Annual Report 2017

Therapeutic Recreation... Discovering the Potential Within
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This report provides me with the opportunity to reflect back over this past year and all the changes that have happened in our organization. I have been fortunate to be in the president’s role (either as president elect, president or past president) for 8 years now. I am so proud of our organization and the growth we have experienced. Since 2009 (when I started in this role), the membership has grown from around 600 members to over 1600. Our staff has increased to 4 people, including our full time Executive Director, Rozalyn Werner-Arce. We continue to have a strong and dedicated board of directors. Our volunteer base continues to grow and remains dedicated to the work of TRO and to our profession. To continue this growth, we need to think about succession planning. As members, think about and watch for opportunities to volunteer within the organization. Participate in surveys. Join working groups of interest to you. Volunteer on one of our many subcommittees. As you gain experience, consider running for the board of directors – and then after that – president! Our organization grows and benefits from the variety of people that join. Everyone has something positive to bring into the position and to the organization.

Let’s talk about some of the great things that have happened this year:

- We continue to advocate to our regional LHINs on the value of TR in the community. The timing is perfect as LHINs across the province incorporate the CCAC within their organization. Within their planning, we are providing them with information that needs to be considered on how TR could fit into this model of care.
- We submitted a response to the Ontario Dementia Strategy discussion paper and are waiting for our opportunity to be involved in the next steps.
- We’ve been involved in educating our members on the Controlled Act of Psychotherapy and its broad definition and overlap with Therapeutic Recreation.
- We’ve collaborated with Activity Professionals of Ontario (APO) on a regular basis, as we both work towards elevating our respective professions
- We will share our Essential Competency Framework (ECF) with the Ministry of Advanced Education and Skills Development for their TR diploma and post-graduate certificate program standards review process. We anticipate participating in this consultation process, which may occur as early as 2018.
- We’ve met with the Assistant Deputy Minister of Health, Health Workforce Planning and Regulatory Affairs, Denise Cole, to speak about our profession and our organization, specifically in terms of the future of regulation in Ontario.

It has been a very exciting year. As we continue to grow, I look forward to everything this next year will bring.

It has been an honour to lead this organization beside a number of excellent board members (both past and present). I also commend the staff on their hard work and dedication. Finally, I would like to thank Rozalyn for the skills, professionalism and voice she has brought to our organization as the Executive Director. Many of the exciting things that have happened this year would not have been possible without her.

Respectfully submitted by:

Sue Verrilli, R/TRO
Therapeutic Recreation … Discovering the Potential Within was the winning slogan for the 2017 TR Awareness Month. When Megan Wilkinson developed that tag line, I wonder if she really understood the potential we were discovering at Therapeutic Recreation Ontario (TRO). Over the last year, TRO has been focusing on its three strategic priorities:

1) Build and Strengthen Membership Services,
2) Advance the TR Profession,
3) Establish Strategic and Collaborative Relationships, and unleashing the potential.

Staff, board and committees have been focused on achieving results in each of these areas and over the last year, we have seen significant progress. Highlights include:

• Implementation of the TRO Regional Ambassador Program with representation in all four areas.
• 2016–17 marked the second year of our webinar series, free to TRO members. Thanks to TRO’s technology investment, the webinars can be watched live or at a time most convenient to members.
• TRO’s recorded 2016 conference sessions have also been a cost-effective way for TR practitioners to acquire professional development.
• There are now five post-secondary institutions that have successfully participated in the TR Curriculum Review process with three additional schools having expressed an intention to be reviewed in each of the 2017 and 2018 years.
• Creation of a new member referral program.
• In the summer of 2017 we will launch the TR private practitioner list.
• Implementation of a new member management system, which will better serve our members including access to their profiles, easier payment processing, and a better user website experience.
• TRO signed a partnership agreement with Media Edge to enhance our communications with our members and develop new revenue streams.
• We ramped up our advocacy initiatives including:
  1. Submitting a response to the Ministry of Health’s Dementia Strategy discussion paper through a joint working group with Activity Professionals of Ontario (APO).
  2. Acceptance by the Ministry of Advanced Education and Skills Development (MAESD) to include TRO’s Essential Competency Framework (ECF) in the 2018 program standards development and review process for TR college diploma and postgraduate certificate programs.
  3. Meeting with the Assistant Deputy Minister responsible for Health Workforce Planning and Regulatory Affairs to raise awareness about TR and TRO, as well as to learn about changes in the regulation of healthcare professionals in Ontario. Our discovery has provided guidance to the TRO board of directors as they consider next steps.

All of this has been possible thanks to the commitment and dedication of the board of directors and volunteers. The hours they give so freely and their burning desire to make a difference is truly inspiring. I would especially like to express my appreciation to Sue Verrilli for her support and guidance over the last two years. Sue’s passion for and commitment to the profession, as well as her ever present sense of humour, have been sources of inspiration. Never one to walk away from a challenge, Sue has been a tremendous champion for TRO and its members over the years. We are fortunate that she will continue to serve on the board as Past President for one more year.

It is a true pleasure to work with such a devoted and enthusiastic staff team. My heartfelt thanks and recognition goes to Amanda Parent, Communications Coordinator, Stacey Sestric, TRO Registration Administrator, and our most recent addition, Shae Cameron, Administrative Coordinator.

I look forward to working with the board, staff, volunteers and TRO membership as together, we advance the TR profession in Ontario.

Rozalyn Werner-Arcé, CAE
2016 - 2017 Board of Directors

Back Row, left to right: Colleen Pittam, Sue Verrilli, Erin Wilkie, Amanda Brown, Katie Elliott, Jill Gibson, Jackie Frail
Front Row, left to right: Joellyn Leblanc, Siobhán McSharry, Kim Fitzpatrick, Alison Wideman
Absent: Leanne Hughes
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.

Strategic Priorities

Build and Strengthen Therapeutic Recreation Ontario (TRO) Member Services

GOAL

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.

Advance the Therapeutic Recreation (TR) Profession

GOAL

• 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.

Establish Strategic and Collaborative Relationships

GOAL

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.
As the professional association for Therapeutic Recreation practitioners in Ontario, one of TRO’s strategic goals is to build a vibrant and engaged membership through strong and visionary leadership. Over the last year, the membership has increased by 3.8%. Overall, the TRO membership has experienced continued growth with the total membership nearly doubling in size from just five years ago!

The Education Institution Membership (EIM), which was implemented in September 2013, provides students with the opportunity to experience the benefits of membership in TRO while still in school. Upon graduation, they may become Professional members through a one-time Transition Discount of 50%, contributing to the steady increase in the number of Professional Members.

Registration with TRO began in 2003. Although some of the original Registered Professional Members have retired or have decided not to go through with Registration Maintenance as they have moved into leadership roles, we anticipate that the number of Registered Professional Members will see an increase over the coming years as a result of the implementation of the TR Curriculum Review for Registration Eligibility in 2016. To date five schools have been successful in their TR Curriculum Review for Registration Eligibility, meaning their 2017 graduates will be eligible to apply for Registration with TRO under Path A. We are “discovering our potential” to build and strengthen the organization as the leader in uniting and advancing the Therapeutic Recreation profession in Ontario.

**TRO Regional Ambassadors**

The Ambassadors spent their first year familiarizing themselves with their assigned regions. Ambassadors reached out to known TRO members and regional groups, as well as researching and trying to connect with other Therapeutic Recreation (TR) practitioners and agencies to introduce themselves and explain their roles as TRO Ambassadors. Visit the TRO Regional Ambassadors webpage to learn more about the TRO Regional Ambassador role.

The Ambassadors contributed to a number of conversations, providing suggestions on potential initiatives to move forward with while continuing the Ambassador role including:

1) Form a TRO working group of current regional group members to advise the TRO board on the development of resources such as a Standardized Terms of Reference for Regional Groups.
2) Ambassadors will have a standing invitation to contribute to the “e-TRO” newsletter on an as-needed basis.
3) Develop a strategy to be more available and visible during the 2017 TRO Conference.

Rhiannon Buffett, R/TRO
North Region

Lisa Gordon
Central Region

Julie Pollock, R/TRO
Southwest Region

Sara Richardson-Brown, R/TRO
Southeast Region

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<th>TRO Membership Type</th>
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<th>As of May 1, 2016</th>
<th>As of May 1, 2015</th>
<th>As of May 1, 2014</th>
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**TOTAL TRO MEMBERSHIP**

|                | 1650 | 1589 | 1601 | 1336 | 823 |

Julie Pollock, R/TRO
Southwest Region

Sara Richardson-Brown, R/TRO
Southeast Region

Lisa Gordon
Central Region

Rhiannon Buffett, R/TRO
North Region
2017 TRO Conference
TRO's Executive Director, Rozalyn Werner-Arcé was the board’s liaison to the 2017 Conference Committee and we would like to take this opportunity to thank her and the entire Conference Committee for their tireless work in bringing you this year’s dynamic and engaging professional development opportunity.

2017 TRO Conference Committee Members:
Conference Co-Chairs: Judy Beitz, R/TRO and Bev Farrell, R/TRO
Facilities: Jeff Gall, Laura Veenstra, R/TRO
Program: Breanne Carr, April Zehr, R/TRO, Nadia Andretta-Whelan, R/TRO, Kim de Nijs, R/TRO
Marketing and Sponsorship: Lisa Joworski, R/TRO, Nicole Devereaux, R/TRO, Katie Berkelmans, Deborah Lines, R/TRO, Cheryl Gilmour, R/TRO
Volunteers: Tichelle Schram, R/TRO, Michelle Dawson, Amy Gillard, R/TRO
Social: Lisa Coleman, Leah Taplay, Stephen Barkley, R/TRO, Debbie Slaats, R/TRO
Registration: Kellie Clark-Barker, Quincy Stokley, R/TRO, Katherine Plesdted, R/TRO, Amy Bennett, R/TRO
TRO Executive Director: Rozalyn Werner-Arcé, CAE

2018 TRO Conference
The date, location and theme of TRO’s 2018 conference will be announced in June at this year’s conference in London.

TR Awareness Month
TR Awareness month was again celebrated over the entire month of February. TRO kicked off the occasion by holding a TR Awareness Month Slogan contest with the winning slogan: “Therapeutic Recreation... Discovering the Potential Within”. The TR Awareness Package was updated with new material and made available for members on the TRO website. To assist those who were planning celebrations, prices of promotional materials were discounted throughout the month of January. Visit the TRO booth at the 2017 conference to check out the newest promotional materials and take advantage of significant savings!

During TR Awareness month, people from across the province were “Discovering the Potential Within”; from TR educational opportunities, to open houses, to display boards and social events! Many members shared their #Discovering Potential events with us on the TRO social media channels. Visit the TR Awareness Month webpage to view many of the amazing ways TR’s celebrated this month across the province.

Once again this year, TRO hosted a free webinar during TR Awareness Month entitled “The Journey to TR Publica-...The Good, The Bad and The Ugly” with TRO Board Member presenters, Jill Gibson, and Joellyn Leblanc. Kimberly Lyons from the TRPR Journal of TRO joined the conversation and is following up with two dynamic presentations about research and publication at the 2017 TRO Conference in London.

TRO Awards
Congratulations to all of the 2016 TRO Award winners listed below! Thank you to the awards committee for not only reviewing the 2017 award nominee packages this year, but also for evaluating all six of the awards and making recommendations to change some of the awards in 2017 including an increase in value for three of the awards. The 2017 winners will be announced during the 2017 TRO Awards Ceremony at the conference in London.

2016 Award Winners:

Adrienne Gilbert Student Award of Excellence: Nancy Kahl, Mohawk College
TRO Advanced Practice in TR Award: Kim Durst-Mackenzie, R/TRO
Brian Bennison Practitioner Award: Sara Richardson-Brown, R/TRO
Awards Committee: Stacy Jowett, R/TRO-Chair, Kim Fitzpatrick, R/TRO, Christine Wilkinson, R/TRO, Ex-officio: Amanda Parent, R/TRO

TRO Contests
This year we received a record 66 submissions for our Slogan Contest which made for a difficult choice for our selection committee! The TRO Slogan Contest is an opportunity for members to share their ideas by creating a slogan to enhance awareness of the TR profession. After much consideration, the committee selected the slogan “Therapeutic Recreation… Discovering the Potential Within” submitted by Megan Wilkinson from Fleming College. We liked this slogan so much, we decided to use it as the theme for this year’s annual report!

The “What is TR?” contest was a new student social media contest this year. We encouraged students to post a video on a TRO social media channels describing what TR means to them. Ashley Sparham from Mohawk College was the winner of this contest. Her video may be featured on the TRO YouTube channel and utilized in future TRO advocacy efforts.

Therapeutic Recreation Practice and Research (TRPR) – Journal of TRO
We are excited to release Volume 12 of the TRO Journal at the 2017 TRO Conference. The TRPR Journal continues to be an important resource to TR practitioners offering an opportunity to learn about the exciting advancements taking place in the profession across the province. We thank Kimberly Lyons, PhD (c) who has assumed the role as editor for the Journal over the past year. TRO’s Executive Director, has been working with Kimberley and Kimberly Lopez, PhD (c) this past year to plan a new strategy that will advance the Journal, making it more accessible as a tool to increase awareness about TR and its important role in healthcare. It’s still a work in progress, and we invite you to stay tuned to see where the possibilities will take us!

TRPR Journal of TRO Editorial Team: Kimberly Lyons-Editor, Julian Macnaughton, Associate Editor, Shannon Knutson, R/TRO, Associate Editor

### Educational Opportunities

#### 2016-2017 TRO Webinar Series

Once again, the TRO webinar series has been a popular opportunity with 335 total views as of May 1, 2017! Throughout the year, TRO offered five TRO Sponsored webinars which have been recorded and will remain accessible and free to all members. TRO is planning to offer another five webinar sessions during our 2017-2018 Webinar Series.

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<td></td>
<td><strong>179</strong></td>
<td><strong>156</strong></td>
<td><strong>335</strong></td>
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</table>

#### 2016 TRO Conference Recordings

TRO understands that not everyone is able to attend conference. We also understand the value of professional development. That’s why, for the first time, TRO recorded four sessions at the 2016 conference and made those recordings available to the TRO membership at a very affordable price. The response has been positive to date and arrangements have been made to record sessions during the 2017 conference so TRO can continue to build its continuing education offerings to members.

**Membership and Professional Services Committee Members:** Joellyn Leblanc, R/TRO Co-Chair, Alison Wideman, R/TRO Co-Chair, Laura Evans, Kim Fitzpatrick, R/TRO, Colleen Pittam, R/TRO and Sonia Roul, R/TRO, Ex officio: Rozalyn Werner-Arcé, CAE, Amanda Parent, R/TRO

Respectfully submitted by: Joellyn Leblanc, R/TRO, Kim Fitzpatrick, R/TRO, Alison Wideman, R/TRO, Colleen Pittam, R/TRO

### Registration Committee Report

One of our roles as a professional association, and a pillar of our mission, is to advocate on behalf of our members. This past year has been filled with opportunities for the Registration Committee to “discover the potential” through advocacy initiatives including yet not limited to:

**Scope of Practice Advocacy:** At the annual general meeting held in Kitchener Ontario, June 2016, the following scope of practice was approved by membership:

> "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."

During the summer of 2016, the Registration Committee created a briefing note highlighting the scope of practice for TR which was mailed to more than 1,000 employers of TR professionals across the province. The purpose of the briefing note was to educate employers regarding the scope of practice for TR, the background on the development of the scope of practice, and awareness regarding the Registration designation (R/TRO, R/TRO DIP). TRO was contacted by employers following the mail out requesting additional information and follow up questions. We thank our summer students for their dedication to this initiative.

**Therapeutic Recreation Advocacy Meeting with Denise Cole:** On April 10, 2017, Sue Verrilli, President, Jill Gibson, Board Director and Rozalyn Werner-Arcé, Executive Director met with Denise Cole, Assistant Deputy Minister of Regulatory Affairs and Healthcare Workforce, MOHLTC, Allison Henry, Director, Health System Labour Relations and Regulatory Policy, and Letitia Nolasque, Manger, Business Integration Services. The purpose of the meeting was to inform the Ministry about TRO and TR as a valued component of the health care system and to discuss the future of regulation in Ontario.
Registration Committee Report Cont’d

**National Standards of Practice Committee Involvement:** The Registration Committee has actively participated in the National Standards of Practice Committee facilitated by the Canadian Therapeutic Recreation Association (CTRA) for the past year and a half, where the TRO Standards of Practice (SOP) were shared. At the March 2017 Board of Directors meeting, it was determined that TRO would no longer participate in this National committee on a regular basis. TRO developed a SOP in 2002 and has worked diligently over the last several years to elevate the profession by positioning our SOP to employers as best practice and we continue to encourage employers to use them in the workplace by incorporating them into job descriptions and daily practice. The TRO SOP were also used as a guide in the development of and are a compliment to TRO’s Essential Competency Framework (ECF). Our ECF articulates competencies necessary to practice as a Therapeutic Recreation professional in Ontario and is being utilized by Ontario colleges and universities to develop and support TR curriculum development so that students are ready for entry-to-practice upon graduation. Additionally, the SOP were the foundation upon which TRO’s Scope of Practice for Therapeutic Recreation in Ontario was created and accepted by our membership in June 2016.

The professional documents created by TRO are well embedded into practice in Ontario and used extensively by our membership, therefore the adoption of a National Standards of Practice is not in the best interest of our members. Part of this decision was based on the fact that health care funding in Ontario is funded provincially, and therefore, it makes logical sense that we continue to focus on our provincial Standards of Practice. Moving forward, TRO welcomes the opportunity to support this committee and the process of developing a National Standards of Practice document in a consulting role.

**College of Psychotherapy Working Group/TR in Mental Health Working Group:** During the 2016 TRO conference this committee hosted a session with Mark Pioro, former acting Registrar for the College of Psychotherapy. This session provided an overview of Registration with the College and helped bring greater clarification to Therapeutic Recreation practitioners as they consider whether to register with the college. In the fall of 2016, the committee encouraged members to contribute to a feedback survey disseminated by Deborah Adams, Registrar of the College of Psychotherapy. A follow-up letter was sent to the College of Psychotherapy on behalf of the working group thanking them for the opportunity to provide feedback about the definition.

**Working Group Members:** Jill Gibson, R/TRO – Chair, Sandra Berzaitis-Smith, R/TRO, Kelly Elligson, Jaclyn Frail, R/TRO, Shannon Hogan, R/TRO, Shelagh Keesmaat, R/TRO, Erin Ledrew, R/TRO, Sara Richardson-Brown, R/TRO, John Rodnick, R/TRO, Rebecca Thompson, R/TRO, Ex officio: Rozalyn Werner-Arcé, CAE

With the topic of therapeutic recreation practice in mental health settings being a central component in the College of Psychotherapy discussion, the committee felt they would like to pursue advocacy initiatives in this area and discussed the need to develop a proactive document/position paper on the role of Recreation Therapy in Mental Health, from an Ontario perspective. The intention of this document would be to have a resource ready to use if members should need to advocate for positions.

The committee will complete the paper with the intention of making a submission to the TRPR Journal of TRO. Furthermore, they plan on designing a condensed version of the paper that can be readily shared with stakeholders, but incorporates the valuable information highlighted in the paper.

**Working Group Members:** Rebecca Thompson, R/TRO – Chair, Sandra Berzaitis-Smith, R/TRO, Jaclyn Frail, R/TRO, Erin LeDrew, R/TRO, Lindsey Oretan, R/TRO, Jessica Quattrini, John Rodnick, R/TRO

**LHIN Presentations:** On December 19, 2016, a presentation outlining the value of Therapeutic Recreation in the community took place with representatives from the Hamilton Niagara Haldimand Brant (HNHB) Local Health Integration Network (LHIN). The presentation followed the request in our June e-TRO for members to help with our initiative to present to as many LHINs as possible, advocating for the value of TR in the community throughout the province and ultimately contributing to our goal of moving the profession forward. Board member Jackie Frail presented alongside TRO member Julie Pollock and Carolyn Triemstra, Dean of Community and Health Studies at Niagara College. Thank you to Sandra Berzaitis-Smith and Susy Maronne for also contributing to the presentation which included information about what Therapeutic Recreation is and the role TRO plays within Ontario. During a discussion about the HNHB LHIN integrated health service plan and patient first strategy, it was highlighted that since TR services across the lifespan, it can bring a unique perspective to the LHIN’s access to care mandate. The presentation concluded with a video interview of a participant that attends the South Niagara Health and Wellness Centre to bring a client perspective of the benefits of TR, which was well received. All members at the presentation believed it was a great success and encouraged the LHIN representative to share our information with other colleagues so that further conversations take place in the future.

**Registration Committee Members:** Jill Gibson, R/TRO - Chair, Jaclyn Frail, R/TRO - Co-Chair, Jeff Gall, Curtis Geissberger, R/TRO, Kimberly Lopez, Yvonne Ng-Gerritsen, R/TRO, Jacalyn Tuskin, R/TRO, Ex officio: Rozalyn Werner-Arcé, CAE

Respectfully Submitted By: Jill Gibson, R/TRO and Jackie Frail, R/TRO
Congratulations to all successful R/TRO, R/TRO DIP, and Maintenance applicants this year!! The Practice Review Committee continues to review Registration with TRO packages quarterly (February, May, August, and November). To date, TRO has 391 Registered Professional members.

**TR Curriculum Review for Registration Eligibility & the 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. 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 ECF formed the foundation of the TR Curriculum Review for Registration Eligibility. This recent process allows schools to voluntarily submit their recreation therapy curriculum and practical experience components for review by the Practice Review Committee. When a program’s curriculum meets the criteria within the ECF, the students have the option of using Path A for Registration with TRO. Currently, five schools have successfully completed the review process with their curriculum meeting the requirements for their students to use Path A. See the Registration with TRO webpage for more details on Registration pathways.

Congratulations to Mohawk College – Recreation Therapy Diploma Program and Georgian College-Ontario College TR Graduate Certificate Program, who submitted their curriculum in 2016! They join the three other schools with successful TR Curriculum Review for Registration Eligibility. The Practice Review Committee continues to review TR Curriculum for Registration Eligibility twice a year (January and July). For more information and for program submission please visit the Curriculum Review for Registration Eligibility webpage.

Are you a student preparing to submit your Registration application? Congratulations, that’s exciting! Remember to be gathering letters of support and job descriptions from your supervisors and any necessary supporting documentation for professional contribution points along the way. See the Registration package for full details.

**R/TRO, R/TRO DIP and Registration Maintenance**

It has continued to be an exciting year of advancement for Registration with TRO! It’s truly a great achievement and honour to be able to offer the Registration designation (R/TRO - for degree prepared, R/TRO DIP - for diploma prepared) to members that promote professionalism and quality Therapeutic Recreation services, while representing the variety of academic pathways available in Ontario. Much research and collaboration took place to ensure an equitable and attainable designation that represents excellence for students graduating from various TR programs from Ontario’s colleges and universities.

Registration maintenance is a process that ensures Registered Professional members are remaining current and contributing to professional development opportunities in the profession and beyond. We are excited to report the success of the first full year of the Registration maintenance process, which began July 1, 2016. If you submitted your original Registration application on or following July 1, 2011 your maintenance application is due 5 years from the original submission date. Likewise, if you submitted your maintenance application on or following July 1, 2016, your subsequent maintenance application is due 5 years from your last maintenance submission date (check your Registration card for dates). A percentage of 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 be required to submit your supporting documentation if you have been randomly selected for the audit. If selected for audit you will be notified by email within 2 business days of the application deadline.

The Registration maintenance application packages are available on the “Registration with TRO” section of the website. We encourage current designation holders to review them for details about maintaining Registration with TRO.

Professional Contribution Credits (PCC's)
One of the strategic priorities of TRO is to provide members with increased access to educational opportunities. To respond to requests for ongoing professional development opportunities, TRO continues to offer free webinars to members and a reduced fee for the PCC transcript for multiple sessions (up to 5) completed within the annual webinar series. You can now also earn PCC's for watching previously recorded webinars! Visit the Continuing Education section of the website for webinar opportunities!

The Practice Review Committee has also heard from student members indicating they would like more opportunities to earn professional contribution points. To respond to student members, the Professional Contributions category for Student Activities has been created. Students are encouraged to take advantage of this unique opportunity as you complete your academic programs. See the Professional Contributions Chart in the Registration Package for more information.

WAIT! Do you have an event that you would like to have considered as a TRO Sponsored event? Did you know that you could submit a PCC application to have your workshop, seminar, presentation or webinar reviewed for pre-approval? This is a great opportunity for you and your colleagues to have a value-added bonus to the educational opportunities you are participating in already. Download the PCC Application Form from the “Registration with TRO” section of the website and look for the Registration application packages for more information on ways to earn Professional Contribution points!

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 section of your e-TRO newsletter. We hope you find the information there helpful.

Last, but certainly not least, we want to extend a formal thank you to our volunteers who play an instrumental role in the functioning of the Practice Review Committee!

Practice Review Committee Members: Amanda Brown, R/TRO -Chair, Erin Wilkie, R/TRO Co-Chair, Katie Elliott, R/TRO Co-Chair, Nancy Devera, R/TRO, Stacy Jowett, R/TRO, Melissa Konat, R/TRO, Andrea Laforge, R/TRO, Sula Larochelle, R/TRO, Erin LeDrew, R/TRO, Katherine Lee, R/TRO, Koko Lung, R/TRO, Gabrielle Magowan, R/TRO, Jaymieson Weaver-Jacob
Respectfully Submitted By: Amanda Brown, R/TRO, Erin Wilkie R/TRO and Katie Elliott, R/TRO
Over the 2016-2017 year, the Governance and Nominations Committee has had the opportunity to work collaboratively to create documents with the aim of advancing the TR profession.

**Formalization of processes**

It is with a great sense of accomplishment that the Governance and Nominations Committee announce the implementation of the following board approved formalized processes:

- Oath of Confidentiality
- Statement of Commitment
- In case of emergency form

The creation of these documents will help ensure that high level excellence is maintained at the board level and that the rights of members are protected.

**New Board Member Orientation**

Each year the Governance and Nominations Committee takes on the responsibility of ensuring that all new incoming board of 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 orientation process includes direct ongoing support from our committee throughout their first year, as well as, the appointment of a mentor board director within their committee. This year, we had the pleasure of orienting and supporting Jackie Frail to "discover the potential" in her first year as a board director and Vice-Chair of the Registration Committee.

**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 that we support them in their desire to add value to the profession.

**Dementia Strategy Working Group**

In response to the Government of Ontario’s Dementia Strategy Report, TRO and APO (Activity Professionals of Ontario) created a working group to collaborate on the development of a Response Paper. The response paper outlined opportunities to enhance quality of life for persons with dementia and their care partners through the recognition and inclusion of professions currently under utilized. The paper highlights the following 4 areas of discussion:

1) Recreation as Part of the Health Care Sector and Healthy Communities
2) Enabling Persons with Dementia in Self-Directed Care and in Navigating the Healthcare and Community Support Systems
3) Supporting Care Partners through Leisure
4) Creating Informed Societies

Recreation and leisure play an integral role in life quality for individuals and communities and are an important component of person-centred, relational, and holistic approaches to health care. At times misconstrued as a means of diversion, when facilitated by properly trained Recreation Therapists and Recreationists, recreation and leisure can be instrumental in, and in fact essential to ensuring quality of life.

**Working Group Members:** Leanne Hughes, R/TRO, Co-Chair, April Beckett (APO) Co-Chair, Tammy Doxtator-Jones (APO), Sherry Dupuis, Pamela Gauci (APO), Dave Harris (APO), Rhonda Lustic (APO), Anne Scanlon, Jeanette Sears, R/TRO, Rozalyn Werner-Arcé

**Nominations Committee**

The act of nominating TRO Board members is a right and a responsibility of all TRO members. The Nominations Committee urges you to take part in this important process by identifying and approaching Registered Professional Members of TRO for possible nomination. Each year prior to the AGM, the Nomination Committee shall solicit nominations of one or more candidates for each of the Board offices to be filled. In selecting the candidate, consideration will be given to professional qualifications including education and experience, service to TRO and the field of Therapeutic Recreation, endorsement of the leisure-based philosophy, geographical balance on the Board and other factors considered relevant by the Committee. Following the nomination, each candidate shall confirm, in writing, his/her intent to serve if elected. The Nominations Committee shall present to the membership a slate of candidates for the Board vacancies at TRO’s Annual General Meeting.

**Governance and Nominations Committee Members:** Leanne Hughes, R/TRO-Chair, Colleen Chiki, Emily Houston, Alan Sage, Rachel Lee Tentcher

Respectfully Submitted by: Leanne Hughes, R/TRO
**Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC):**

TRPESC held a planning day on June 28, 2016, where the Terms of Reference for the committee were revised. The most significant change was the requirement that all members of TRPESC be Registered with TRO. In addition, relevant new initiatives were added to their workplan including a TR Educator’s Day. With firsthand experience of the curriculum review application process, members from TRPESC provided TRO with feedback about the process as well as developed tips for others completing the ECF application for the Curriculum Review for Registration Eligibility. Anticipating the first graduating classes of the TR programs who piloted the curriculum review process, TRPESC has provided consultation to the Practice Review Committee on the process for applying for Registration with TRO under Path A.

In January 2017, TRPESC welcomed Yvonne Ng-Gerritsen, R/TRO from Seneca College to the group. TRPESC played a pivotal role in connecting TRO with the Ministry of Advanced Education and Skills Development (MAESD) regarding the Program Standards for the Recreation Therapy diploma and Recreation for Special Populations certificate programs review in their 2016-2019 plan. On February 24, 2017, our Executive Director wrote a letter on behalf of TRO to the MAESD Evaluation Unit offering to share our ECF for Therapeutic Recreation document and provide support to the program standards review team during their review. The Senior Policy Advisor stated that they appreciate our offer to share the ECF to assist in the development of program standards for the college recreation therapy programs and will be inviting TRO to participate in the consultation process for the review and development of program standards slated to take place in 2018-19. For more details, please visit the TRO Advocacy webpage.

**Therapeutic Recreation Provincial Educators Steering Committee:** Amanda Brown, R/TRO -Practice Review Committee, Brian Bennison, R/TRO, Joanne Brohman, R/TRO, Leean Ferries, R/TRO, Jackie Frail, R/TRO, Amanda Musclow, R/TRO, Yvonne Ng-Gerritsen, R/TRO, Mark Parolin, R/TRO, Alison Wideman, R/TRO, Christine Wilkinson, R/TRO, Colleen Whyte, R/TRO, Ex officio: Rozalyn Werner-Arcé, CAE

**Risk and Audit Committee Report**

Over the last year, the Board of Directors approved several enhancements to TRO’s financial management processes to improve efficiency and accountability.

The most significant change is the contracting of services to The CAD which now manages the day-to-day financials. The CAD is a department within a non-profit organization that contracts to small non-profits and charities. The CAD is responsible for all accounting services including payables, receivables, and reporting. With the financial data that we have access to, TRO will be able to better track trends and plan annual budgets.

TRO switched its banking to a different financial institution to take advantage of a non-profit banking package thus reducing service fees and increasing our ability to do online transactions. This also provided the opportunity to invest our reserve funds in a conservative, but higher yielding account.

As of the year ending August 30, 2016, our expenses exceeded our revenues resulting in a deficit of $44,215. TRO has reserve funds and has the ability to cover the deficit, however, the board of directors recognizes that this trend cannot continue and is working with the Executive Director to develop new sources of revenue such as the partnership with MediaEdge Communications. We are also seeking new conference sponsorship and other revenue opportunities.

In 2016, TRO was notified by our old service provider that they were no longer going to support the website and member management system. This was one of several reasons why the TRO board of directors invested in a new website and Association Management System (AMS). Our goal is to increase staff efficiency and effectiveness while improving TRO’s ability to better serve members through reliable and automated processes such as membership renewals and eventually components of the Registration designation system.

The TRO board of directors is committed to the vision of uniting and advancing the TR profession, and therefore, continues to support initiatives such as professional development, marketing the profession, and research through the TRPR Journal of TRO. We have also made new investments in advocacy to employers, the provincial government and healthcare funders.

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

Respectfully submitted by: Siobhán McSharry, R/TRO
### Summary Statement of Financial Position and Operations

**ASSETS**
- Cash & Investments $257,983

**LIABILITIES**
- Account Payable $34,888
- Unrestricted Funds $240,380
- R/TRO Fund $26,931
- Operating Deficit $(44,215)

**NET ASSETS** $257,983

**REVENUE**
- Membership Fees & Services $157,715 (52%)
- Conference $139,753 (46%)
- Federal Grants $7,081 (2%)
- Other Revenue $1,357 (0%)

**TOTAL REVENUE** $305,906 (100%)

**EXPENSES**
- Advertising & Promotion $7,909 (2%)
- Conference Expense $127,384 (36%)
- Information Technology $2,065 (1%)
- Insurance $3,996 (1%)
- Meeting & Travel $27,182 (8%)
- Supplies $13,462 (4%)
- Staff Costs $157,695 (45%)
- Professional Fees $10,428 (3%)

**TOTAL EXPENSES** $350,121 (100%)

**NET DEFICIT** $(44,215)

### FINANCIAL SNAPSHOT – Funding Sources

**How We Put the Money to Work**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Membership Fees &amp; Services</td>
<td>52%</td>
</tr>
<tr>
<td>Conference</td>
<td>46%</td>
</tr>
<tr>
<td>Federal Grants</td>
<td>2%</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Where the Money Came From**

<table>
<thead>
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</tbody>
</table>
Board of Directors and Committee

**Executive Committee**
Sue Verrilli, R/TRO-Chair
Jill Gibson, R/TRO
Leanne Hughes, R/TRO
Siobhán McSharry, R/TRO
Rozalyn Werner-Arcé, CAE Ex officio

**Governance and Nominations Committee**
Leanne Hughes, R/TRO-Chair
Colleen Chiki
Emily Houston
Rachel Tenter

**Registration Committee**
Jill Gibson, R/TRO-Co-Chair
Jaclyn Frail, R/TRO-Co-Chair
Jeff Gall
Curtis Geissberger, R/TRO
Kimberly Lopez
Yvonne Ng-Gerritsen, R/TRO
Jacalyn Tuskin, R/TRO
Rozalyn Werner-Arcé, CAE Ex officio

**Membership and Professional Services Committee**
Alison Wideman, R/TRO Co-chair
Joellyn Leblanc, R/TRO Co-Chair
Kim Fitzpatrick, R/TRO
Colleen Pittam, R/TRO
Sonia Roul, R/TRO
Laura Evans
Amanda Parent, R/TRO Ex officio
Rozalyn Werner-Arcé, CAE Ex officio

**TRO Regional Ambassadors**
Rhiannon Buffett, R/TRO
Lisa Gordon
Julie Pollock, R/TRO
Sara Richardson-Brown, R/TRO

**TRPR Journal of TRO Steering Committee**
Kim Lyons-Chair
Leeann Ferries, R/TRO
Jackie Frail, R/TRO
Shannon Knutsen, R/TRO
Kim Lopez
Devan McNeill
Christine Wilkinson, R/TRO
Colleen Whyte, R/TRO
Amanda Parent, R/TRO Ex officio
Rozalyn Werner-Arcé, CAE Ex officio

**TRPR Journal of TRO Editorial Team**
Kimberly Lyons-Editor
Julian Macnaughton, Associate Editor
Shannon Knutsen, R/TRO, Associate Editor

**2017 Conference Committee**
Judy Beitz, R/TRO
Bev Farrell, R/TRO
Jeff Gall
Laura Veenstra, R/TRO
Breanne Carr
April Zehr, R/TRO
Nadia Andretta-Whelan, R/TRO
Kim de Nijss, R/TRO
Lisa Joworski, R/TRO
Nicole Devereaux, R/TRO
Katie Berkelmans
Deborah Lines, R/TRO
Cheryl Gilmour, R/TRO
Tichelle Schram, R/TRO
Michelle Dawson
Amy Gillard, R/TRO
Lisa Coleman
Leah Taplay
Stephen Barkley, R/TRO
Debbie Slatts, R/TRO
Kellie Clark-Barker
Quincy Stokley, R/TRO
Katherine Plested, R/TRO
Amy Bennett, R/TRO
Rozalyn Werner-Arcé, CAE

**Awards Committee**
Stacy Jowett, R/TRO -Chair
Kim Fitzpatrick, R/TRO
Christine Wilkinson, R/TRO
Amanda Parent, R/TRO Ex officio

**Risk Management and Audit Committee**
Siobhán McSharry, R/TRO-Chair
Leanne Hughes, R/TRO
Sue Verrilli, R/TRO
Rozalyn Werner-Arcé, CAE Ex officio

**Practice Review Committee**
Amanda Brown R/TRO–Chair
Erin Wilkie, R/TRO-Vice Chair
Katie Elliott, R/TRO
Nancy Devera, R/TRO
Melissa Konat, R/TRO
Andrea LaForge, R/TRO
Sula Larochelle, R/TRO
Erin LeDrew, R/TRO
Katherine Lee, R/TRO
Koko Lung, R/TRO
Gabrielle Magowan, R/TRO
Jaymieson Weaver-Jacob

**Therapeutic Recreation Provincial Educators Steering Committee**
Amanda Brown, R/TRO
Brian Bennison, R/TRO
Joanne Brohman, R/TRO
Leeann Ferries, R/TRO
Jackie Frail, R/TRO
Amanda Musclow, R/TRO
Yvonne Ng-Gerritsen, R/TRO
Mark Parolin, R/TRO
Alison Wideman, R/TRO
Christine Wilkinson, R/TRO
Colleen Whyte, R/TRO
Rozalyn Werner-Arcé, CAE Ex officio

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

**College of Psychotherapy Working Group**
Jill Gibson, R/TRO-Chair
Sandra Berzaltis-Smith, R/TRO
Kelly Ellington
Jaclyn Frail, R/TRO
Shannon Hogan, R/TRO
Shelagh Keesmaat, R/TRO
Erin Ledrew, R/TRO
Sara Richardson-Brown, R/TRO
John Rodnick, R/TRO
Rebecca Thompson, R/TRO
Rozalyn Werner-Arcé, CAE Ex officio

**Mental Health Working Group**
Rebecca Thompson, R/TRO-Chair
Sandra Berzaltis-Smith, R/TRO
Jaclyn Frail, R/TRO
Erin LeDrew, R/TRO
Lindsey Oretan, R/TRO
Jessica Quattrini
John Rodnick, R/TRO

**Communications Group**
Amanda Parent, R/TRO-Chair
Jaclyn Baker