2007 / 2008
Board of Directors
Annual Reports
As I look back over the annual reports from the last few years, I am astonished at the amount of work that has been done to improve and grow Therapeutic Recreation Ontario to the organization we are today. At 571 members, we are making great strides at achieving our future goal of Certification with a possibility of Regulation.

As some of you are aware from past Board and committee involvement, there is a lot of time, energy, thought and work that the Board of Directors, committee members and other volunteers put into the initiatives that are completed each year. This group of individuals have been an exceptional team to work with and truly made my job as President easier and enjoyable. I hope all of the Board members, committee members and volunteers realize their importance and the positive difference they have made to this organization. At this time I would like to thank them for such a great year. I would also like to thank Tracy Holmwood, our Membership Services Coordinator and Stacey Solvason, our new Webmaster for their hard work on behalf of the members.

Our collective accomplishments this year included:

- Our new website was launched and a Webmaster position was created, so the Board can continue to provide great service and current information to our members and the general public. Our Webmaster Stacey is working hard to continue to improve our website.
- Our Standards of Practice were translated into French and will be unveiled at the Ottawa Conference.
- To encourage new membership and students to our field, an educational DVD was developed and added to a marketing package that was provided to all educational institutions in Ontario for TR Awareness Week.
- Our numbers of Registered members are continuing to grow as we move towards certification. An evaluation of the process was created and sent out to members for their feedback. The results will allow the committee to refine the process to ensure it’s user-friendly and meeting your needs. If you haven’t already done so, please take a few minutes to fill out the questionnaire to give us your feedback.
Another great TR awareness package was created by four Georgian college students with the support of Christine Wilkinson. This year, the package was emailed to all TRO members and was placed on the website in the member’s only section. We received positive feedback on the high quality of this year’s package.

The certification committee has been working hard to determine core competencies and a process to evaluate the competencies; as well as researching a program for ongoing competency maintenance.

TRO will be unveiling a new line of promotional products at this year’s conference.

We are continuing to enhance Research in the TR field by publishing our 6th TRO Annual. Abstracts from Annuals 1-5 can be found on our website. The Research Coordinator is also in the process of obtaining copyright status for the articles in our Annuals.

Our current process for collecting PCC’s/CEU’s has been streamlined and the criterion has been tightened to ensure that the credits we receive relate to our Standards of Practice.

Those who have become Registered were asked for feedback regarding the process of applying for Registration.

The governance and management transition committee have continued their work to realign the Board structure to be more like that required by the Regulated Health Professions Act (RHPA). Based on research of several allied disciplines, examining the requirements for regulation as set out by the ministry, and in consultation with our consultant, this committee completed some important building steps to ensure the strength of the structure of our organization which include:

- The by-laws have been realigned to support the new structure. The changes have been accepted in principle by the Board, were sent out to the membership for comment and have been endorsed by a lawyer. The Board of Directors will be recommending the new By-laws to all members for their approval at the upcoming AGM.
- To complement the new by-laws, Terms of Reference have been created for the new committees and the Board has been oriented to policy governance.
- In preparation for hiring an Executive Director, governance policies, expectations, a position description and an employment contract have been approved. Our new Executive Director position has been posted and we are currently in the hiring process. We hope to have a successful candidate in this position within the next several months.
Now that TRO has decided on a car (Ontario-made certification model) to take us down the road to Certification and we are building a strong home (Governance Board) so we can sustain our growth, WE NEED YOUR HELP. Our new structure allows for more involvement from our members, as there will be a committee of people (like a team) under each Board portfolio to work on the tasks that need to be done.

The Board of Directors will be doing more “governing” and less “doing”. This new structure will move us forward to where we want to go as it allows for succession planning, which is something TRO has struggled with in the past years.

So, where do you best fit? Now is the time to get involved and be part of these exciting changes. We invite you to join us on our journey……in mind (by giving us your feedback), body (by getting involved) and spirit (by giving some of your energy) to continue the work that has been done to date that will move our profession forward; for us and the clients we serve.

Due to the resignation of Suzie Lane, the board has supported my decision to remain in the role of President for another year with Adrienne Gilbert continuing as Past President. I look forward to implementing these changes in our journey toward potential certification and regulation.
This has been an exciting year in the continuing development of TRO as a professional organization. This work has been the culmination of the efforts of many people over several years. As Past President, my primary role was as an advisor to our President, Cheryl Ramburn. The Past President also sits on the Executive Committee and Partnership Committee. The Executive Committee has met an average of twice a month, either by teleconference or in person, since last September to continue the vision set out at last year’s AGM. As your President last year, I naively thought that the hiring of an Executive Director would be relatively straight forward; you draft a job description and go after someone to fill the position! What has ensued is a complete overhaul of the organization to better determine what exactly the Executive Director would do! Personally, I have learned so much about the process of running an organization in accordance with a “governance-type” model. The new structure will involve more members on committees and that is a good thing. I am pleased that we have laid a foundation that will support the organization in years to come. Jon Pascoe’s advice has been invaluable and there is no doubt in my mind that without him, we would not be where we are today.

As your Past President, I can say with confidence that your current President, Cheryl Ramburn has done an outstanding job of coordinating the board and its many initiatives. Due to Suzy Lane’s resignation as President-Elect, I have agreed to remain on the board for an eighth year. I am happy to do this, as I want to see the Executive Director in place before I leave the board; this is in part due to my strong encouragement last year that we hire someone. The size of the organization and the work of the President really suggest that we need someone in this position, and I am excited about their role in our future.

Next year we will celebrate our 10th year as a stand-alone organization and it is with great pride that I will celebrate our growth as a profession with all of you. I know that I will echo the thoughts of other board members but: Now is the time to support YOUR organization and Therapeutic Recreation; make the commitment to become Registered; join a committee; look for ways to promote the value of TR in your own organization; live our motto as TR professionals every day - ‘Believe, Belong, Become!’.
At the TRO Conference in 2007 several options for Certification were presented and members were asked to vote for the option that they thought was the best approach. Therapeutic Recreation Ontario membership voted on the creation of an Ontario certification Model that reflects what Therapeutic Recreation is presently in Ontario. **We voted for a competency based Model that was inclusive.**

The theoretical framework for this model was created. The model includes three levels. First, the **Entry Level, which is Registration with TRO.** Registration with TRO (R/TRO) is the first step in obtaining certification in Ontario. It was created to provide a temporary credential that demonstrates that the member has met a minimum criteria (level of excellence). Once obtaining the designation R/TRO, members become eligible to sit the Competency Evaluation.

**A Competency Evaluation is the second level of certification,** and it will determine if the member has the necessary competencies to practice. If the competency evaluation is passed, it will result in the applicant having full rights to practice under the given title and designation (yet to be determined). This is permanent, but in order to continue holding the designation one must enroll in the Continuing Competency program.

**The Continuing Competency program is the third and final level of certification,** which will involve continuing education as part of ongoing professional development (similar to all of the allied health professions). The Continuing Competency program is designed to ensure that all certified Therapeutic Recreation professionals continue to maintain competency, and practice under the TRO Standards of Practice, and Code of Ethics through demonstrating the core competencies of the TR discipline.

Once the theoretical structure for the Model was outlined, a Certification Committee was created to follow through on achieving the goals outlined in the Certification Strategic Plan.

I am the Certification Committee chair and the committee includes two other TRO Board members: Carolyn Triemstra, and Amanda Parent as well as Nancy Bowers-Ivanski, Jackie West, Peggy Allin, Deborah Foster, Natasha Bakiewicz; Anissa Lamb, and Monica Cooper. This Committee meets regularly to complete the necessary research to achieve the tasks of our strategic plan.
Key Themes in the Certification Strategic Plan Include:

1. Communication with membership and key stakeholders (educational institutions and employers).
2. Developing Therapeutic Recreation Core Competencies (based on Standards of Practice, Code of Ethics, Registration, an analysis of Job Descriptions, and research into other allied Health Disciplines).
3. Researching options for measuring/evaluating competency – i.e. on-line tutorial and quiz, meetings, exams, case studies etc.
4. Research and analysis of Therapeutic Recreation professionals job titles and job descriptions in hopes of having consistency across the profession.
5. Developing a Draft Certification Model including competency measurement
6. Developing a Continuing Competency program
7. Marketing
8. Budget

At present the Certification committee is well underway in developing the Core Competencies used for the Competency Evaluation level of the Ontario Certification program. Once completed, the Core Competencies will be presented to membership for feedback. We have developed a draft visual Model of the Ontario Certification process, which includes at least two paths towards Certification and the competency evaluation involved in each. Furthermore the group is continuing research in the area of job titles, job descriptions, and the Continuing Competency programs. The group has developed strategies for marketing and communication through the website that will highlight work done by the Certification Committee as well as regular certification updates where members can share feedback and get involved. The Certification Committee will have a booth at the TRO Conference to highlight the work of the committee, further explain the draft Certification Model and associated competency evaluation. A presentation will also be made at the conference AGM.

We are definitely closer to Certification of Therapeutic Recreation Professionals in Ontario than ever before. This has been amazing year, with a lot of work done by the Board and a fantastic group of professionals on the Certification Committee, and their sub-committees.

We cannot stress enough that Registration with TRO is the mandatory first step in becoming a Certificated Therapeutic Recreation Practitioner in Ontario. Registration with TRO is as inclusive now as it will ever be. So now is the time to take the first step towards certification.
The second year of my second and final term as director in the Professional and Legislative Issues portfolio has been very exciting. The development of a strategic plan for the 2007/2008 TRO Board and the results from the 2007 TRO AGM pertaining to regulation/certification and the mandate to hire an Executive Director (ED) have guided my work for this past year.

As indicated in my last two annual board reports, a major task facing this portfolio was to pursue the issue of a ‘Regulatory Body’ for Therapeutic Recreation practitioners in Ontario. This mandate is closely tied to the directive to hire an ED. The task of investigating the hiring of an ED began immediately following the 2007 AGM, and we continue this work today. As TRO President Cheryl Ramburn has articulated throughout her term, the Executive Committee (of which I am a part), has been working diligently towards the eventual hiring of the ED. In order to accomplish this task we have taken a thorough look at how we operate, and have carefully planned and implemented a strategy with the guidance of our consultant in order to address the sustainability of TRO over the long term. Many exciting changes have been proposed, and the members have the ultimate say through a vote at the AGM.

In accordance with TRO policies and procedures, the TRO bylaws have been monitored throughout the year. As you may have read about, on at least two occasions (via e-mails, and mailings), the TRO bylaws have been re-written to reflect a governance structure necessary for self governance/regulation. As we had anticipated over the past couple of years, significant changes to the bylaws were necessary to match the growth and development of TRO, while still reflecting the mission and vision of the organization. The newly created and proposed bylaws will be voted on at the 2008 AGM in Ottawa, and if passed will take effect immediately following the AGM.

I have also had the pleasure of working alongside two other board members, and several dedicated TRO volunteers on the Certification committee. Please see Nicole’s report for full details on the work of this committee, which is working collectively to prepare an Ontario-made certification model. A comprehensive evaluation of initiatives relating to other regulated disciplines’ competency and certification practices as well as other provinces’ work relating to this topic have lead to some interesting discoveries and options for Certification in Ontario.

I have enjoyed this exciting and fruitful year with TRO, and I continue to marvel at the work that this board produces. I look forward to the AGM and the many upcoming initiatives.
Our membership numbers continue to grow. Our current membership consists of 571 members across four membership categories: Registered professional 77, Professional 379, Associate 12, and Student memberships 103. An interesting fact, our student membership category has seen the most growth. Student memberships are up 22% when compared to student memberships this time last year. The TRO office continues to be a success in assisting with member needs and concerns.

The three key strategic planning themes identified for the Membership portfolio are provided below. I will update you on the progress/current direction of each.

- **Development of a promotional tool to educate/recruit/support new members:** In January of 2008, a promotional package, complete with TRO DVD and promotional items, was sent out to post secondary students currently studying TR in Ontario. The board’s goal was to introduce students to TRO and the many benefits of membership as well as strengthen ties with post secondary education institutions.

- **Web Design – consistent with identified membership needs:** Creating a new website was an initiative identified by our members in a 2005 membership satisfaction survey. It was clear that we had outgrown our existing website and it was time to start looking at what our new site would look like. We surveyed our members, put together a list of needs and spent the following two years researching and finally developing our new website. We launched the new TRO website calling it a “soft launch” at the conference last year. We called it a “soft launch”, meaning that we still had lots of bugs to work out! Stacey Solvason has been hired to oversee the ongoing development of our website.

- **Develop Regional Chapters:** This item was not addressed this year as the board’s priorities have been focused around reorganization. This will be something the board looks at under the new structure once everything is in place. We’ll keep you posted!

I welcome your questions, feedback, and suggestions, and look forward to next year on the TRO board and all the challenges and successes it will bring.
This has certainly been an exciting term as the Registration Coordinator! It is very motivating to see how Registration will become part of the Ontario certification model. I am looking forward to expanding on the strategic plan as I continue on the TRO board for another term.

One of the items on the Registration strategic plan includes refining the Professional Contribution Credit (PCC) process within TRO and developing a process for non-TRO agencies to offer PCCs. In order for the PCC to be more credible, it was important to develop a process for deciding which educational opportunities delegates would earn PCCs from. After reviewing various documents, I created the PCC Criteria Code and have worked together with the Professional Development Coordinator to begin to implement the PCC criteria code as well as to streamline the process of obtaining PCCs within TRO events.

Since the Registration process has been in place for several years now, it was time to evaluate Registration with TRO and this was the second part of the strategic plan. A Registration evaluation survey was created and members were asked via email to provide their feedback regarding Registration with TRO. A link to the survey was also available on the website. An evaluation survey more specific to the Registration process was created and sent to members after they have applied for Registration with TRO. At this time the surveys are being reviewed to discover suggestions for revisions to the Registration application / process.

Thirdly, marketing the Registration process was the other main part of the Registration strategic plan. I created a sample Registration portfolio, which could be utilized for information sessions regarding how to obtain Registration with TRO (R/TRO). With the help of the Registration review committee, we began providing information sessions at various facilities throughout the province including facilities in Ottawa, Kenora, Hamilton and Whitby. In addition, one of the sessions at the 2008 TRO Annual Conference will be dedicated to the Registration process. To help motivate people to apply for Registration, the 100th person registered with TRO will receive their Registration for FREE, saving $150. The website features tips for Registration to help individuals avoid paying the $25 appeal fee. In working together with the certification committee, we have generated some ideas for marketing the Registration and certification process together.

I would like to thank the Registration Review Committee members for their dedication to TRO and the profession. TRO couldn’t accomplish these tasks without all of you!
It is amazing how quickly a year can fly by! It seems as if I am just starting to get a feel for things and my first year is almost over. Thankfully, I have had a great team of individuals to work with and I truly appreciate the support of my fellow board members, and Carrie Strub, past Public Relations Coordinator.

Volunteering with the board involves a lot of teamwork and collaboration! I worked with fellow board members Joanne and Melissa to complete the Student Marketing Project, which was delivered to over 20 colleges and universities in Ontario. The project was aimed at raising the awareness of TRO and informing students about the many benefits of joining TRO. If you have not seen the video, I encourage you to purchase one from the TRO office for only $10.

For the 7th year in a row, TRO distributed the Therapeutic Recreation Awareness Week Package in partnership with Georgian College. Each year, a talented team of students volunteer and design a professional resource package to assist you with heightening awareness of Therapeutic Recreation. A special thank-you to Christine Wilkinson, Program Coordinator, and to this year’s students Kristine Hughes-Beck, Jason Jardine, Jenna Lazarenko, and Danielle Ross who created the package.

I am also excited to have the opportunity to announce the winner of the third annual Brian Bennison Practitioner Award at the 2008 TRO conference. Thank you to the dedicated members of the award committee, many of whom have been involved with the award since it’s inception. Do consider those talented and inspiring individuals you work with every day, and remember to nominate them in 2009!

Editing the quarterly newsletter inTRO is another Public Relations duty. Thank you to those who submitted articles and I encourage other members to do the same. The inTRO is your way to stay connected to the profession and to share the work that you do. This year, we moved to online publication. Our newsletter was posted on the web site and e-mailed to members in a PDF document. By next year, we hope to have all of you visiting the web site and reading your newsletter online. As we move through this time of change, please contact me if you have any comments or suggestions about inTRO or the website.

Finally, I had the pleasure of seeking out new promotional products. Over the next few years, TRO hopes to update our promotional items and provide members with items that you have asked for! Please be sure to stop by the TRO booth at the conference to see the new items that are available for purchase or visit our website.
My primary role this year has been to continue to liaise with the current and upcoming conference committees. The Ottawa conference committee has been working hard for the past year and a half to provide you with an educational and inspirational conference to encompass your mind, body and spirit. The 2009 Waterloo conference committee is off and running. Look for the lunch of the 2009 conference during the Friday morning wrap up in Ottawa.

As well, TRO may take their turn hosting the 2010 conference in conjunction with the Canadian Therapeutic Recreation Association. Look for upcoming news on that exciting venture as we confirm locations, committees and partnerships.

I have also been continuing the daunting task of creating an inclusive Conference Planning Manual. This year I have been slowly adding to the manual, which will be passed on to the next Professional Development Coordinator, so they too can add knowledge and references for future conference planners.

In addition I’ve met with Momentum Conferencing to discuss the idea of online tutorials and web based learning approaches to further find ways to provide education opportunities to the members of Therapeutic Recreation Ontario without having us all be in the same room together. We had plans for a videoconference research day for the fall of 07 and Spring of 08. Unfortunately due to low registration numbers, we were unable to move forward with the videoconferences at those times. We will continue to provide avenues for educational opportunities in future years and ensure our members are informed of opportunities available to them.

My time on the board has been a great learning opportunity and a great way to contribute to the development of our professional organization. I initially joined the board with the mentality that if I wanted to see change I was not going to stand back and wait, and expect it to happen. These past two years have brought about many changes, challenges and exciting new developments. I’m happy to say I was there when these changes took place. I encourage you all to think about the power of people and how many people it will take to make a small change happen and how many people it will take to make bigger changes happen. Be the change you want to see.
Making research more accessible to practitioners continues to be the emphasis of the Research Portfolio. As such, we have started to accumulate a number of resources easily accessible to members. The DVD from last year’s annual conference, entitled “Elevating Your Evaluation” is now available for purchase. With regard to the TRO Research Annual, abstracts of volumes 1-5 are now on-line, with all volumes of the Annual available for purchase through the TRO office.

Within the last year, there has been an increase in requests to access TRO members for research purposes. The research portfolio works to ensure that the contacting of members to solicit participation in research projects follows a specified format and adheres to ethical guidelines. In allowing researchers to access TRO members, we require dissemination of the results of their studies through the inTRO newsletter, a conference workshop or submission to TRO Annual. Keep posted for results of recent research studies in 2009!

This year, there is one session at the annual conference with a focus on writing your first article – “Discover the Journey to Publication”. This interactive session will help practitioners break down the mysteries of the publishing world by examining the writing and review process for the publication of research articles and analyzing the manuscript submission process for the range of journals in the field of therapeutic recreation.

The sixth volume of the TRO Research Annual is available at this year’s conference. I am pleased to have Dr. Sherry Dupuis as co-editor for the Annual, and want to thank her for her contributions. I would also like to thank Bryan Smale who assists us with formatting and printing the Annual. This year, we had submissions from students, practitioners and academics on a variety of topics relevant to therapeutic recreation in Ontario. We will continue to promote the Research Annual both provincially and nationally in order to bring practitioners the most relevant and up-to-date research available for TR practice. In order to move this initiative forward and enhance the reach of the TRO Research Annual to a national audience, the Research Coordinator attended the Canadian Therapeutic Recreation Association annual conference in May.
It is a pleasure to be back on the Board after taking a hiatus for a couple of years. The amount of work that has been done by Board members and other volunteers recently is truly amazing.

One of the main priorities for the Standards of Practice portfolio for this term was to move forward with the translation of the Standards of Practice document into French. We secured the services of a translation company who completed work on the document in a timely fashion. Prior to signing off on it, we wanted to ensure that the translation accurately reflected the contents of the original publication. Upon review by some of our French-speaking members, some issues were identified. TRO wants to be confident in the final product that is distributed, so we have not rushed to get this to print until the issues have been resolved. We are still hopeful that the translated document will be available at the Ottawa conference. Thank you to those members who have provided input to date. You will be more formally recognized at a later time.

In an effort to support members in using the Standards of Practice effectively in their workplace, I have responded to a number of member emails about various standards, the Code of Ethics and our scope of practice. Please continue to contact me if you have questions related to this portfolio. I also plan to initiate a regular feature in the inTRO newsletter regarding the Standards of Practice, beginning in September. Each subsequent issue will include an article related to one of the Standards, starting with T.R. Assessment. I will be asking for your input regarding the content of these articles, so please take the time to respond to that request. If you have other ideas about how TRO can support you in utilizing the Standards of Practice in your workplace, please contact me.

In addition to work related to the Standards of Practice, I have been able to assist with some other TRO initiatives since rejoining the Board in September. I worked with four Georgian College students who took on the large task of compiling the T.R. Awareness Week package, and I have been a member of the Brian Bennison Practitioner Award Committee.

I look forward to continuing my involvement with the Board of Directors and various committees as we move in to our new organizational structure.
My first year on the TRO Board has proven to be a very exciting and rewarding experience as I transitioned into my new role as Student & Education Liaison! Being a student at the University of Waterloo while sitting on the TRO board has afforded me the opportunity to gain a broader understanding of the profession from a student’s perspective.

The Annual Student Poster Contest continued in popularity as we received 12 entries reflecting TRO’s tag line “Believe, Belong, Become”. The Student Essay Contest is still in progress and I look forward to receiving entries from students and recognizing the winner at the conference in Ottawa.

I was able to assist with the roll out of TRO’s new Promotional Package which was an exciting time as we continue to connect with post secondary students and education institutions in an effort to build stronger ties within the field. The package is intended to increase student’s knowledge of therapeutic recreation while raising awareness of TRO as a professional organization.

The Student’s Centre of TRO’s website continues to evolve as I seek input from students in an effort to better meet their needs. The latest addition to the Student’s Centre is a link connecting students to all Ontario colleges and universities offering Recreation & Leisure/Therapeutic Recreation programs.

Another initiative that is currently underway is the creation of a Certified Therapeutic Recreation Specialist (CTRS) List. In an effort to support students in finding appropriate internship placements, the National Council for Therapeutic Recreation (NCTRC) is assisting TRO in identifying CTRS’s across Canada. Our goal is that a list will soon be available through respective schools so students are able to easily identify placement opportunities with CTRS’s.

As always, I encourage you to contact me if you wish to provide any feedback or have any questions or comments. I look forward to the coming year as I will continue to liaise with students, connect with various educational institutions and hope to partner with the Canadian Therapeutic Recreation Association’s (CTRA) Education Liaison.

Account totals as of April 16/08 are as follows:

Money Master Account: $96,082.74
Registration Account: $9,668.44
Chequing Account: $26,776.00

The Finance Committee has endorsed the following initiatives this fiscal period:
- Jon Pascoe Consultant
- Insurance for Board
- Outstanding website costs
- Translation of the Standards of Practice to a French language document

As always, the Finance Committee continues to prioritize board/member initiatives with respect to spending, individual portfolio accountability and the creation of financial policies and procedures in collaboration with the Member Services Coordinator, Webmaster and the Past-President. 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 i4 Solutions around website development and support, been active on the Executive Committee and our commitment to hiring an Executive Director, been involved in the hiring, training and support of our Membership Services Coordinator, and provided support to the evolving role of our Webmaster.

As I complete my sixth year on the Board of Directors and enter into a seventh, I continue to be proud of the work that has been accomplished with respect to this portfolio 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 the next two years, as I continue my involvement with the Board.
What a year it has been for TRO and myself. The TRO organization continues to grow and move forward, and it is truly a very exciting time. This past year, TRO “soft launched” a new website design. The planning stages were extensive and we attempted to plan out a user-friendly website that is interactive and that will act as a gateway for TR information in Ontario. Many comments and concerns from the TRO Membership were taken into consideration during the planning phases. The outcome is an extremely professional website with much to offer the TRO Membership and individuals who search for TR information.

The website holds a great deal of information and needs updating regularly. This increase in workload sparked my move from the Membership Service Coordinator role to strictly website support as the TRO Webmaster. It has been a learning curve and with any new product when you start to play around with it you notice, despite all the planning, how much we still need to do to make the website as successful as possible! Over the next few months you will notice additions to the website such as an enhanced Newsletter section, a Certification Page, enhanced Student Centre and a lively Discussion Forum.

I hope you have had time to familiarize yourself with the new website. As a TRO Member I encourage you to login to the “Members Only” section of the website with the password you were provided in order to take full advantage of your online Forums, Newsletters, Job Postings and Research information.

Please pass along any comments or concerns regarding the new website. Carol Phillips and I are in frequent communication with our website provider to ensure we are working the “bugs” out and to make changes as they arise. The creation of a new website is not an overnight “done deal” as we quickly learned. Much time and attention is needed to move the site from the planning, to soft launch to a fully functional stage. TRO is committed to updates and changes until we have it right!

It has been my pleasure to continue to serve TRO in my new role. I have been with TRO for over 5 years now and I am committed to the profession of TR, each TRO Member and the hard working board members. I thank you for your patience with the website and I hope you enjoy exploring what it has to offer.