaclyn Frail, R/TRO, Jeff Gall, Curtis Geissberger, R/TRO, Kimberly Lopez, Jackie Tuskin, R/TRO, Ex officio: Rozalyn Werner-Arcé, CAE,

Respectfully submitted by: Jill Gibson, R/TRO & Yvonne Ng-Gerritsen, R/TRO
Congratulations to all successful R/TRO and R/TRO DIP applicants this year! The Practice Review Committee continues to review applications for Registration with TRO quarterly (February, May, August, and November). As of May 1, 2016, TRO has 400 active Registered Professional members.

Curriculum Review Process for Registration Eligibility:
The Practice Review Committee is excited to announce that TRO’s Curriculum Review Process for Registration Eligibility is up and running! The Essential Competency Framework (ECF) was created by TRO in partnership with educators and practitioners across the province. Adherence to the ECF for Therapeutic Recreation promotes a standard of excellence in education for students, while strengthening the field of Therapeutic Recreation.

Three post-secondary programs volunteered for the TR Curriculum Review for the Registration Eligibility pilot and have successfully completed the review process with their curriculum meeting the requirements for Registration Eligibility. Congratulations to the Niagara College Recreation Therapy Diploma Program, University of Waterloo Therapeutic Recreation Degree Program and Lambton College Therapeutic Recreation Graduate Certificate Program! The Practice Review Committee is looking forward to reviewing additional submissions in 2016, with a goal of reviewing all TR programs in Ontario by 2017.

Graduates from TR programs that have successfully met the Registration Eligibility criteria may apply for Registration with TRO using “pathway A”, as both the academic and practical experience requirements have been met through their courses and practicum/internships. In addition, graduates must be an active member of TRO (student or professional member) and obtain 25 professional contribution points. For those applicants who have graduated prior to 2015, or whose schools are still pending approval under the curriculum review process, we are accepting applicants for the Registration designation utilizing “pathway B”.

The ECF has been copyrighted, and is available on the website for use by all members. Consider using it at your school or workplace for reference when working on practice issues, supervising students or mentoring staff. TRO has brainstormed future uses for the ECF which include proposing to the Ministry it be used as the curriculum standard for all TR programs in Ontario.

R/TRO, R/TRO DIP and Registration Maintenance:
It has been an exciting year of development and advancement for the TRO Registration designations! For the past six years, members had been anticipating education changes to the Registration application package. September 1, 2015 marked the launch of the revised R/TRO (for degree prepared) and new R/TRO DIP (for diploma prepared) application packages! It is truly a great achievement and honour, to be able to offer the Registration designations (R/TRO, R/TRO DIP) to members who promote professionalism and quality Therapeutic Recreation services, while representing the variety of academic pathways available in Ontario.

Countless consultations and collaboration with the Therapeutic Recreation Provincial Education Steering Committee (TRPESC) took place to ensure an equitable and attainable designation that represents excellence for students graduating from Ontario’s post-secondary Therapeutic Recreation programs. The Practice Review Committee would like to thank key stakeholders who were instrumental during this change, including the TRPESC members, the Practice Review Committee volunteers, Therapeutic Recreation students and all TRO members who contributed to the successful development of the Registration applications, which can be found on the TRO website.

This year marks the introduction of the Registration maintenance process effective July 1, 2016! The Registration maintenance application package is available on the TRO website. Remember, if you submitted your initial R/TRO application prior to July 1, 2011, your Registration maintenance application is due by July 1, 2016 for the first round of maintenance reviews. If you submitted your initial Registration application on, or following July 1, 2011, your maintenance application is due 5 years from the initial submission date. Registration maintenance applications will be reviewed quarterly in February, May, August and November. Your maintenance date will be 5 years from the quarter you originally submitted for and successfully obtained your Registration designation. All applicants in each quarter
will be subject to an audit, in which proof of professional contribution materials will be requested. You are not required to send your professional contribution documentation materials with your maintenance application! You are only required to submit your Registration maintenance forms electronically. Supporting documentation will only be required if you have been randomly selected for the audit. Those selected for audit will be notified within two business days of the Registration maintenance application deadline.

**Professional Contribution Credits (PCC’s):**
Providing increased educational opportunities is one of the goals TRO created to address our strategic priority to build and strengthen TRO member services. We heard from members that they would like increased educational opportunities that were accessible from all areas of the province. To respond to these requests for ongoing professional development opportunities, TRO offered five free webinars during the 2015-2016 webinar series. In addition, a process for earning PCC’s through watching previously recorded webinars was created. Stay tuned to the TRO Continuing Education webpage for details on our 2016-2017 webinar series.

The Practice Review Committee has also heard from student members who indicated they would like more opportunities to earn professional contribution points while in school. To respond to student members, the Practice Review Committee has worked closely with the TRPESC committee to create a professional contribution category within the Registration application package specifically for “Student Activities”. Download the Registration application package from our website to learn about all of the various opportunities for earning professional contribution points.

The Practice Review Committee is also working on a process to make tracking and submitting PCC transcripts more user friendly for members…stay tuned for details!

**Practice Review & Public Relations:**
One of the greatest things about being on the Practice Review Committee is the opportunity for contact with the members. Please, keep your questions coming! We understand that there is a lot of change happening in the field, and we do our best to keep you informed. We encourage you to get in touch with us, we want to hear what challenges you are facing and how we can help! Stay informed by reviewing the Frequently Asked Questions (FAQs) section of your monthly e-TRO. We hope you find these FAQs helpful.

**Committee Members:**
We would like to extend our appreciation to the volunteers who have been working extremely hard with us this past year. They play an instrumental role in the functioning of the Practice Review Committee. Thank you!!


Respectfully Submitted by: Amanda Brown, R/TRO, Erin Wilkie, R/TRO and Katie Elliott, R/TRO
Members of the Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC) represent educators from both college and university programs that offer degree, diploma or post graduate education in Therapeutic Recreation. Members of TRPESC hold a Professional or Registered Professional membership with TRO. This committee formally liaises with the Board of Directors through the Practice Review Committee.

**Purpose & Duties:**
The TRPESC Committee meets at the request of the Board or the Chair to make recommendations to the TRO Board of Directors relating to TR/RT education considerations and the impact of the recommendations on TRO processes. This working committee exists to direct and advance TR education in the province of Ontario in accordance with TRO’s Standards and strategic direction.

**Recent TRPESC Initiatives Include:**
- Provided feedback to the Practice Review Committee in the development and finalization of the Curriculum Review Process for Registration Eligibility
- Demonstrated ongoing efforts to advance the TR profession through strong, standardized education, each school represented at the TRPESC committee has made a commitment to have their curriculum reviewed by December 2017
- Provided feedback to the TRO Communications Coordinator and TRO regarding the “Educational Institution Membership”, transition discount, as well as the educational institution presentations.
- Promoted TRO Education Institution Membership (EIM). For the 2015-2016 year, 12 schools purchased the EIM
- Worked with the Practice Review Committee to formalize a process to pre-approve extra-curricular projects for PCC’s using the PCC for TRO sponsored Events – Student Project application
- Encouraged students to support TRO with special projects contributing to the Strategic Direction
- Recommended that the next step for the Essential Competency Framework is to present it to the Ministry of Training, Colleges and Universities
- Ongoing contributions to TRO’s Strategic Direction

**Committee Members:**
Brian Bennison, R/TRO, Joanne Brohman, R/TRO, Leeanne Ferries, R/TRO, Jaclyn Frail, R/TRO, Amanda Musclow, R/TRO, Mark Parolin, R/TRO, Alison Wideman, R/TRO, Colleen Whyte, R/TRO, Christine Wilkinson, R/TRO, Erin Wilkie, R/TRO,
Ex officio: Rozalyn Werner-Arcé, CAE,

Submitted by: Katie Elliott, and Amanda Brown, R/TRO
With great pleasure, we have served as co-chairs for the Governance and Nominations Committee and are pleased to provide the TRO membership with an overview of our contributions for the 2015/2016 year.

New Board Member Orientation:
Annually it is the role of the Governance and Nominations Committee to ensure that all new incoming board directors have the opportunity to participate in a full orientation process to ensure that they are supported in gaining the information and skills necessary for them to serve the TRO membership to the best of their capacity. The process of orientation includes direct ongoing support from this committee throughout their first year as well as the appointment of a mentor board director from within their committee. This year, we had the pleasure of orienting and supporting Alison Wideman in her first year as a board director and co-chair of the Membership and Professional Services Committee.

Board Orientation Manual:
The Governance and Nominations Committee annually reviews the TRO Board Orientation Manual in order to ensure its usefulness and accuracy. In April and May of 2016 the committee collectively reviewed and updated the manual in preparation for new incoming board members elected at the 2016 TRO AGM.

Regional Ambassador Orientation:
This year, the Governance and Nominations Committee was excited to have the opportunity to support TRO’s new Regional Ambassador initiative by creating an orientation manual and process for the incoming Ambassadors. The committee looks forward to assisting with the orientation and mentorship for these individuals throughout their first year in this new role.

Volunteer Management:
The Governance and Nominations Committee continues to manage, appoint and support existing and incoming volunteers. TRO volunteers are the heart of our association and it is with great pleasure and pride that we support them in their desire to add value to our growing profession.

Executive Committee:
The Governance and Nominations Committee chair is responsible for sitting on TRO’s Executive Committee where all governance of the TRO association takes place between board director meetings.

Letter of Support to Ministry of Health and Long-Term Care
A letter of support written on behalf of TRO was sent to the Ministry of Health and Long-Term Care Health System Strategy and Policy Division in response to their discussion paper Patients First: A Proposal to Strengthen Patient-Centred Health Care in Ontario. The letter detailed the integral role Therapeutic Recreation could play in the Ministry’s Strategic Plan.

Nominations Committee:
This year, Joellyn Leblanc chaired the nominations and elections process for incoming 2016 – 2018 TRO board directors. The President Elect and four Board Member at Large positions were available. TRO Members were invited to take part in a conference call to provide answers to any questions they had regarding what it meant to become a TRO Board Member. Information was provided regarding the election process, orientation, as well as, board member roles and responsibilities. We look forward to the upcoming 2016 AGM where the new board of directors will be presented to the TRO membership.

Committee Members:
Colleen Chiki, Kamila Gemin, R/TRO, Emily Houston, Rebekah Larter, R/TRO, Alan Sage, Rachel Lee Tentcher

Respectfully Submitted by: Leanne Hughes, R/TRO and Joellyn Leblanc, R/TRO
Risk and Audit Committee Report

As of April 30, 2016 our bank account totals were as follows:

- **Money Master Account** (high interest savings): $26,989.86
- **Registration**: $104,267.38
- **Chequing** (membership fees/other revenue, payment for staff/other expenses): $228,930.29

Initiatives endorsed this fiscal period (Sept. ‘15 - August ‘16):

- Director’s and Officer’s Liability Insurance & Commercial General Liability Insurance
- Strategic planning including consulting services
- Start-up funds for the 2017 conference
- Promotional and marketing materials such as TR, TRO and Registration brochures
- TRPR Journal - printing and production costs
- Hiring of an Executive Director
- Updating TRO website

The Risk Management & Audit Committee continues to prioritize board/member initiatives with respect to spending and portfolio accountability. Once again we have been diligent in completing all governmental reporting practices in a timely fashion.

Committee Members: Alana Ciolfi, R/TRO, Leanne Hughes, R/TRO, Siobhán McSharry, R/TRO, Sue Verrilli, R/TRO, Ex Officio: Rozalyn Werner-Arcé, CAE

Respectfully submitted by: Siobhán McSharry, R/TRO

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
YEAR ENDED AUGUST 31, 2015 (unaudited)

<table>
<thead>
<tr>
<th>REVENUE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees</td>
<td>$127,781.00</td>
</tr>
<tr>
<td>Conference</td>
<td>36,087.00</td>
</tr>
<tr>
<td>Other</td>
<td>2,816.00</td>
</tr>
<tr>
<td>Interest</td>
<td>778.00</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>167,462.00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GENERAL AND ADMINISTRATIVE EXPENSES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising and promotion</td>
<td>114,697.00</td>
</tr>
<tr>
<td>Bank charges and interest</td>
<td>5,433.00</td>
</tr>
<tr>
<td>Consulting</td>
<td>65,333.00</td>
</tr>
<tr>
<td>Dues and fees</td>
<td>249.00</td>
</tr>
<tr>
<td>Information technology and website</td>
<td>6,055.00</td>
</tr>
<tr>
<td>Insurance</td>
<td>3,996.00</td>
</tr>
<tr>
<td>Meeting and travel</td>
<td>32,538.00</td>
</tr>
<tr>
<td>Office supplies</td>
<td>18,227.00</td>
</tr>
<tr>
<td>Professional fees</td>
<td>15,119.00</td>
</tr>
<tr>
<td>Salary and benefits</td>
<td>38,192.00</td>
</tr>
<tr>
<td><strong>Total General and Administrative Expenses</strong></td>
<td><strong>199,839.00</strong></td>
</tr>
</tbody>
</table>

| NET INCOME (LOSS)                  | (32,773) |
| NET ASSETS, BEGINNING OF YEAR      | 299,686.00 |
| NET ASSETS, END OF YEAR           | $267,309.00 |
## TRO Committees and Working Groups

### Executive Committee
Sue Verrilli, R/TRO - Chair  
Jill Gibson, R/TRO  
Siobhán McSharry, R/TRO  
Joellyn Leblanc, R/TRO  
Leanne Hughes, R/TRO

### Communications Committee
Amanda Parent, R/TRO - Communications Coordinator  
Lilly Broderick  
Shoshanna Bowen  
Jaclyn Baker  
Sheelah Rodriguez

### Governance and Nominations Committee
Joellyn Leblanc R/TRO - Chair  
Leanne Hughes, R/TRO - Co-Chair  
Colleen Chiki  
Emily Houston  
Alan Sage  
Kamilla Gemin, R/TRO  
Rebekah Larter, R/TRO  
Rachel Lee Tentcher

### Registration Committee
Jill Gibson, R/TRO - Chair  
Yvonne Ng-Gerritsen, R/TRO - Co-Chair  
Jaclyn Frail, R/TRO  
Curtis Geissberger, R/TRO  
Kimberly Lopez  
Jeff Gall  
Jackie Tuskin, R/TRO

### Professional and Membership Services Committee
Kim Fitzpatrick, R/TRO - Chair  
Colleen Pittam, R/TRO - Co-Chair  
Alison Wideman, R/TRO - Co-Chair  
Sonia Roul, R/TRO  
Laura Evans

### TRPR - Journal of TRO
Kim Lopez, PhD (c)  
Carrie Briscoe, PhD (c)  
Shannon Knutson, R/TRO  
Kimberly Lyons

### TRO Committees and Working Groups

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Co-Chair</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>Sue Verrilli</td>
<td>Jill Gibson</td>
<td>Siobhán McSharry, Joellyn Leblanc, Leanne Hughes</td>
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<tr>
<td>Communications</td>
<td>Amanda Parent</td>
<td>Lilly Broderick</td>
<td>Shoshanna Bowen, Jaclyn Baker, Sheelah Rodriguez</td>
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<tr>
<td>Governance and Nominations</td>
<td>Joellyn Leblanc</td>
<td>Leanne Hughes</td>
<td>Colleen Chiki, Emily Houston, Alan Sage, Kamilla Gemin, Rebekah Larter, Rachel Lee Tentcher</td>
</tr>
<tr>
<td>Registration</td>
<td>Jill Gibson</td>
<td>Yvonne Ng-Gerritsen</td>
<td>Jaclyn Frail, Curtis Geissberger, Kimberly Lopez, Jeff Gall, Jackie Tuskin</td>
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<tr>
<td>Professional and Membership Services</td>
<td>Kim Fitzpatrick</td>
<td>Colleen Pittam</td>
<td>Alison Wideman, Sonia Roul, Laura Evans</td>
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<tr>
<td>TRPR - Journal of TRO</td>
<td>Kim Lopez</td>
<td>Carrie Briscoe, Shannon Knutson, Kimberly Lyons</td>
<td></td>
</tr>
</tbody>
</table>

### Awards Sub-Committee
Stacy Jowett, R/TRO - Chair  
Kim Fitzpatrick, R/TRO  
Christine Wilkinson, R/TRO

### Risk Management and Audit Committee
Siobhán McSharry, R/TRO - Chair  
Leanne Hughes, R/TRO  
Sue Verrilli, R/TRO  
Alana Cioffi, R/TRO

### Practice Review Committee
Amanda Brown, R/TRO - Chair  
Erin Wilkie, R/TRO - Co-Chair  
Katie Elliott R/TRO - Co-Chair  
Melissa Konat, R/TRO  
Andrea LaForge, R/TRO  
Katherine Lee, R/TRO  
Shannon Knutson, R/TRO  
Elizabeth Luff, R/TRO  
Michelle Pett, R/TRO  
Sula Larochelle, R/TRO  
Erin LeDrew, R/TRO  
Gabrielle Magowan, R/TRO  
Koko Lung, R/TRO

### Therapeutic Recreation Provincial Educators Steering Committee
Erin Wilkie, R/TRO  
Joanne Brohman, R/TRO  
Leeann Ferries, R/TRO  
Jackie Frail, R/TRO  
Colleen Whyte, R/TRO  
Alison Wideman, R/TRO  
Christine Wilkinson, R/TRO  
Mark Parolin, R/TRO  
Brian Bennison, R/TRO  
Amanda Musclow, R/TRO  
Amanda Brown, R/TRO  
Katie Elliott, R/TRO  
Laura Evans

### President’s Advisory Committee
Sue Verrilli, R/TRO - Chair  
Carol Phillips, R/TRO  
Rebecca Thompson, R/TRO  
Carolyn Triemstra, R/TRO  
Christine Wilkinson, R/TRO

### TRO - College of Psychotherapy Working Group
Jill Gibson, R/TRO - Chair  
Sandra Berzaitis-Smith, R/TRO  
Kelly Elligson  
Jackie Frail, R/TRO  
Shannon Hogan, R/TRO  
Shelagh Keessmaat, R/TRO  
Erin LeDrew, R/TRO  
Lezlie Leduc, R/TRO  
Sara Richardson-Brown, R/TRO  
John Rodnick, R/TRO  
Rebecca Thompson, R/TRO

### TRO - LHIN Working Group
Sue Verrilli, R/TRO - Chair  
Kim Bell, R/TRO  
Kristen Bradley, R/TRO  
Amanda Brown, R/TRO  
Tracey Dion  
Beverly Farrell, R/TRO  
Jill Gibson, R/TRO  
Hilary Grieve, R/TRO  
Leanne Hughes, R/TRO  
Yvonne Ng-Gerritsen, R/TRO  
Jennifer Ridgway, R/TRO  
Marsha Lanktree, R/TRO