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President’s Report

This past year has been an exciting one. We are so pleased to announce that we hired an Executive Director for TRO. Rozalyn started on April 1st and has hit the ground running! She has met individually with our board members and staff to start her orientation process. She has been key in finalizing our strategic plan for the coming year, based on the information from our consultants and the work the board had done prior to her arrival. Her next steps will include reaching out to our membership, starting with our conference in Toronto! As well, she may travel to some communities across the province to meet with regional groups and sub-committees of the board to really get a feel for the issues and the work being done. Based on the information shared with us by our consultants, the TRO board felt we needed an Executive Director who had experience in leading large organizations. We were really looking for someone to be the face of TRO. As well, we wanted someone who could take our strategic plan and move it forward in terms of strengthening TRO, advancing the TR profession and establishing strategic and collaborative relationships. Roz comes with excellent qualifications both academically and in experience as an Executive Director. We welcome her to our TRO family and look forward to working with her in the coming years.

I would also like to take this opportunity to thank the TRO Board of Directors and TRO staff for their hard work, passion and commitment over the past year. It has been a pleasure to work with all of you. As well, a heartfelt thanks to our many volunteers for your dedication to TRO. We appreciate all that you do.

Respectfully submitted by:

Sue Verrilli, B. A., R.T. (R/TRO)
Message from Executive Director

It is with great pleasure that I submit my first report to the membership as Executive Director of Therapeutic Recreation Ontario (TRO). Since my first day, April 1, 2015, I have been warmly and enthusiastically welcomed by the board of directors, the staff and the members of TRO. I was told that Recreation Therapists are compassionate, passionate and fun people and I must say, that has certainly been my experience so far.

My initial 100 day plan is to listen, observe and learn, and there is certainly lots to learn. The board of directors has done a phenomenal job leading TRO on behalf of the membership to raise the profile of TR and to develop and strengthen meaningful member services. This is evidenced by the increase in membership to more than 1600 as well as through the dedicated efforts of the board, committees and staff to educate stakeholders by undertaking activities such as recruiting educational institutions memberships (EIM’s), informing employers about the value of the R/TRO and R/TRO DIP designations, and hosting booths at professional conferences. Plans are in the works to continue to develop online education for members through webinars, and of course, maintenance of the R/TRO designation is on everyone's mind as 2016 is just around the corner.

The association is now at a crossroads. Based on feedback from consultants and what we have seen happen through the Health Professions Regulatory Advisory Council (HPRAC) in terms of regulation under the Regulated Health Professions Act (RHPA), it is unlikely that TR will become a regulated profession under RHPA. While this is disappointing news, there are other options which will help to elevate the profession and protect the public. TRO will dedicate itself to researching and understanding these alternatives further over the coming year. As we do this, we will also then realign our board and staff structures and roles in a way that will better position the organization to achieve its goals.

Of course, there continues to be great value in membership with TRO and plans are underway which focus on the organizational priority areas: a) build and strengthen TRO member services, b) advance the TR profession, and c) develop strategic and collaborative relationships.

I would like to extend my personal thanks to the board for their confidence and faith in me. Together, we will accomplish great things for TRO. I also wish to thank the staff for their patience and support over the last two months. They are: Amanda Parent, R/TRO, Stacey Sestric, R/TRO and Neil Wilkinson.

As the new Executive Director at TRO, I am interested in connecting with you, the membership, and hope to meet with as many people as possible at conference, committee meetings and regional meetings across the province.

I am delighted to be a part of the TRO team and look forward to working with everyone to grow the association and advance the Therapeutic Recreation profession.

Sincerely,

Rozalyn Werner-Arcé, CAE
2014 - 2015 Board of Directors

2014 Board of Directors: Back Row (L-R) Siobhán McSharry, Joellyn LeBlanc, Colleen Pittam, Keli Cristofaro, Stacy Jowett
Front Row (L-R) Erin Wilkie, Sue Verrilli, Jill Gibson, Kim Fitzpatrick, Katie Elliott, Amanda Brown, Yvonne Ng-Gerritsen
Vision
Therapeutic Recreation Ontario is the leader in uniting and advancing the Therapeutic Recreation profession in Ontario.

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

GOALS

Build and Strengthen Therapeutic Recreation Ontario (TRO) Member Services
Through strong and visionary leadership, build a vibrant and engaged membership by;

• developing relevant member services,
• providing an established voluntary designation,
• delivering affordable continuing education,
• enhancing networking opportunities.

Establish Strategic and Collaborative Relationships
To create new and enhance existing strategic, collaborative relationships and networks with key stakeholders to;

• position TR professionals as an integral and valued healthcare partner
• increase recognition of the R/TRO and R/TRO DIP designations
• raise awareness about and advocate for the TR profession to employers, government and other professional partners.

Advance the Therapeutic Recreation (TR) Profession

• Demonstrate excellence in the TR profession through the R/TRO and R/TRO DIP voluntary designations.
• In partnership with the academic community, ensure integration of standards and guidelines into curriculum that supports students obtaining the skills and competencies necessary to deliver quality services.
• Support and collaborate on research initiatives.
• Advocate for the therapeutic recreation and its value in health care.
Growing Membership Numbers:

TRO experienced significant growth in our membership numbers in large part due to our new Educational Institution Membership (EIM). Launched in September 2013, 9 schools purchased an EIM in 2014. We are proud to announce that in 2015 we now have 12 EIM’s. This year, we also had 79 graduating students take advantage of the New Graduate Transition Discount. This opportunity enables recent graduates 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 this discounted membership price too.

2015 Conference News:

TRO created a conference liaison portfolio within the Professional and Membership Services (PMS) Committee. This person is a link between the Conference Committee and the board of directors. While developing this liaison role, PMS developed a conference blueprint to help future conference committees better understand the essential components/needs of putting together a TRO conference. Once again, PMS worked successfully with Strategic Site Selection to help with contract negotiations. In addition, to support future conference planning committees a document called Conference Timelines and Guidelines was developed, outlining the different committee structures, timeframes etc. And since we are talking conferences, we would like to take this opportunity to thank the organizing committee of this year’s 2015 TRO conference for their incredibly hard work, dedication and creativity! On behalf of the TRO Board of Directors, our deepest thanks goes to:

2015 TRO Conference Committee:

Conference Chair: Susie Mallory
Program Co-chairs: Marisa Leung, R/TRO and Savoarn Nov
Facilities Committee: Jessica Baker
Social Committee: Erin Corey, R/TRO and Fernanda Fabrizi, R/TRO
Marketing Committee: Julie Pepin, R/TRO and Jenna Johnstone
Registration Chair: Kristen English
Volunteer Co-Chairs: Ksenia Melamed and Anna Morellato, R/TRO
Finance Chair: Laura Hogan, R/TRO
Float Support: Kelsey Yarlett
Conference 2016:
The announcement about the location and theme of the 2016 TRO conference will be made at this year’s conference.

Therapeutic Recreation Awareness Month:
This was the third year that both Canada and the US celebrated the month of February, in unison, as TR month. TRO’s slogan, was “Therapeutic Recreation…Enhancing Lives, Igniting Smiles!” The 2015 winner was Michelle Withers, Canadoer College. The TR Awareness Month package was updated and made available on the TRO website and new promotional materials were purchased in time to celebrate 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.

For the fourth year, on February 12, 2015 the Provincial TR party was held to celebrate our great profession. Parties were held in Thunder Bay, Toronto, Etobicoke, Niagara, Barrie, Branford, and Ottawa to name a few. Many thanks to Julie Pollock for coordinating this event.

TRO Contest and Awards:
Adrienne Gilbert Student Award of Excellence: The 2014 Adrienne Gilbert Student Award of Excellence recipient was Alycia Leonard, Lambton College. This award acknowledges a student who demonstrates excellence in both academics and extra-curricular activities. The 2015 Adrienne Gilbert Student Award of Excellence winner will be named at this year’s conference.

Student Essay Contest: The winner of the 2014 Student Essay Contest was Kristina Jessome, Niagara College.

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 2014 award was presented to Shannon McCallum R/TRO, Providence Care. The 2015 winner will be announced at this year’s conference.

In 2015 the TRO Board developed new awards as listed below and the winners of these awards will be announced at this year’s conference. They are:

TRO Advanced Practice in TR Award: Created to honour those individuals in TR who continue to 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 TRO Advanced Practice in TR Award highlights enhanced service delivery by our R/TRO or R/TRO DIP practitioners.

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.

TRO Mentor Award: 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.
**TRO Organizational Award:** 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.

In 2015 the TRO Board developed new contests and revamped some existing ones as listed below and the winners:

**TRO Poster Contest, Now Open to ALL Members:** The TRO Poster Contest is an opportunity for members to share their ideas by creating a tool to enhance awareness of the profession of Therapeutic Recreation. The 2015 winner was Emily Lai, Canadore College.

**TRO Pinning “Pinterest focus” Contest:** Submit a photo and link that could be “pinned” on one of the TRO Pinterest boards. Consider submitting a great program idea for the TR & Mental Health board, an inspirational quote for the TR Inspiration board. The 2015 winner was Samantha Dyer, Mohawk College.

**Student Slogan in Action Contest:** Students post photos that best depict the TR Awareness Month Slogan on TRO Facebook page. Most likes at the end of the month is the winner (at discretion of winner selection committee). The 2015 winner was Paula Lancaster, Niagara College.

**TRO TR Program Development Contest:** TRO Member Forum, TR professionals share program descriptions under content headings. The 2015 winner was - Sarah Bourbonniere, The Darling Home for Kid.

**TRO Journal:**

Volume 10 of the TRO Journal will be available at the 2015 TRO Conference. We thank Carrie Briscoe and Kimberly Lopez who have assumed the role as co-editors of the journal. The journal will now be called the “Therapeutic Recreation: Practice and Research – A Journal of Therapeutic Recreation Ontario”. Please stop by their booth to talk about the new format, see how you could get published, and learn how easy it is to access this journal through your TRO membership!

**PMS committee members:**

Keli Cristofaro, R/TRO, Alena Frowen, R/TRO, Stacy Jowett, R/TRO, Colleen Pittam, R/TRO, Julie Pollock, R/TRO
Brent Stevens, R/TRO

Respectfully submitted by: Colleen Pittam, R/TRO, Stacy Jowett, R/TRO, and Keli Cristofaro, R/TRO
Registration Committee Report

It has been a very busy year for the Registration Committee as we continue to work towards TRO’s main strategic plan to increase membership, increase communication, and strengthen the organization. Our main priority this year has been to market Therapeutic Recreation Ontario and the R/TRO designation. We would like to thank the dedication of our volunteers who make the committee function so well.

Marketing Material:
The Registration Committee has been working diligently to update marketing material to reflect the advancements of our voluntary designation and to include the R/TRO DIP pathway. Our current “Why Hire R/TRO?” and “Why Become R/TRO” brochures have been updated to include the R/TRO DIP designation that will become effective September 2015. The TRO elevator statement was launched to our membership in recognition of Therapeutic Recreation Awareness month. This resource tool provides members with a guideline of key points to highlight in regards to the benefits of the R/TRO designation. We encourage members to access this resource on our website under the R/TRO: Marketing the Designation section and tailor according to each TRO member’s personal presentation style which can also be geared formally (e.g. employers, professionals) and informally (e.g. family, friends).

Briefing Note:
Last June, an information letter was mailed out to all employers of TRO members in an effort to educate our key stakeholders about TRO and R/TRO in the province of Ontario. In follow up to this letter, a briefing note was developed to educate employers about the addition of the R/TRO DIP designation (effective September 2015), promote our careers section of the website, and define the difference between R/TRO and R/TRO DIP. This briefing note was mailed out to all employers of TRO members on June 1st, giving employers notice regarding the pending changes in September. The briefing note recommends employers to revise their TR job descriptions and job postings to include “R/TRO and/or R/TRO DIP preferred”. The briefing note also educates employers that the R/TRO designation is for degree prepared practitioners and R/TRO DIP designation is for diploma prepared practitioners in the province of Ontario.

Scope of Practice Research:
As we work towards TRO’s long term goal of creating a scope of practice for TR practitioners in Ontario, background research on the components of a scope of practice has commenced. Two dedicated Registration Committee volunteers have been working diligently to research definitions, scopes from other disciplines and an existing scope of practice for Recreation Therapy in USA (NCTRC). A scope of practice statement is a general statement describing, but not exclusively limiting, the performance of the activities for our profession.

LHINs Working Group:
TRO has agreed to support a committee of Recreation Therapists working across the province in positioning Recreation Therapy for the LHINs. Research has commenced on the priorities of the provincial government, private practice, community-based needs and opportunities, and the need for education to our key stakeholders. The committee will design a presentation for the LHINs regarding Recreation Therapy, the benefits and outcomes with clients/residents/patients and the need for Recreation Therapists to be vital team players on community teams.

National Standards of Practice Committee:
TRO has been asked by the Canadian Therapeutic Recreation Association (CTRA) to join a national committee reviewing the need for a national standards of practice for Recreation Therapy in Canada. The chair and co-chair of the Registration Committee represent TRO at this national discussion.

Committee Members:
Andrea Campbell Vanvelzer, R/TRO, Curtis Geissberger, R/TRO, Jill Gibson, R/TRO, Kimberly Lopez, Anna, Morellato, R/TRO, Yvonne Ng-Gerritsen, R/TRO, Sabrina Troiano, Jackie Tuskin, R/TRO
Respectfully submitted by: Jill Gibson, R/TRO and Yvonne Ng-Gerritsen, R/TRO
Time goes so quickly that it is hard to believe another year has passed. This committee, like all others, is committed to supporting TRO’s overall 2014/2015 Organizational Plan by helping the organization to: increase membership, improve communication and strengthen the organization. The Governance and Nominations Committee (G&N) is tasked to meet these goals by providing advice on policy and governance matters through the Board’s effective and efficient operations and board succession planning.

**Strengthening the Organization**

One of the first tasks adopted by the G&N committee this year was to research the difference between an operational and strategic plan. We then developed a comprehensive operational plan template which was used to help plan and coordinate the work of the various committees and to ensure alignment with the organization’s three main goals. The three questions board members and their committees were to ask themselves when developing their operational plans were:

- Is the objective going to move our association forward?
- Is the objective going to move our board forward?
- Is the objective SMART? (specific, measurable, attainable, realistic, timely).

The 2015 Operational Plan is finalized and can be viewed on the TRO website.

The G&N committee was also actively involved in the process of hiring an executive director. This included selecting OxenHam, a recruitment firm, as well as participating in a robust and thorough interview process that resulted in the hiring of TRO’s new Executive Director, Rozalyn Werner-Arcé.

Finally, the G&N Committee continued to provide on-going management of new and existing TRO volunteers as well as participation in Executive Committee meetings and assistance with the development of agendas for board meetings.

**Improve Communication**

As many of the G&N initiatives involve board governance, the committee invested heavily in updating the board’s orientation manual as one of our key initiatives in 2014. The process of mentoring new board members this past year provided new insights and we will continue to evaluate and update the orientation manual on an ongoing basis. Current board directors have also found the manual to be a useful tool. New directors elected to the board in June 2015 will be engaged in a comprehensive mentoring and orientation process to help them understand the board’s governance role as well as the work of the board and its committees. Our goal is to enable new directors to be as effective as possible in their new role.

**Increase Membership**

The G&N committee had the pleasure of representing TRO at the trade show at the Ontario Geriatric Association/Regional Geriatric Program Conference April 21-22, 2015. This was a great opportunity to promote our association and profession to a multitude of stakeholders within Ontario. We were inspired to think about how we can build additional relationships with key stakeholders outside of the TR profession including, potentially, future board or committee members.

G&N also connected with TRO’s Professional and Membership Services committee to investigate current recreation related regional groups in order to develop a presentation for the 2015 TRO conference. Following the presentation, where the board hopes to educate, promote and become more informed about Ontario’s Regional Groups, the G&N committee hopes to develop a Regional Ambassador initiative to better link TRO to these groups and further support our membership.
It has been a busy year and we are excited about what the future holds. With the hiring of an Executive Director and the foundational pieces the G&N Committee has put in place, the board of directors and committees will ramp up their work to a higher level and continue to work diligently on behalf of our TRO members. On behalf of the G&N Committee we thank the membership for trusting us to represent them at the board level and look forward to offering the highest calibre of service to you over the upcoming year.

Committee Members:

Many thanks to our amazing committee members for their time and dedication. We honestly would not have made it through this year without your support: Colleen Chiki, Kim Fitzpatrick, Kamila Gemin, R/TRO, Emily Houston, Rebekah Larter, R/TRO, Joellyn LeBlanc, R/TRO, and Alan Sage

Respectfully submitted by: Joellyn LeBlanc, R/TRO, Co-Chair and Kim Fitzpatrick, Co-Chair
Congratulations to all successful R/TRO applicants this year!! The Practice Review Committee continues to review R/TRO packages quarterly (February, May, August, and November). To date, TRO has 336 registered members.

**Essential Competency Framework**

The Essential Competency Framework (ECF) was created in partnership with educators and practitioners across Ontario to guide curriculum, student placement requirements and professional practice. The ECF is a tool available to educators, practitioners and members which compliments the TRO Standards of Practice and articulates competencies necessary to practice as a Therapeutic Recreation professional in Ontario.

The Essential Competency Framework is an outcome-based, client-focused functional framework based on 11 units of competency. The Framework assists in guiding the development of TR education, facilitating evaluation of TR practice, and identifying competency areas requiring further development. This tool has been developed for educators to ensure consistency in foundational knowledge required to provide competent, safe practice. In addition the tool has been developed for members to use to assist in guiding student placements ensuring the minimum standards and competencies are acquired over the course of one’s student placement.

The Practice Review Committee and the Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC) have formally launched the Essential Competency Framework which is now available on the TRO website. A big thank you to all of those who assisted in the development of the document!

**R/TRO and R/TRO DIP**

It has continued to be an exciting year of development and advancement for the R/TRO designation! As September 1, 2015 is rapidly approaching, marking the changes in the education requirements for the R/TRO designation and the introduction of the R/TRO DIP designation, these areas of work remain high priority for the Practice Review Committee.

The Practice Review Committee continues to collaborate with key stakeholders including the Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC), Therapeutic Recreation students and members to prepare for the education changes to the existing R/TRO designation, the development of the new R/TRO DIP designation and the R/TRO Maintenance application. The Practice Review Committee has finalized the R/TRO Education and Practical Experience Requirements Chart outlining the changes effective September 1, 2015 which is now available to members on the TRO website. Remember, the last submission date for the R/TRO designation application under the current educational requirements is July 1st, 2015. Stay tuned for the introduction of the R/TRO and R/TRO DIP 2015 packages which will be available on the TRO website following the 2015 TRO Conference.

The R/TRO maintenance application package is now finalized and available on the TRO website. Remember, if you submitted your original R/TRO application prior to July 1st 2011, your R/TRO maintenance application is due by July 1st, 2016 for the first round of maintenance reviews. If you submitted your original R/TRO application on or following July 1st 2011, your maintenance application is due 5 years from the original submission date. R/TRO maintenance applications will be reviewed quarterly in February, May, August and November. Your maintenance date will be five years from the quarter you originally submitted for and successfully obtained your R/TRO 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 Contributions documentation materials with your maintenance application! You will only need to submit them if you have been randomly selected for the audit. For dates and information on the R/TRO maintenance appeal process please refer to the Designation and Maintenance Audit Policy under the Professional Documents section of the TRO website.
**R/TRO and R/TRO DIP Pins**

It was brought to our attention this year that registered members of TRO would like a way to showcase their commitment to demonstrating a level of excellence in Therapeutic Recreation practice. The Practice Review Committee responded to R/TRO members’ requests by designing R/TRO and R/TRO DIP pins that can be worn by registered members of TRO. Pins will be distributed at the 2015 TRO Conference to those who currently hold their registration designation. For any R/TRO member who is not able to attend the conference and all new designation holders, pins will be distributed via mail at the time of successful registration.

**PCC’s: Professional Contribution Credits**

One of the strategic priorities of TRO is to continue to increase access to educational opportunities to our members. We heard from members that they would like increased educational opportunities that were accessible from all areas of the province. To respond to members requests for ongoing professional development opportunities, the Practice Review Committee offered TRO’s first webinar! To provide PCC Transcripts for those attending TRO Sponsored webinars the Practice Review Committee help to create the PCC Verification Form. Thank you to those of you who participated in TRO’s first webinar. Your participation and feedback helped TRO make informed decisions regarding future webinar opportunities. Visit the TRO website for upcoming webinar opportunities.

**PR: Practice Review & Public Relations**

One of the greatest things about being on the Practice Review Committee is the contact we get to have with the membership. 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 (FAQ) section of your monthly eTRO. We hope you find the information there helpful.

**Committee Members:**

Practice Review Committee would like to extend our appreciation to our volunteers:


Thank you!!

Respectfully submitted by: Amanda Brown, R/TRO, Erin Wilkie, R/TRO and Katie Elliott, R/TRO
Composition:

The Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC) is comprised of educators from both college and university programs, along with representation from the TRO Board of Directors. To be a member of this committee, the educational institution must offer an RT/TR diploma, degree or post diploma/degree certificate, and the TRPESC member must hold an R/TRO or Professional membership with TRO.

TRPESC 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.

Some Recent TRPESC Initiatives:

- Provide feedback to the TRO Communications Coordinator and TRO regarding the “Educational Institution Membership” and transition discount, as well as the educational institution presentations
- Formal liaison with TRO’s Practice Review Committee to connect with TRO board of directors
- Contribute to the Student Centre on TRO’s website
- Completion of TRO’s Essential Competency Framework, now available on TRO’s website
- Future plan to submit Essential Competency Framework applications to Practice Review Committee for curriculum review
- Brainstorm ideas to continue to market and educate members on how to utilize the Essential Competency framework in practice
- Collaborate with TRO’s Practice Review Committee in preparing a comprehensive list for students to earn Professional Contribution points for both the R/TRO and R/TRO DIP designations
- Finalizing the requirements for the R/TRO DIP designation for diploma prepared Therapeutic Recreation professionals
- Altering curriculum at the educational institution level to correspond with TRO’s expectations regarding coursework and fieldwork requirements
- Completion of field placement guidelines for education institutions
- Discussing the creation of more opportunities for students to become involved with the Therapeutic Recreation field, such as the annual conference, and a potential education day for students in future
- Continuing to establish affiliations / pathways between colleges and universities to facilitate students who move through the systems

Committee Members:

Brian Bennison, R/TRO,
Joanne Brohman, R/TRO,
Leeann 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

Submitted by:
Leeann Ferries, R/TRO and Amanda Brown, R/TRO
### Statement of Operations and Changes in Net Assets
#### Year Ended August 31, 2014
(unaudited)

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<table>
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<td>Advertising and promotion</td>
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<tr>
<td>Bank charges and interest</td>
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<td>Board meetings</td>
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<td>Consulting</td>
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<tr>
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</tr>
<tr>
<td>Website</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

| NET INCOME (LOSS)                  | (13,373)     |
| NET ASSETS, BEGINNING OF YEAR      | 313,059.00   |
| NET ASSETS, END OF YEAR            | 299,686.00   |

As of April 30, 2015 our accounts totals were as follows:
- Money master Account (high interest savings): $103,866.10
- R/TRO: $27,131.47
- Chequing (membership fees/other revenue, payment for staff/other expenses): $210,465.85

Initiatives endorsed this fiscal period (Sept. ‘14 - August ‘15)
- Director’s and Officer’s Liability Insurance
- Consulting services to assist with strategic planning
- Start-up funds for the 2016 conference
- TR, TRO and R/TRO Promotional brochures and goods
- TRPR Journal - printing and production costs
- Hiring of consulting firm to assist with the search of an ED
- Update TRO booth
- Hiring of chartered accountants to assist with HST voluntary Disclosure for the fiscal periods 2000-2013
- 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, Siobhán McSharry, R/TRO, Sue Verrilli, R/TRO

**Respectfully submitted by:** Siobhán McSharry, R/TRO
TRO Board of Directors and Committees

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

Communications Coordination Committee
Amanda Parent R/TRO - Chair, Communications Coordinator
Thusa Maheswaran
Ksenia Melamed
Lisa-Lee Newell
Sheelah Rodriguez

Governance and Nominations Committee
Joellyn Leblanc R/TRO - Co-Chair
Kim Fitzpatrick - Co-Chair
Colleen Chiki
Emily Houston, Alan Sage, Kamilla Gemin, R/TRO
Rebekah Larter, R/TRO

Registration Committee
Yvonne Ng-Gerritsen, R/TRO - Co-Chair
Jill Gibson, R/TRO - Co-Chair
Andrea Campbell Vanvelzer, R/TRO
Curtis Geissberger, R/TRO
Kimberly Lopez
Anna Morellato, R/TRO
Jacalyn Tuskin, R/TRO
Sabrina Troiano

Professional and Membership Services Committee
Keli Cristofaro, R/TRO - Co-Chair
Stacy Jowett, R/TRO - Co-Chair
Colleen Pittam, R/TRO
Brent Stevens, R/TRO
Kelsey Bosetti
Alena Frowen, R/TRO
Julie Pollock, R/TRO
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