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 documents to become a regulated healthcare profession
- 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

It is with great pleasure that I write this report to all TRO members.

This has been a very exciting year; jam packed with advancement of TR in the province of Ontario, and across the nation. It has been my privilege to serve as president in this very fast pace and challenging time of healthcare in Ontario.

I would like to extend my appreciation to the entire Board of Directors. Their tireless efforts and unwavering support have made this year everything any president could hope for. Also I extend my appreciation to Tracy Taylor, TRO’s Executive Director, for conducting a full review of TRO’s business practices and internal operations. Tracy has made specific recommendations and taken specific actions to situate TRO in an opportune position for the future as we prepare for regulation. As well, I would like to thank all TRO members who have contributed in various means over the course of the year from; various committee members, to conference volunteers, to those who have replied to e-mails and inquiries of the membership as a whole. Together we are advancing the profession of Therapeutic Recreation.

We began this term of office with several new Board and committee members, but most of all, plenty of ambition. Over the course of the year, we have spent a great deal of time lobbying the Ministry of Health and Long term Care about the role of Therapeutic Recreation in the lives of the many vulnerable populations we serve.

We prepared and submitted a lengthy advocacy letter to MHLTC regarding the proposed regulation changes to the Long term Care Act. We are pleased to see the MHLTC has recognized the need for formal education and training within our discipline, as stated in the regulations in the LTC act. The legislation is expected to be proclaimed in the summer of this year.

A significant part of the organization’s human resources have gone towards the development of the application for Regulation; beginning with the formal Letter of Intent which was officially submitted on February 23, 2010. We look forward to a ministry response shortly, and will share all information with the members at the June meetings.

TRO has been working with key stakeholders throughout the year, striving to work together towards a common vision of advancing the profession of Therapeutic Recreation across the country. Educators, practitioners, volunteers and students of our profession have joined forces to continue to heighten the profession through a variety of means.

Please read through the full annual report to hear about the many invigorating initiatives the Board and organization have been working towards throughout the year.

Thank you again for your ongoing support for TRO.

Submitted by: Carolyn Triemstra, 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

I am pleased to share with you the report for the Governance and Nomination Committee 2009-10. This is the second year our TRO Board has been working in the new governance structure and we continue to learn and grow every day.

It has been my pleasure to co-chair the Governance and Nomination Committee with Colleen Whyte. Not only have we tightened up some policies around elections and succession planning, but we have begun our journey into orientation, mentorship and volunteer recognition.

With respect to elections, we now have a document outlining the TRO Elections Cycle which keeps us on track in terms of the call for nominations, having the slate of candidates prepared and announcing the slate of candidates. As well, we have verified that the head of this process is the past president from the year prior to the election. For example, for the year 2009-2010, the Past-President is Cheryl Ramburn. She will therefore lead the process for elections in the year 2010-11. I would like to thank Adrienne Gilbert for leading our election process this year and remind all of our members to watch the TRO website for the announcement of candidates as of May 10, 2010.

Our second major undertaking this year has been to start the process of reviewing the orientation manual. This review also looks at the mentorship program and our volunteer recognition program. We look forward to sharing this information with you upon completion.

I would like to thank Colleen Whyte, who co-leads this committee. Without her constant presence on the committee, we would not be able to move forward with such efficiency. As well, I would like to thank and recognize this year’s members: Joan Johnston, Bernice Miller, Curtis Giessberger, Nancy Bowers-Ivanski and Adrienne Gilbert.

Personally, I have really enjoyed my first year on the TRO Board and look forward to serving you as President this coming year. I am always available by email and would love to hear from you in the coming year.

Submitted by: Sue Verrilli - TRO President-Elect

TRO’s election process

When TRO switched to become a governing Board, the process of elections was placed under the “Governance and Nominations Committee”. The immediate past-president is designated as the Chair of the Nominating committee and the biggest role I had was to communicate with various people including current board members, the executive director to ensure that eblasts were sent in a timely fashion, the Governance and nominations committee, and the members of TRO. My responsibilities included: contacting current board members to determine who was willing to have their names go forward for nominations; contacting each board member to determine if any were interested in being nominated for president-elect; writing a description of positions for the InTRO newsletter; and of course receiving nominations. Following this, I asked each nominee to complete a bio form, newly created this year by Colleen Whyte and myself. The candidates were announced to the TRO members via email and the TRO website and an election will be held at the AGM. The candidates are then presented at the AGM. Thanks to everyone for their willingness to be nominated and passion for TR in Ontario.

by Adrienne Gilbert - Chair, Nominating Committee

Practice Review Committee Report

Once again, we have had a busy and very productive year! We completed the revisions to the R/TRO application package making the first step toward a more rigorous designation for our profession. Along with the announcement of these changes, came a large number of R/TRO portfolios which we reviewed this year. As we move toward regulations, this committee is preparing to be even more consistent with review criteria and is working hard to streamline the Professional Contribution Credit (PCC) process. We are proud of all this committee has achieved this year!

The R/TRO Review sub-committee met four times this year and reviewed over 200 portfolios. Currently we have over 350 R/TRO members! Congratulations to everyone who has achieved this designation. Additionally, this sub-committee has provided their expertise in sharing suggestions for changes to the R/TRO package and has created lists of accepted allied degrees/diplomas and courses. A HUGE thank-you to not only the committee, but also the board members who helped with the enormous number of R/TRO portfolios in the November review!

This year, the Professional Competency sub-committee met typically through teleconference to continue the work on the PCC process and finalize the revisions to the Professional Contributions section of the R/TRO. After debriefing the PCC process changes piloted at the 2009 TRO conference, the committee realized there were some bugs to work out. Although feedback from conference delegates was that they liked the new sign-in process (no need to wait for a stamp), feedback from the 2009 conference committee was that it was difficult to create a master PCC list. The Executive Director created a database to help with this process in the future and one of the committee members (Jennifer Ashby) volunteered to work with this database to make the PCC cross-listing much easier. Once again, this committee reviewed the sessions for the annual conference in order to list which PCC codes the session meets, thereby assisting delegates in choosing which sessions will help in their professional development. This committee played a large role in revising the professional contributions section of the R/TRO package. Although this is currently part of the R/TRO application package, the committee began revisions with the idea that in the future, the professional contributions will be utilized as part of the criteria to maintain the designation.

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 begin their R/TRO application. Marketing strategies will continue to be implemented in the upcoming year to increase awareness of the changes to the R/TRO application.

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
The Membership and Professional Services Committee is responsible for general membership services, research, public relations and professional development opportunities.

Therapeutic Recreation Ontario continues to display strong growth in membership numbers. As of the printing of this report, the membership numbers stood as follows:

<table>
<thead>
<tr>
<th>Membership Type</th>
<th>As of May 1 ‘09</th>
<th>As of May 1 ‘10</th>
</tr>
</thead>
<tbody>
<tr>
<td>R/TRO Members</td>
<td>156</td>
<td>330</td>
</tr>
<tr>
<td>Professional Members</td>
<td>316</td>
<td>243</td>
</tr>
<tr>
<td>Student Members</td>
<td>107</td>
<td>44</td>
</tr>
<tr>
<td>Associate Members</td>
<td>18</td>
<td>22</td>
</tr>
<tr>
<td><strong>TOTAL TRO MEMBERSHIP</strong></td>
<td><strong>597</strong></td>
<td><strong>639</strong></td>
</tr>
</tbody>
</table>

**2010 Conference News:** We would like to take this opportunity to thank the organizing committee of this year’s 2010 TRO Conference for their hard work and excellent planning! On behalf of the TRO Board of Directors, our thanks go to:

- Co-Chairs - Michael Latin, Conference Co-Chairs;
- Sponsorship - Michael Latin;
- Facilities and Logistics - Randy Miller;
- Program Committee - Joanne Brohman, Tracy Hopkins, Monica Cooper, and Amanda Parent;
- Registration - Stacey Sestric and Pam Higginbotham;
- Social Committee - Sandra Berzaitis Smith, Jackie Frail, Heather Crocker, Laura McLean, Natalie Belzner, Jodie Alderson and Sarah Cake;
- Volunteers - Naritta Divjak, Robin Fox;
- Tradeshow Committee - Andrea Dean, Michael Latin, Nickeisha Samuels-Smith
- Marketing and Promotions - and Mary Anne Friesen, Sarah Cake and Kim Morgan.

**Updating the inTRO newsletters:** Late last year, members of the Professional and Membership Services committee started the process of critically reflecting on our awards and publications. We started with our quarterly inTRO newsletter by tailoring each inTRO to a particular theme. After much brainstorming, our first themed inTRO was published in the Winter of 2009 as a research-focused collection of articles and resources. Many thanks to Rebecca Genoe, Janet Griffin, Jackie Doyle and Lindsay Webber for their contributions to the issue. This was followed by our Resources issue in the Spring of 2010 and our soon-to-be hot off the press issue on Professional Development (check your inboxes later this month!).

We’ve also started including profiles of board and committee members in each issue. Many thanks to Jackie Tuskin, Carolyn Triemstra, Sue Verrill for their profile submissions and to Melissa Moreau, Angela Grant, Ashley Hilliard, Deb Nicholson, Christa Papavasiliou, Savoarn Nov, and Caitlin Pietras for their journal and book reviews for the Spring 2010 issue.

**Changes Still to Come:** As we continue to reflect on potential changes to our publications and awards process, please note that there will not be a Brian Bennison Practitioner of the Year Award, Student Poster Award or Research Annual for 2010. Should you and your colleagues have ideas or suggestions on how to update any of these initiatives, please contact any of the committee members listed below.

**New Student Award:** To be introduced in 2011, the Professional and Membership Service Committee are putting the finishing touches on a new Student Award based on academic achievement, experience and personal vision. Details of the award will be announced in early 2011.

**Promotional Materials for TR Awareness Week:** Most recently, the Professional and Membership Service Committee have designed a set of promotional material geared to Awareness Week events. Stop by the TRO booth to get your all-in-one promotions including brochures, TRO post-it notes, pens and a mystery item to be unveiled at the conference!

**TRO and TR Brochures:** Our major initiative this year was the design of two professional brochures for our members. After much consultation, the brochures were launched with copies of each brochure mailed to all TRO members in the Fall of 2009. Many thanks to Tracy Taylor for her professional editing of both brochures.

**Conference 2011:** This year’s conference is to be followed up with a conference in Toronto in 2011 Exciting location announcements will be unveiled at the end of the 2010 conference! Stay tuned and keep watching the TRO website for further details and the Call for Papers.

**Volunteer Committee Opportunities:** The Membership and Professional Services committee has worked hard this year to set up a number of committees to support Board initiatives including:

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

If you are interested in volunteering or have questions about how you can become involved with TRO, please contact any of the Board members listed below.

On behalf of the TRO Board of Directors, I would like to thank everyone for their help and understanding as we continue to make changes to the way we deliver our services.

Rebecca Thompson, Co-Chair: thomrebe@homewood.org
Brian Bennison, Co-Chair: brian.bennison@canadorec.on.ca
Susy Marrone: smarrone@stjoes.ca
Colleen Whyte: cwhyte@uwaterloo.ca
Christine Wilkinson: cwilkinson@georgianc.on.ca

**Submitted by:** Rebecca Thompson, Co-Chair, Professional and Membership Services
The purpose of Recreation Therapy is to enable all individuals to achieve quality of life, and optimal health through meaningful experiences in recreation and leisure. We believe in the inherent capacities of individuals for personal growth, happiness and freedom. Recreation Therapy is a profession which provides service to, and advocates for individuals with physical, mental, social, behavioural or emotional limitations in a variety of settings such as hospitals, long-term care settings, day programs, community-based programs, and mental health centres. The Recreation Therapy profession recognizes the right of all citizens to have access to and the freedom to choose recreation and leisure opportunities regardless of their physical, financial, developmental, emotional, or social challenges OR the barriers imposed on them by society at large.

The foundation of the Recreation Therapy profession is the establishment of authentic relationships with the individual receiving services and all other key stakeholders. Utilizing a collaborative approach, Recreation Therapy follows a systematic process of assessment, goal-setting, program/intervention development, individual and group facilitation, documentation, and evaluation. Programs are designed to promote independent functioning within the physical, emotional, mental, spiritual, behavioural and social domains, and to educate individuals about the skills and resources required to participate in recreation and leisure. The Recreation Therapy profession utilizes evidence-based practice to create outcome-based interventions suitable to the client’s abilities. As part of its advocacy, Recreation Therapy is committed to educating society about the rights and capacities of all citizens to participate in recreation and leisure.

The role of a Recreation Therapist:

• The Recreation Therapist conducts an intensive needs assessment to determine the capacities of the population being served and the appropriate personalized interventions based on current best practices;
• In order to ensure appropriate service to individuals, the therapist must begin the Recreation Therapy process by developing a meaningful relationship with the individual receiving services;
• The Recreation Therapist and individual receiving services together determine the best way to assess current interests, abilities, needs, and barriers related to a meaningful leisure lifestyle; the assessment must look at the individual within the context of their family, environment, culture, friends, disability/illness, as well as the requirements of the agency/organization where the Recreation Therapist is employed;
• The Recreation Therapist works collaboratively to set realistic goals which can be achieved through engagement in recreation interventions and programs;
• The Recreation Therapist utilizes various facilitation techniques to engage the individual in a variety of opportunities designed to foster a meaningful leisure lifestyle; The Recreation Therapy process adheres to agency standards regarding documentation of the process and individual responses;
• To ensure efficacy, the Recreation Therapist systematically evaluates the outcomes of their services; wherever possible the individual receiving services should be involved in this process;
• Through on-going self-reflective practice, Recreation Therapists critically examine their personal and professional competencies to ensure best practices;
• Throughout the process, the Recreation Therapist is responsible for advocacy and developing relationships with key stakeholders to ensure that individuals are equally valued members of the community;
• The Recreation Therapist is responsible for community development through recreation and leisure;
• As a professional in a health care field, the Recreation Therapist is responsible for following TRO’s Standards of Practice and Code of Ethics.
Once again, it’s that time of year to reflect and celebrate the accomplishments, successes and efforts put forth by the dedicated members of the Registration Committee and the TRO Board at large. The past year has been an exciting whirlwind of remarkable progress and movement toward heightening the field and becoming a regulated health profession.

The Registration Committee, which I co-chair, consists of dedicated members who are highly committed to advancing the profession and have provided numerous contributions to the Board. The Registration Committee has worked diligently on various aspects of Regulation with a specific focus on the marketing and promotion of TRO’s recent initiatives.

In an effort to build stronger ties with service providers of Therapeutic Recreation, the Registration Committee created an informative resource package which was mailed out during Therapeutic Recreation Awareness Week. Our intent in creating the resource package was to connect with managers/team leaders or professional practice leaders to raise awareness of Therapeutic Recreation and the new initiatives TRO is pursuing.

One of our first tasks involved creating a data base of all professional practice leaders/managers across the province. Extensive work was done to identify appropriate contacts from hospitals, long term care facilities and community agencies. These contacts will also be valuable for ongoing communication within the years to come. The package included beneficial resources to enhance the scope of practice for Therapeutic Recreation within respective organizations and included the following:

- TRO’s Philosophy of Recreation Therapy
- Recreation Therapist role description
- Recreation Therapy brochure
- TRO’s informational brochure

An informational package was also created for post-secondary institutions with a similar focus. The package aimed to connect with students and educators across the province to raise awareness of Therapeutic Recreation and the various initiatives TRO is pursuing. Furthermore, both informational packages encouraged employers and educators to support practitioners in obtaining the R/TRO designation to ensure the highest of standards are met to protect the public while offering quality of care and service to clients.

The Registration committee is currently working to finalize a Therapeutic Recreation power point presentation targeted to secondary schools across the province, which will also be posted on our website in the near future.

Another initiative of the Registration Committee was to explore potential professional designations for Recreation Therapy practitioners. Various allied health designations as well as other provincial Therapeutic Recreation associations were researched in an effort to determine possible designations for practitioners in the province of Ontario. Several designations were examined and as we move closer to Regulation, an official protected designation for Recreation Therapists will be appointed.

The Registration Committee also contributed to the letter of intent to become a Regulated Health Profession, which was sent to the Ministry of Health and Long Term Care back in February. Members of this committee will continue to assist in the full submission of the criterion document.

TRO has much to be proud of and the profession has an exciting future to look forward to. I am pleased to have been part of a year that was full of so many new developments and working with such an incredible organization has strengthened my sense of passion for Therapeutic Recreation! I look forward to continuing my work on the Board while collaborating 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 Co-Chair
The past year has been one of closure on an amazing chapter of work for this committee. Our paths have changed over the years as TR has continued to establish its direction in this province. With TRO’s clearly indicated direction to move the profession of Therapeutic Recreation towards becoming a regulated profession, the goal of our committee became very clear.

Therapeutic Recreation needed to have a document which clearly defined “what” Recreation Therapists do, and what we need to know in order to do our jobs well; The Profession of TR needed a competency framework, and here it is.

This document is over 3 years of work, and we are very proud that it is one of the key documents being sent to the Ministry to support our application for regulation.

About The Essential Competency Framework:

The Essential Competency Framework for Therapeutic Recreation is designed to serve as a foundation for the practice of therapeutic recreation, regardless of setting. This document compliments the TRO Standards of Practice as it is rooted in the TRO Standards. These competency dimensions are the minimum competencies necessary to practice as Recreation Therapist in Ontario. The performance indicators within each competency are dynamic, and will continue to grow and change as the profession evolves. The performance criteria are designed for practitioners to measure skills competence, and have been created using the Standards of Practice for Therapeutic Recreation as a foundation and guide.

This document represents the work of the Therapeutic Recreation Ontario (TRO) Board of Directors, along with significant input from its membership, namely the Certification and Registration committees of 2008 to 2010. The goal of this guide is to promote consistency in service among therapeutic recreation practitioners and clearly define the minimum standards necessary to practice as a Recreation Therapist in Ontario.

Each Recreation Therapist is expected to meet these competencies and practice within them under the values, and guiding principles of the TRO Standards of Practice. Endorsement and adherence to the Essential Competency Framework for Therapeutic Recreation (TRO 2010) will result in increased consistency among practitioners, which will assure a standard of quality services for clients, and strengthening of the profession of therapeutic recreation as we move towards regulation.

Registration Committee: Thank you so very much to this group of highly dedicated Recreation Therapists who worked to develop the Essential Competency Framework.

Heather Johnston, Recreation Therapist; R/TRO: Centre for Addictions and Mental Health
Peggy Allin, R/TRO, Practice Leader Recreation Therapy Services: West Park Healthcare Centre
Monica Cooper, HBA TR, CTRS, R/TRO: St. Joseph’s Healthcare Hamilton
Suzanne Larochelle, HBA TR, CTRS, R/TRO, Recreation Therapist: Centre for Addictions and Mental Health
Natasha Golding, BA Kin, R/TRO: Centre for Addictions and Mental Health
Bill Markakis, Recreation Therapist: Centre for Addictions and Mental Health
Regina Wasalinska, Recreation Therapist: Centre for Addictions and Mental Health
And myself as Committee Chair, Nicole Chudzinski HBA TR R/TRO: Centre for Addictions and Mental Health

Submitted by: Nicole Chudzinski, Registration Co-Chair
I am pleased to unveil Therapeutic Recreation Ontario’s Financial Report for 2009/2010 (see Statement of Income and Expenses table to the right).

As of April 21, 2010 our account totals are as follows:

<table>
<thead>
<tr>
<th>Account Type</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Money Master Account</td>
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<tr>
<td>R/TRO</td>
<td>$47,286.74</td>
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<tr>
<td>Chequing</td>
<td>$76,293.77</td>
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</table>

The Board has endorsed the following initiatives this fiscal period:

- Executive Director
- Insurance for Board
- Start up funds for the 2010 & 2011 conferences

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

As I complete my eighth year, I continue to be proud of the work that has been accomplished with respect to all board initiatives. It has been a pleasure to work alongside people with such integrity and commitment.

Submitted by Carol Phillips – Chair, Risk Management & Audit Committee

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### Therapeutic Recreation Ontario

**TRO Summary of Revenue and Expenses**

**For the Year Ended August 31, 2009**

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Membership fees</td>
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<tr>
<td>Registration fees</td>
<td>$9,000</td>
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<td>Conference</td>
<td>$54,539</td>
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<td>Professional Development</td>
<td>$1,770</td>
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<td>Merchandise Sales</td>
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<td>Standards of Practice</td>
<td>$0</td>
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<tr>
<td>Interest on GIC</td>
<td>$962</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$148,558</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative consulting</td>
<td>$39,679</td>
</tr>
<tr>
<td>Bank charges</td>
<td>$5,701</td>
</tr>
<tr>
<td>Board-related Expenditures</td>
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<tr>
<td>Conference</td>
<td>$49,567</td>
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<td>Insurance</td>
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<td>Legal &amp; Accounting</td>
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<td>Regulation/Certification</td>
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<td>Office</td>
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<tr>
<td>Printing and stationary</td>
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<td>Professional development</td>
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<td>Promotional</td>
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<td>Rent</td>
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<tr>
<td>Travel</td>
<td>$8,195</td>
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<tr>
<td><strong>Total Expenditure</strong></td>
<td><strong>$143,066</strong></td>
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**Excess Revenue over Expenditure**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,493</td>
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</tbody>
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**Reserve, opening balance**

<table>
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<tr>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>$105,155</td>
</tr>
</tbody>
</table>

**Reserve, closing balance**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$110,647</td>
</tr>
</tbody>
</table>
I would like to take this opportunity to thank the TRO membership for embracing me in my role as Executive Director in this past year. It is hard to believe that I have already been here that long. The time has flown by and the road has been filled with a whole lot of challenges. It has been an absolute honour working side by side with the TRO Board of Directors and Committee members. They are definitely a group of hardworking, dedicated individuals, who when presented with a task, do not hesitate to roll up their sleeves and get the job done! I met a lot of you at our conference in Waterloo and was very humbled by your appreciation for me in my then “new” role and I definitely wanted to live up to your expectations. Last year represented 10 years of TRO as a “stand-alone” organization and we have come a long way since 1999. 2009/2010 came to us with a huge number of challenges, which I have been a part of every step of the way. A special thank you goes out to Stacey Sestric, our Membership Services Coordinator, who keeps things moving smoothly at the Head Office. Below is a brief summary and is not entirely inclusive of what has been going on within my position and TRO over the past year.

Regulation: We have done a complete direction change with our R/TRO credential going from a voluntary “certification” to the first step in becoming a regulated profession. In doing so our Committees have been diligently working to ensure that our R/TRO process is in line with future Regulation. New packages and forms have been designed to facilitate this process. We now have over 350 R/TRO Professional members.

On this same note, in February of this year, TRO sent a letter to the Ministry of Health and Long Term Care, requesting that Therapeutic Recreation become a regulated health care profession. We are now officially on the Ministry’s radar for regulation which is a huge accomplishment!

Website and Database: The website and TRO database needed quite a bit of work done on it when I arrived and I am very confident at this point in time that we are able to maximize our web capacity and our database is very accurate and the room for error has been minimized. Also a “forgot your password function has been added to the website which has cut down member calls to the office significantly.

Membership Renewal: The on-line renewal process has been modified for greater ease and renewal reminders are being sent out both in hard copy and e-mail.

Head Office: A full audit has been done on TRO Head Office procedures and steps have been taken to streamline processes and make the office run smoothly and efficiently. A manual has been created for these processes so knowledge will not get lost if there is ever a changeover in staff.

Communications: A regular e-TRO is sent out to all members via e-mail thus improving communications with the membership. A “From the Boardroom” section has been added in the members’ only section of the website so that members have quick access to any relevant information.

Employer / Educator Marketing: A database was created with contacts of the different facilities throughout Ontario and they were mailed a marketing package including our philosophy statement and 2 promotional brochures that were designed.

TRO Conference: The database for the conference has been significantly modified so that it prints off appropriate reports very easily. Also evaluations are now inputted into Survey Monkey so that the committees and speakers can get a summary of their evaluations. A Conference manual is in the process of being put together.

Liability Insurance: A new Professional Liability Insurance program has been negotiated on behalf of the TRO membership. We have a bilingual website set up as well as an insurance representative is available to answer questions regarding the policy. The premium is less than 50% of the cost of the previous policy that was in place. The new broker is Aon and we greatly thank them for providing us with such a comprehensive insurance package!
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,
Carolyn Triemstra, TRO President 2009-2010

TRO Board of Directors

- Carolyn Triemstra-President:
- Sue Verrilli-President-elect:
- Cheryl Ramburn-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
- Susy Marrone-Professional & Membership Services Committee co-Chair
- Colleen Whyte -Professional & Membership Services Committee co-Chair
- Rebecca Thompson-Professional & Membership Services Committee co-Chair
- Nicole Chudzinski-Registration Committee co-Chair
- Melissa Konat- Registration Committee co-Chair

TRO Executive Committee:

- Chair/TRO President: Carolyn Triemstra
- TRO President-elect: Sue Verrilli
- TRO Past President: Cheryl Ramburn
- Secretary/Treasurer: Carol Phillips
- Board Member: Rebecca Thompson
- Executive Director: Tracy Taylor

Governance & Nominations Committee

- Sue Verrilli-TRO Board Member and Committee co-Chair
- Colleen Whyte-TRO Board Member and Committee co-Chair
- Adrienne Gilbert
- Nancy Bowers-Ivanski
- Curtis Geissberger
- Kamila Gemin
- Joan Johnston
- Bernice Miller

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 subcommittees;

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

- Anna-Marie Duffy
- Sherrie Aldred
- Joan Johnston
- Karen Megson-Dowling

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

- Amanda Brown
- Nicole Collocci
- Shannon Knutson
- Mary Friesen (Afable)
- Heather Crocker
- Robert Spicer
- Karen Bewick
- Heather Johnson
- Jennifer Ashby

Marketing

- Nora Mark
- Amber Hall
- Jennifer Ashby
- Fran Long

Professional and Membership Services Committee

- Brian Bennison-TRO Board Member and Committee co-Chair
- Susy Marrone-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

Awards Committee

- Rebecca Thompson
- Colleen Whyte

Student Essay Contest sub-Committee

- Lesley Breen
- Nadia Andretta – Whelan
- Suzanne Larochelle
- Heather Granger

inTRO

- Rebecca Thompson - TRO Board member and Committee co-Chair
- Colleen Whyte – TRO Board member
- Christine Wilkinson – TRO Board member

Georgian College Students

- Angela Grant
- Ashley Hilliard
- Deb Nicholson

- Melissa Moreau
- Savoarn Nov
- Christa Papavasiliou
- Caitlin Pietras

Volunteer Contributors

- Kathy Willoughby
- Janet Griffin
- Jackie Doyle
- Rebecca Genoe
- Lindsay Webber

Registration Committee:

- Nicole Chudzinski-TRO Board Member and Committee Co-Chair
- Heather Johnston
- Peggy Allin
- Monica Cooper,
- Suzanne Larochelle
- Natasha Golding
- Bill Markakis
- Regina Wasalinska
- Melissa Konat- TRO Board Member and Committee co-Chair
- Stephanie Powers
- Jill Arnold
- Kim Lopez
- Fernanda Fabrizi
- Wally Adamson
- Jackie Tuskin
- Susan Varghese
- Andrea Laforge

Risk Management and Audit Committee

- Carol Phillips- TRO Board Member and Committee Chair

2010 TRO / CTRA Conference - Hamilton Host Committee

Co-Chairs - Michael Latin, Andrea Dean;
Sponsorship - Michael Latin; Facilities and Logistics - Randy Miller; Program Committee - Joanne Brohan, Tracy Hopkins, Monica Cooper, and Amanda Parent; Registration - Stacey Sestric and Pam Higginbotham; Social Committee - Sandra Berzaitis Smith, Jackie Frail, Heather Crocker, Laura McLean, Natalie Belzner, Jodie Alderson and Sarah Cake; Volunteers - Naritta Divjak, Robin Fox; Trade Show Committee - Andrea Dean, Michael Latin, Ncikieisha Samuels-Smith; Marketing and Promotions - , and Mary Anne Friesen, Sarah Cake and Kim Morgan.