Dear Members of Therapeutic Recreation Ontario:

It is individuals like yourselves that keep our organization strong and increase the volume of our voice amongst all other health care providers in Ontario. Without you, we would not be able to provide such great services to recreation therapists in Ontario. Please visit our website frequently to find out what is happening at TRO. www.trontario.org

Thank you for your continued support of TRO!

Benefits of TRO Membership

- Quarterly TR newsletter “inTRO”, with information that will keep you informed about developments in the profession, job opportunities, etc
- Regular e-News correspondence “e-TRO” which helps keep you informed about the profession of therapeutic recreation and TRO activities
- Receive copies of documents, as prepared i.e. Code of Ethics, TR Awareness Week Package, Membership Directory
- Professional development opportunities, including discounts on annual TR conference registration fees
- Networking opportunities with over 500 TR members in the province, across Canada and in the United States
- Opportunity for involvement at the board or committee level
- Chance to have a ‘voice’ in the direction of the profession
- Access to office staff who can provide information and links about resources, contacts, educational opportunities, job opportunities, etc.

Initiatives of TRO

- Developing documents to guide professional practice and to encourage quality therapeutic recreation services to clients
- Developing registration
- Planning annual conference
- Creating and distributing TR promotional material
- Promote/encourage TR research
- Surveying members for direction
- Promote geographic representation
- Liaise with educational institutions
- Responding in a timely manner to membership needs and inquiries
- Forming links with appropriate ministries and organizations at regional, provincial and international levels
President - Executive Committee Report

As I reflect on the last two years of my presidency term, I am proud of what the Board of Directors has accomplished, as a lot of changes have taken place. Change can be difficult, as it involves the unknown leading to a great deal of extra work. The 2008/2009 Board of Directors embraced this challenge and in doing so, had to give up more of their personal time than in previous years due to extra meetings and functioning in both the old and the new roles as we transitioned. Although it’s been a demanding year for those involved, the changes have allowed the Board to reflect, evaluate and grow; which has lead us through some great discussions.

In previous years, the President has given an overview of all the Board portfolios in the annual report. This year, with the change in Board structure, I am going to do things a little differently. Although I still oversee the entire board, I am only going to report on the work of the Executive committee as that is the committee I chair. Please read the other reports from the chairs to find out what the other committees have been working on.

Two years ago, the Executive Committee was directed by the membership to hire an Executive Director due to our growth and future goals. After many meetings with our consultant, we were ready to start the recruitment and selection process. At last year’s AGM, I reported that we had almost completed this process and were close to hiring someone. Unfortunately after 4 months of being in this position, the individual we hired and the executive committee decided to mutually end the contract as it wasn’t working out for both parties. This was a major learning process for the committee and although we were nervous to enter into the process again, we didn’t give up. If at first you don’t succeed, try, try again! So in December of 2008, we reposted the position and interviewed. In March of this year, we hired our new Executive Director – Tracy Taylor. Tracy has been a great addition to our team as she brings with her knowledge, skills and energy that we have needed for quite some time. Welcome aboard Tracy, we are happy to have you. Another addition to our team this year was Rhonda-Lynn DesRoches as Membership Services Coordinator. With the change in Executive Director, this happened a little slower then we would’ve liked, so we apologize for any inconvenience this may have caused. On behalf of TRO, I would like thank Carol Phillips for giving up her personal time to fill this gap for 6 months. Your efforts were greatly appreciated Carol.

Another task that was pledged at last year’s AGM was to transition from a working Board to a governance Board so we are more in line with the requirements of the regulated health professions act. This transition required a lot of additional work for all the Board members, because we had to continue to meet the goals in the strategic plan, while setting up new committees and changing our way of thinking. This change has had a positive outcome as it has allowed the Board and its committees to work in teams to accomplish a lot more. I would like to thank all those who volunteered to sit on the committees this year. Your efforts and work have been invaluable and with your continued support, we will reach our goals.

Something new we tried this year was the Executive Committee planned a Board retreat. We felt this was necessary for a number of reasons. One reason being that we wanted to devote enough time to enter into some important strategic discussions about the future of the profession. Secondly, we wanted to ensure all the committees were up and running effectively so we reviewed and worked on the strategic plans. Thirdly, we felt it was very important for the Board to get to know one another on a personal level. We realized that the team building piece was missing as we only ever came together for meetings “to work”. From the outcomes of the day-long retreat, it was evident that this was a success and something that we will definitely continue in the future.

ReTROspectively, we should all celebrate our growth and reflect on the remarkable work that has been done in our profession over the last 10 years. We may have a lot more to do to reach our goal of becoming a regulated health profession, although we should be proud of our accomplishments since becoming a stand-alone organization. I have enjoyed being a part of the advancement of this profession by continuing the legacy that was created during our inception. At this time, I would like to personally thank all of those who have contributed to our success thus far.

Let’s keep up the momentum we have built, as we enter into the second decade of Therapeutic Recreation Ontario.

Submitted by: Cheryl Ramburn, TRO President

Vision: “Therapeutic Recreation Ontario” exists to direct and advance the profession in order to ensure quality professional services and to protect the rights of consumers receiving those services. We are committed to unifying the therapeutic recreation profession across diverse delivery settings.
Governance and Nomination Committee / President- Elect Report

This year as President- Elect has been very exciting and challenging. The TRO Board entered into a new Governance structure this past year, leaving us with a steep learning curve. This year we have focused on trying to implement this new governance structure incorporating the many TRO members who joined various committees as volunteers. At the same time we attempted to maintain business as usual, delivering products and services TRO members have grown accustomed to such as newsletters, conferences, educational sessions etc.

As the President- Elect, I have had the privilege of sitting on the Executive Committee, and co-chairing the Governance and Nominations Committee. The executive started their year with the hiring of our first Executive Director (ED), and although the first ED and TRO parted ways soon after the initial venture, the executive didn’t give up hope, and entered into a second competition for an ED. I am happy to say that our new ED, Tracy Taylor has taken to us immediately and is working beyond expectations to assist TRO in continuing to move forward in our development.

The newly created bylaws were voted on and passed at the 2008 AGM in Ottawa. They took effect immediately following the AGM. Members may notice several new practices as a result of the new bylaws. They provide us with a framework and guidelines to function in a more regulatory structure.

The Governance and Nominations committee is new to TRO under this governance structure. I am thankful to my co-chair, Colleen Whyte, for her guidance during the initial stages of this committee development. The Governance and Nominations Committee meets at the request of the Board or the Chair to provide advice on policy governance matters, and the Board’s effective and efficient operations and succession planning. These responsibilities are subject to the By-laws and Board policies.

A detailed strategic plan was created to set this committee on their way, and various meetings were convened to support this plan of action. We have focused much of our energies on developing a marketing plan for TRO volunteer involvement (board and committee positions). As well, detailed descriptions of each committee were created and shared with membership in the election package. This committee also oversees the election process.

Many thanks to the committee members Bernice Miller, Curtis Geissberger, Kamilla Gemin, Nancy Bowers Ivanski and Joan Johnston, TRO appreciates your commitment.

Please drop by the Governance and Nominations Committee booth at the conference for details on this TRO succession plan.

The newly created bylaws were voted on and passed at the 2008 AGM in Ottawa. They took effect immediately following the AGM. Members may notice several new practices as a result of the new bylaws. They provide us with a framework and guidelines to function in a more regulatory structure.

I have enjoyed this year exciting and fruitful year with TRO, and I am looking forward to serving as your President in this upcoming 2009-2010 term.

Submitted by: Carolyn Triemstra
TRO President Elect

Past-President Report

I am very pleased to have served a second year in the capacity of past president for the TRO board due to the vacancy of the president elect in 2007. The role of the Past-President is to provide mentorship to the President and serve on committees as required by the by-laws. I have been a member of the Executive Committee which met an average of twice a month, either by teleconference or in person, particularly to advise the Executive Director.

The organizational “overhaul” which happened in 2007-2008 meant that we all had to learn a new way of thinking about governance and acting as a governing body, which is harder than you might think. As a member of the Executive Committee I was involved in the hiring process of our Executive Director(s) including developing the description and interviews. The Executive Committee met with the ED regularly to help set priorities and answer questions. The committee also helped develop the agenda for the full day retreat in the fall where the major focus of discussion was developing the vision for TRO around certification and regulation.

During my term as president in 2006-07, I guided the Board and membership to the decision to hire our first Executive Director. After an interesting experience with our first attempt, I am thrilled with our new ED, Tracy Taylor. In the short time she has been with us she has made a significant difference, particularly with her high-tech skills. I am confident that as she gets to know us she will help us even more.

This year we celebrate our 10th anniversary as a stand-alone organization and it is so obvious that the best thing we ever did was separate from PRO. The Board members, especially your President Cheryl Ramburn, and those on committees have demonstrated every day, their passion for TR. I want to take this opportunity to thank Cheryl for her strong leadership of TRO over the past two years. There is still much work to do as we head towards our application for regulation.

Please think how you can help. After 8 consecutive years on the Board, I am a little sad about not continuing in some capacity on the board itself. I do want to say a big THANK YOU to all of the Board members – you are an inspirational group of committed people. Who knows? I may be back before I retire!

Submitted by: Adrienne Gilbert, R/TRO-TRO Past President
The Membership and Professional Services arm of the new governance Board structure of TRO is responsible for membership, research, public relations and professional development, and the multitude of duties which these areas contain.

Therapeutic Recreation Ontario displays strong growth as its membership numbers continue to climb! As of the printing of this report the membership numbers stood as follows:

**Membership Type** | **As at May 2009**
---|---
R/TRO Members  | 156
Professional Members  | 316
Student Members  | 107
Associate Members  | 18
TOTAL TRO MEMBERSHIP | 597

**Hot off the Press:** The seventh volume of the TRO Research Annual is available at this year’s conference. Please stop by the TRO booth to browse through the latest issue. We would like to thank Rebecca Genoe and Jennifer Gillies for their assistance in editing the Annual this year.

**Note of Sincere Appreciation:** After 6 years of service, Dr. Sherry Dupuis is stepping down from her role as co-editor of the Annual. On behalf of the TRO board, we would like to take this opportunity to express our sincere gratitude to Sherry for supporting and mentoring practitioners across Ontario in publishing innovative practice and research papers. We would also like to thank Bryan Smale who has assisted us with formatting and printing the Annual for the past 6 years.

**Your Involvement in Research:** There have been a number of exciting invitations to participate in research proposals over the past year. A team from the Murray Alzheimer Research and Education Program (MAREP) at the University of Waterloo invited members of TRO to participate in a research project looking at developing a resource guide of meaningful leisure activities for people with dementia while student researchers from Georgian College examined the use of the Student Centre on TRO’s website. On behalf of TRO, we would like to take this opportunity to thank Laura Hogan, Renuka Inthranathan, and Kimberly Lopez from Georgian College for their innovative recommendations for the future design of the website. This trio will continue to work with TRO’s ED and our website development company. Stay tuned for changes to the website!

**2009 Conference News:** We would like to take this opportunity to thank the organizing committee of this year’s 2009 TRO Conference in Waterloo for their evident hard work and excellent planning! This year, there is a session at the annual conference with a focus on innovations in qualitative research. This panel discussion involving both academics and practitioners will showcase innovative approaches to conducting research in therapeutic recreation settings. We would like to thank Sue Arai for her assistance in facilitating the session as well as Nancy Bowers-Ivanski, Janet Griffin, Rebecca Genoe, Jennifer Gillies and Rebecca Thompson for participating in the panel discussion.

**Conference 2010:** This year’s conference is to be followed up with an Ontario based joint CTRA and TRO conference in Hamilton in 2010! There have already been numerous meetings held and the organizing committee headed by Andrea Dean and Michael Latin are sure to provide all Canadian therapeutic recreation professionals with an incomparable learning and networking experience. Keep watching the websites of both TRO and CTRA for further details and the Call for Papers.

The TRO Board Members of the Membership and Professional Services arm would like to thank everyone for their help and understanding as we made changes to the way we deliver our services. We would especially like to thank the following TRO members for their ongoing commitment to TRO: Amanda Brown, Pam Higginbotham, Carolyn Drimmel and Janice Ocampo.

The Membership and Professional Services committee has worked hard this year to set up a number of committees to support board initiatives:

- Membership Benefits;
- Student support;
- Professional Development;
- Research;
- inTRO Newsletter.

We look forward to providing a better service in the coming year and would like your help. If you are able to volunteer to any extent, please contact any of the board members listed below.

Joanne Brohman  joanne.brohman@mohawkcollege.ca
Colleen Whyte  cwhyte@uwaterloo.ca
Rebecca Thompson  thomrebe@homewood.org
Brian Bennison  brian.bennison@canadorec.on.ca

Submitted by Brian Bennison – Professional and Membership Services Co-Chair
This year has been a very busy year as we moved to a board of governance and created the Practice Review Committee which consists of two co-chairs. This committee is responsible for reviewing and ensuring TR competencies are met and maintained. Due to the many areas of this committee, three sub-committees were created; the existing R/TRO Review sub-committee, the Professional Competency sub-committee and the Marketing to TR Professionals sub-committee. While we are still adjusting to this new structure, we feel that much has been accomplished over the past year.

The R/TRO Review sub-committee met to review more than 80 portfolios during the 4 review periods this year. We easily surpassed the goal of having more than 100 registered members as we now have more than 150 R/TROs! Congratulations to everyone who has gone through this significant effort. Additionally, this sub-committee has provided their expertise in sharing suggestions for changes to the R/TRO package to be implemented October 2009.

The Professional Competency sub-committee met on several occasions this year in person, via teleconference and via email. This group of energetic members worked hard to create a new more streamlined process for earning PCCs which will be piloted at the 2009 TRO conference. They also worked together to evaluate each of the TRO conference sessions to determine if the session met criteria to earn PCCs and if so, which area did the session relate to on the PCC Criteria Code. The PCC Criteria for which a session met, was listed on the conference brochure to assist delegates in choosing their sessions to meet their professional goals. In addition, this sub-committee has begun brainstorming ways to implement continuing competencies for our profession in the future.

The R/TRO Marketing sub-committee met throughout the year to discuss the best means of relaying R/TRO related information to members. Through the means of the InTRO newsletter, as well as, the TRO Website members not currently registered have been encouraged to follow the outlined steps towards R/TRO application. Marketing strategies will continue to be implemented in the upcoming year to increase awareness of the changes to the R/TRO education criteria. We would like to thank all of the Practice Review Committee members for their dedication to the profession. TRO couldn’t accomplish all of this without all of you!

Submitted by: Leanne Hughes & Amanda Parent – Practice Review Committee co-Chairs
My second year on the TRO Board has proven to be just as exciting and rewarding as the first. Transitioning from Student & Education Liaison to the Co-Chair of the Registration Committee was a new challenge that afforded me the opportunity to gain a different perspective of the incredible work that is done within TRO and the field at large. The Registration committee which I co-chair consists of 7 dedicated members who are highly committed to advancing the profession and have provided numerous contributions to the board.

The year got off to a successful start as the Registration Committee and Practice Review Committee worked together to offer a Videoconference presentation on the Ontario Certification Model. In keeping with the commitment of the TRO Board, the Videoconference was offered to ensure all members were informed and connected to the direction of the field. The videoconference was held at Baycrest Hospital in Toronto and linked several cities throughout the province including: Thunder Bay, Sudbury, Penantanguishine, North Bay, Ottawa, Guelph, and Welland. The videoconference was a great achievement and allowed for over 100 members to stay connected to the direction of the profession and specifically learn about the Ontario Certification Model.

My committee took on many roles whereby sub-committees were formed to complete various tasks. Specific work that has been completed to date includes the following:

- A thorough analysis of over 20 role descriptions was completed and a Recreation Therapist role description was created. The role description reflects TRO's Standards of Practice and is meant to serve as a foundation for the practice of therapeutic recreation regardless of setting. The role description is a valuable document that will assist employers and practitioners in guiding current practice, which increases consistency, accountability and credibility within the field.

- A job title analysis was completed and over 70 job titles were researched. The title Recreation Therapist was found to be the most widely used title among those researched and was voted by the Board to be the title that TRO endorses.

- A job title rationale was developed which supports the use of the title Recreation Therapist. To highlight some key points; the title provides clarity of our role for clients/patients, employers and educational institutions where recreation is used as a means for therapy. Having the title “therapist” implies that our profession is focused on goal-oriented interventions (regardless of setting or population) and the title is reflective of our practice and emphasizes/expresses the therapeutic value of our profession.

My committee also took on a marketing role where part of our focus was to market R/TRO and the Ontario Certification Model to employers and practitioners across the province. A marketing brochure has been drafted and our hope is for it to be launched in the near future.

TRO has an exciting future with many opportunities that lie ahead and I feel fortunate to have been part of a year that was full of so many new developments. Working with such an incredible organization has renewed my sense of passion for Therapeutic Recreation! I look forward to continuing my work on the board and also with the devoted and enthusiastic committee members who have been an integral part of the accomplishments that have been seen this year.

Submitted by: Melissa Konat - Registration Committee, Co-Chair
Recreation Therapist-Role Description (May 2009 Edition)

The Recreation Therapist role description is designed to serve as a foundation for the practice of therapeutic recreation, regardless of setting. This document complements the Therapeutic Recreation Ontario (TRO) Standards of Practice and is intended to guide practitioners and employers province wide. As the profession continues to evolve, the role description will reflect changes within the field. The rationale and benefit to utilizing a standardized role description includes the following:

- Defines the scope of practice for Therapeutic Recreation
- Encourages consistency across the profession by adhering to the Standards of Practice for TRO
- Ensures professionals meet minimum competencies
- Promotes higher quality of services to clients resulting in a strengthened profession
- Identifies Therapeutic Recreation as a separate and distinct field of practice

The Recreation Therapist utilizes recreation to maximize independence and promote an optimal leisure lifestyle. He/she is responsible for assessments, interventions, and evaluations to promote skill development in the physical, cognitive, affective, social, and spiritual domains. The Recreation Therapist will practice in accordance with the standards of practice set out by TRO as well as in accordance with the mission, vision, values and philosophy of the facility he/she is employed with.

QUALIFICATIONS:

Note: Qualifications may vary across organizations

- University Degree in Therapeutic Recreation or Recreation and Leisure Studies with TR course content (TR specialization)
- College Diploma in Therapeutic Recreation or Recreation and Leisure Services with TR course content (TR specialization)
- Post-Graduate Certificate in Therapeutic Recreation

POTENTIAL CREDENTIALS:

- (R/TRO) or eligible for R/TRO
- Certified Therapeutic Recreation Specialist (CTRS)

POTENTIAL AFFILIATIONS:

- Professional member in good standing with TRO
- Membership with another Therapeutic Recreation organization (ex. Canadian Therapeutic Recreation Association, Activity Professionals of Ontario)

ROLES & COMPETENCIES:

Note: Competencies may vary across organizations due to agency requirements and protocols

1) Therapeutic Recreation Assessment

- Complete initial assessment in a timely manner
- Identify information necessary to be collected during the therapeutic recreation assessment (e.g. records or charts, staff, support system)
- Select appropriate assessment tools based on client profile and agency mandate
- Use appropriate interview and observational techniques when administering the selected assessment tools
- Accurately analyze and interpret results of the assessment tools administered
- Communicate therapeutic recreation assessment results with the client, the client’s family members, professional team members, and other key support networks
- Apply assessment findings to the therapeutic recreation intervention plan

2) Therapeutic Recreation Intervention Plan

Develop a relevant intervention plan based on an established therapeutic recreation theoretical model

- Create client-centered goals based on assessment data and individual learning preferences
- Identify measurable outcomes, which relate to client goals, profile (diagnosis impact) and external diversity considerations (cultural, economic, geographic, etc.)
- Select appropriate therapeutic recreation interventions that will facilitate goal attainment
- Utilize a collaborative model with support networks when establishing the therapeutic recreation intervention plan and the inter-professional care plan

3) Therapeutic Recreation Program Development

- Implement a client-centred approach to program development
- Apply therapeutic recreation intervention based upon a continuum model of care (functional intervention, leisure education, and recreation participation) in program development
- Incorporate program outlines and outcome measures when developing a comprehensive program
design based on population group
- Develop and apply appropriate evaluation techniques
- Assess and access program resources as required
- Collaborate with the client and relevant support networks during therapeutic recreation program development

4) Therapeutic Recreation Program Delivery
- Deliver programs taking into account the strengths, abilities, and any contraindications imposed by client diagnosis
- Incorporate data derived from the therapeutic recreation assessment into program delivery
- Apply facilitation techniques and adapt them as required to match the client intervention plan
- Identify and access relevant resources to achieve maximum client independence (adaptive devices, financial resources, transportation, etc.)
- Facilitate therapeutic recreation programs that acknowledge individual and cultural diversity
- Appropriately utilize support networks to enhance therapeutic recreation program delivery

5) Therapeutic Recreation Documentation
- Document in a manner that meets specific professional, agency, and/or government requirements
- Document client-centred outcomes and record progress toward goals
- Identify and record useful data in a clear, professional, and accurate manner

6) Therapeutic Recreation Evaluation
- Utilize agency, professional and/or government evaluation protocols accurately into therapeutic recreation service delivery
- Develop and implement formal and informal evaluation measures
- Gather information from a variety of sources
- Analyze and interpret evaluation findings
- Write evaluation reports (outcomes and recommendations)
- Establish efficacy of therapeutic recreation services based on evaluation results and convey the findings to relevant groups

7) Therapeutic Recreation Research
- Accurately apply agency, professional and/or government guidelines to therapeutic recreation research initiatives
- Utilize suitable research methods to collect quantitative and/or qualitative data
- Acquire information from a variety of sources (electronic, printed, support networks, verbal etc.) for research proposals
- Analyze research results and incorporate relevant findings within therapeutic recreation service delivery
- Establish therapeutic recreation services based on research findings
- Communicate findings either by writing in journals or professional newsletters, or verbally in professional forums

8) Therapeutic Recreation Professional Development
- Create, compile, and follow therapeutic recreation policies and procedures
- Practice the guidelines and policies as stated in the agency, professional organization (i.e. Standards of Practice, Code of Ethics, etc.), and/or government documentation
- Provide intervention that incorporates and embraces the theories, practices, and philosophies behind therapeutic recreation
- Contribute and participate in the development and growth of therapeutic recreation
- Provide quality therapeutic recreation services through application of current therapeutic recreation materials obtained through a variety of sources (conferences, courses, research, articles, seminars, etc.)
- Advocate the importance and benefits of therapeutic recreation
- Participate in inter-professional collaboration to provide optimal service delivery

9) Therapeutic Recreation and Community Practice
- Seek, support, and develop appropriate partnerships with a range of community service providers
- Facilitate connections with community services needed for transition to and/or independent participation within the community of the client
- Collect and compile data necessary in linking with community resources
- Provide intervention in a variety of community settings and/or involve the community within the client’s environment
- Demonstrate safe and appropriate procedures for accessing the community (i.e. transportation, appropriate staffing, etc.)
- Supervise and support volunteers
- Enhance the growth of social networks
- Conduct evaluations of community-based programs to ascertain compatibility with individual participant preferences and needs
In follow-up to the 2008 Conference, the Registration Committee was charged with continuing work towards developing our Ontario Certification model in our efforts to unify the profession as we worked towards our ultimate goal of making TR a regulated health profession under the Regulated Health Professions Act (RHPA).

The Committee consists of: Peggy Allin, Natasha Bakiewicz, Monica Cooper, Bill Markakis, Christine Wilkinson, Heather Johnston, Suzanne Larochelle, and Regina Wasalsinska. This Committee met regularly to complete the necessary research to achieve the tasks of our strategic plan.

The Committee immediately got to work gathering research and working on the following goals of our strategic plan:

1. Research Options for Entrance Testing/Interview: compile information on Allied Health disciplines competency evaluation methods and research options, associated cost etc.
2. Continue research into Allied Health disciplines competency evaluation methods and research options determine rational for changes to testing etc.
3. Develop theoretical framework for preparation tutorial.
4. Creation of Preparation Tutorial (this includes topics and questions and overall structure)
   • Determine changes to R/TRO package – in consultation with Practice Review Committee
   • Complete TRO “Essential Competency Document”.

Our plan when we begun meeting was to of complete PATH ONE and create the outline for PATH TWO of the Ontario Certification Model.

The Committee began working tirelessly collecting as much information through research and meetings with various stakeholders, Allied Health disciplines competency evaluation methods, exam structure, and certification structure including associated costs. Also during this time the Committee continued working on the Essential Competency document, knowing this very critical document would help unify the profession, and the TRO Essential Competency document would clarify what competencies a person needs to have in order to be a “Recreation Therapist” in Ontario, and also this document is necessary for ALL Regulated Health Professions.

Many significant things happened during the time when the committee had completed our in-depth research into the Allied Health Disciplines. Questions began to arise as we were able to clarify the steps involved.

As a result of our research, we had a deeper understanding of the type of competency evaluation that was best suited for our profession, the work involved in creating a certification exam, the costs involved and the steps involved to ensure the exam was available to all across the province and was a reliable and valid testing method. At the same time other significant things of note:

We examined the numbers of TRO members who were registered. Although those with the R/TRO designation had increased it was still less than half of membership, so we had to ask ourselves would another “voluntary” credential be successful.

We asked ourselves: “Do members and employers truly understand TRO Registration (R/TRO), and Regulation and do we want to add another credential “certification”?

Also the “landscape” in Canada changed: CTRA had endorsed NCTRC for National Certification, and provinces such as Alberta who were looking to TRO for guidance on creating Certification, had now decided to go straight to regulation.

Therefore, in order to continue our commitment to reflective practice, and what’s best for the profession and TRO membership, the committee and the TRO Board were forced into challenging and difficult discussions that addressed all the above points of consideration. These discussions lead us to ask “If Regulation is the ultimate goal (remember the vote was Ontario Certification as a step towards Regulation), then perhaps it’s best for the profession to invest ALL our resources in that goal”.

So in short, (and to clarify)... Through increasing numbers of R/TRO members, creating a TRO endorsed Job Description, Job Title and Essential Competency Document, our path towards Certification has unified the profession so much so that we could continue our journey towards regulation and not make a ‘pit stop” at Certification.

So the time is NOW, so members are still encouraged (even more so now!) to get their R/TRO designation because in our application for regulation we plan to make that designation the minimum standard. Therefore, once TR becomes a Regulated Health profession, in order to practice (in Ontario) the Recreation Therapist must have their R/TRO designation, it will be LAW.

For the next year, the Registration Committee will be working towards Regulation. We will be researching and understanding the “Criteria to become a regulated Health Profession” and moving Recreation Therapists across Ontario closer to applying to become a regulated Health Profession.

Stay tuned to the website for regular updates from the committee and for links to information about the RHPA, what regulation means and the Criteria to become a regulated Health profession!

Thank you,

Nicole Chudzinski HBA TR, Recreation Therapist
TRO Board Member and Chair of the Registration Committee
I would like to take this opportunity to introduce myself as the new Executive Director for Therapeutic Recreation Ontario. I come to TRO with a diverse background in my nearly 20 years in the national not for profit sport and healthcare sectors. Most recently, I have worked with Sport Physiotherapy Canada, Canadian Association of Occupational Therapists and the Canadian Society of Respiratory Therapists and I look forward to using the skills that I have obtained from these organizations to TRO.

I have a degree in physical education from the University of Western Ontario and have a lifelong interest in recreation and sport, both as a former national level athlete and more recently, and importantly as a mom. I welcome the opportunity of working with the very dedicated TRO Board of Directors during the challenge of transitioning from an operational working Board to that of a governing Board. To achieve this goal, I will be working very closely with the Board to ensure that I have a clear understanding of the strategic plan that is in place, and in the coming months, I will be spending time learning about the organization and the challenges facing the membership and your profession. After these discussions I will be creating an operation plan that will bring all of the great ideas of the strategic plan to reality in the most cost-effective and efficient manner.

It is very important that the membership is kept in the loop so to speak, so keep your eyes open for the next inTRO newsletter and the newly implemented e-TRO e-mail correspondence for further information. Communication is the cornerstone for the success of any membership-based organization, and I aim to ensure that we have the best tools in place to achieve this.

A great deal of time and dedication has been spent by many volunteers in the last decade to bring TRO to where it is today and I look forward to providing leadership to enable the Board of Directors to move from “performing the operational tasks” used in running a provincial association to allow them to focus on the very important duties of creating policy and deciding on the future direction of the association.

I would like to thank the Board of Directors for being so welcoming, and I embrace the idea of meeting and working with more of our accomplished volunteer leaders and members across the province and to the exciting challenges and opportunities ahead.

Submitted by: Tracy Taylor-Executive Director, Therapeutic Recreation Ontario

Account totals as of May 1, 2009 are as follows:

- Money Master Account: $76,487.84
- R/TRO Account: $18,194.94
- Chequing Account: $23,414.94

The Finance Committee has endorsed the following initiatives this fiscal period:

- Hiring of the Executive Director
- Insurance for Board
- Ongoing website costs

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

In addition to my focus on TRO’s finances, I have also continued my involvement with the Executive Committee and our commitment to hiring an Executive Director; the hiring, training and support of our Membership Services Coordinator and other membership priorities.

As I complete my seventh year and enter into an eighth, I continue to be proud of the work that has been accomplished with respect to this committee and all board initiatives. It has been a pleasure to work alongside people with such energy and integrity. I look forward to serving TRO for one more year.

Submitted by Carol Phillips – Chair, Risk Management & Audit Committee
On behalf of the TRO board, I would like to personally thank all of you for your contributions to the committee work of this year’s strategic plan. We would not have been able to accomplish what we did without your help. Your contributions are truly appreciated and show your passion and dedication for moving our profession forward.

Thank you,

Cheryl Ramburn, TRO President 2008-2009

TRO Board of Directors

- Cheryl Ramburn-President:
- Carolyn Triemstra-President-elect:
- Adrienne Gilbert-Past President
- Carol Phillips-Chair Risk Management & Audit Committee
- Christine Wilkinson-Board Member
- Amanda Parent- Practice Review Committee co-Chair
- Leanne Hughes- Practice Review Committee co-Chair
- Brian Bennison-Professional & Membership Services Committee co-Chair
- Joanne Brohman-Professional & Membership Services Committee co-Chair
- Colleen Whyte -Professional & Membership Services Committee co-Chair
- Rebecca Thompson-Professional & Membership Services Committee co-Chair
- Nicole Chudzinski-TRO Board Member and Registration Committee co-Chair
- Melissa Konat- TRO Board Member and Registration Committee co-Chair

TRO Executive Committee

- Chair/TRO President: Cheryl Ramburn
- Co-Chair/TRO President-elect: Carolyn Triemstra
- TRO Past President: Adrienne Gilbert
- Secretary/Treasurer: Carol Phillips
- Board Member: Christine Wilkinson
- Executive Director: Tracy Taylor

Governance & Nominations Committee

- Carolyn Triemstra-TRO Board Member and Committee Chair
- Bernice Miller
- Nancy Bowers-Ivanski
- Curtis Geisberger
- Kamilla Gemin
- Joan Johnston

Practice Review Committee (consists of 3 sub-committees)

- Amanda Parent-TRO Board Member and Committee co-Chair
- Leanne Hughes- TRO Board Member and Committee co-Chair

Under the Practice Review Committee there are 3 sub-committees;

R/TRO Review Committee: (met to review portfolios 4x throughout the year and discussed related questions in between)

- Joan Johnston
- Sherrie Aldred
- Stacey Sestic
- Anna-Marie Duffy
- Christine Fischer
- Karen Megson-Dowling
- Tricia Mills

Professional Competency Committee- Created pilot PCC process, evaluated 2009 conference sessions re: PCC criteria code, started working on how to revise the Professional contributions section of the R/TRO for continuing competencies

- Mary Friesen (Afable)
- Heather Crocker
- Amanda Brown
- Shannon Knutson
- Heather Johnston
- Jennifer Ashby
- Nicole Colacci
- Robert Spicer

Marketing

- Nora Mark
- Raija McClelland
- Amber Hall
- Fran Long
- Leslie Stephens
- Andrea Turowski
- Jennifer Ashby
- Nancy Bowers-Ivanski

Professional and Membership Services Committee

- Brian Bennison-TRO Board Member and Committee co-Chair
- Joanne Brohman-TRO Board Member and Committee co-Chair
- Colleen Whyte – TRO Board Member and Committee co-Chair
- Rebecca Thompson - TRO Board Member and Committee co-Chair

Member Services

- Sherry Dupuis
- Jennifer Giles
- Rebecca Genoe
- Bryan Smale
- Janice Ocampo
- Alison Wideman
- Carolyn Drimmel
- Pamela Higgenbotham
- Joellyn Isakiewicz
- Carrie Strub
- Amanda Brown

Member Benefits

- Joanne Brohman
- Amanda Brown
- Nicole Colacci

Research

- Colleen Whyte
- Jennifer Carson
- Darla Fortune
- Jennifer Gillies
- Rebecca Genoe

Awards Committee

- Rebecca Thompson
- Colleen Whyte

Student Essay Contest sub-Committee

- Lesley Breen
- Jennifer Ashby
- Megan Shirley
- Nadia Andretta – Whelan

Brian Bennison Professional of the Year Award sub-Committee

- Carol Ryan
- Sue Varghese
- Christine Wilkinson
- Brian Bennison

inTRO

- Rebecca Thompson
- Janice Ocampo

Registration Committee:

- Nicole Chuadzinski-TRO Board Member and Committee Co-Chair
- Peggy Allin
- Natasha Bakiewicz
- Monica Cooper
- Bill Markakis
- Christine Wilkinson
- Heather Johnston
- Suzanne Larochelle
- Regina Wasalinska
- Melissa Konat- TRO Board Member and Committee co-Chair
- Fernanda Fabrizi
- Jill Arnold
- Jackie Tuskin
- Susan Varghese
- Andrea Lafortune
- Kim McCormack
- Wally Adamson

Risk Management and Audit Committee

- Carol Phillips- TRO Board Member and Committee Co-Chair
- Andrea Turowski
- Andrea Lafortune
- Rob Markakis
- Monica Cooper
- Natasha Bakiewicz
- Jennifer Gillies
- Lesley Breen
- Amanda Thompson
- Anne Scanlon and Karen Bewick

TRO Governor Ambassador

2009 TRO Conference - Waterloo Host Committee
