Dear Members of Therapeutic Recreation Ontario (TRO):
TRO has had another busy year with many successes and we are thrilled to announce that the current TRO membership has increased to 1336! Without you, we would not be able to provide such great services to Therapeutic Recreation (TR) professionals in our province. This past year, TRO has been committed to our strategic priorities of building a stronger organization, improving communication and increasing membership.

In order to assist TRO in becoming a stronger organization, I was hired in May 2013 as the new Therapeutic Recreation Communications Coordinator (TRCC). Within this role, I have been committed to improving communication with TRO members. A big focus for TRO this year has been the development and implementation of the new TRO website. TRO hired ResIM to create a new modern website that includes news and events, a searchable membership directory, and improved member access and benefits. As part of my role, I am writing content for the website including the TRO Blog and developing/maintaining social media sites for TRO. Currently TRO has two opportunities for networking with other TRs through social media. Members can “Like” our Facebook page (www.facebook.com/TROntario) and stay up-to-date on all the latest information and “pin” program ideas from Pinterest (www.pinterest.com/trontario).

In addition to the monthly e-TRO, we are currently revising the quarterly inTRO to an electronic newsletter format - coming soon.

The TRO membership has really grown this year, largely due to the new Education Institution Membership (EIM). Thank you to the nine post-secondary education institutions who participated in Therapeutic Recreation Ontario (TRO)’s first EIM! This past year, TRO offered free student memberships for those working toward their degree/diploma in Therapeutic Recreation (TR) at post-secondary education institutions offering TR, or Recreation and Leisure Studies programs for a flat fee of $250. Once students activated their membership, they received all of the same benefits as a professional TRO member (with the exception of voting). As an additional benefit, all students graduating from an EIM will be eligible for a Transition Discount saving them 50% off their first Professional Membership with TRO! It is our hope that once students experience the benefits of belonging to their provincial TR association, they will continue to be active members throughout their professional career.

I have really been enjoying the new challenges and opportunity to express my passion for TR within this role. It is a pleasure to work alongside the devoted TRO board and committees who have been working hard this year to complete the goals outlined in our strategic plan as highlighted in the committee reports herein. I want to acknowledge all of the various committee members as well as the board for their dedication to the TRO initiatives.

Thank-you to all members for your continued support!

Amanda Parent, R/TRO, CTRS
Therapeutic Recreation Communications Coordinator
Benefits of TRO Membership

- Access to the job postings on the members only careers page
- Access to searchable TRO membership directory with over 1300 members
- Regular correspondence “e-TRO” which helps keep you informed about the profession of Therapeutic Recreation and TRO initiatives
- Access to regular TRO blog posts to keep current on everything TR such as innovative program ideas, education champions, TRO awards
- Free electronic Therapeutic Recreation: Practice and Research Journal
- Receive free copies of TRO’s professional documents, i.e. Code of Ethics, Standards of Practice (English and French), RT and RTA Role Descriptions, TR Awareness Week Package etc.
- Professional development opportunities, including new TRO Sponsored Regional workshops and discounts on annual TRO conference registration fees
- Networking opportunities with over 1300 members
- Social Media (Facebook, Pinterest) sites for networking and up-to-date information
- Discount on TRO store merchandise
- 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.
2013-2014 TRO Initiatives

Increase Membership
- Create new and improved website
- Offer an Education Institution Membership
- Transition Discount ($90) for graduates of the Education Institution Membership
- Visit Education Institutions
- Job Postings for members-only on the TRO Website, advertised on social media

Improve Communication
- Add TRO to social media sites
- Attend other Conferences
- TRO Ambassador (volunteer member) to promote TRO
- Promote R/TRO to employers

Strengthen Organization
- Survey the Membership
- Support Education Facilities to be ready for changes to R/TRO in 2015
- Build relationship with other TR associations across Canada
- Follow other provinces in their journey toward regulation

2013/2014 TRO Board of Directors
Standing (L-R): Sue Verrilli, Stacy Jowett, Joellyn Leblanc, Jill Gibson, Erin Wilkie
Kneeling (L-R): Keli Cristofaro, Erin LeDrew, Amanda Brown, Alana Ciolfi, Yvonne Ng-Gerritsen, Leanne Hughes
The TRO Board of Directors continues to move forward with our strategic plan that was developed in conjunction with our consultants. Let’s review what we have accomplished on our strategic plan.

1. Increase Membership
   - We hired a Communications Coordinator (Amanda Parent) who has been instrumental in developing and maintaining our new website. As well, she has initiated our Educational Institution Membership (EIM) and will be launching our Transition Discount for graduates of the EIM this coming September
   - Our EIM has attracted a number of our colleges and universities and we are pleased to announce our student memberships have increased to 539 students this past year
   - The launching of our new website which allows us to communicate with our memberships even more
   - The addition of social media including Facebook and Pinterest
   - Revamping and expansion of our awards program
   - Establishment of education champions
   - In process of developing webinars and videoconferencing that our members can access
   - Increasing our connections with provincial TR associations across Canada, as well as increased communication with CTRA
   - Establishing policies/procedures for website advertising

2. Communication
   - R/TRO letter to employers has been sent out
   - R/TRO tagline developed
   - In process of developing an elevator statement resource to empower members to educate others about the R/TRO designation
   - Developing a YouTube video about TRO
   - Setting up TRO booth at key stakeholder conferences
   - Initiated discussions with CTRA to approach the LHIN about TR
   - Brochures Why Hire R/TRO and Why become R/TRO have been circulated

3. Strengthen Organization
   - Survey to membership to get feedback on a variety of topics, including who is connected to other organizations in the province
   - Updated orientation package for new TRO board members
   - Meetings with CTRA board members
   - Developing connections with regional TR groups
   - Finalizing processes to be ready for the change in education for 2015
   - R/TRO Dip title established for those graduating after 2015
   - R/TRO letter to employers

As this term comes to a close, we are looking at developing a new strategic plan for 2014-2015. This strategic plan will include looking towards elevating our profession in the province of Ontario while continuing to address improving our membership services and communication with our members, government, key stakeholders and the general public. I look forward to another great year for TRO and for our profession.
Finally, I would like to take this opportunity to thank the Board of Directors, our staff, the conference committee and our many volunteers whose hard work and dedication make our vision and mission a reality. I look forward to continuing to work with you this coming year.

Respectfully submitted by:
Sue Verrilli, B.A., R.T. (R/TRO)
President, TRO

Strategic Plan 2012-2014:

1. **Increase Membership:**
   - More stable & substantive funding
     - Challenged by limited Membership
     - Members challenged by limited funds for voluntary membership
   
   **A) Establish strong relationships with education programs to increase Student & recent Graduate Membership**
   - Visit Education Institutions
   - Make list of schools who are strong TRO supports and which schools are not
   - Have an Education Institution Membership (specified # of faculty and definition of students enrolled)
   - Entice new graduates to continue Membership with decrease first year out fees
   - Need standard promotional material (PowerPoint’s, Pamphlets, Incentive Gifts)
   - Better promotion of student awards
   - Mandatory Education placements must be supervised by an R/TRO Member

   **B) Profile a Board Member as a “Champion” at Education Institutions**
   - Identify Board Members & RT Professionals (Education Champions)
   - Develop Material
     - Profile Board Members, R/TRO Members, Agencies who hire R/TRO, Volunteers, Conference Presenters
     - Highlight R/TRO practitioner or the month
     - Contest, nominate an R/TRO to be featured—end of year put in a draw
     - Highlight, R/TRO’s in the field <5 years
     - Increase profile of student winners
     - Profile last year’s winner (where is she now?)

   **C) Capitalize on Board Members to launch in house Membership drives – Link to 3C**
   - Promote facilities to add R/TRO or eligible to Job Postings & Job Descriptions
   - Promote TRO Membership to practice
   - Increased R/TRO education to PPL’s (Practice Review to Present)
   - Have key people at other facilities to promote to leadership teams (presentation needs to be developed)
   - Locate and share success stories of R/TRO facilities (G&N survey monkey)

   **D) Capitalize on Board Members to launch in house Membership drives – Link to 2A, 2C**
   - New Website

   **E) Other Thoughts and Idea’s**
   - Put Careers Section in Members Only area of Website – Registration to advertise to employers
- Communications advertise new job postings through SM
- MSC involved with the mail with database
- Investigate what other Professional Organizations offer their Membership
- Increase educational opportunities, Webinars, Videoconferencing
  - Practice Review to add to the Non TRO sponsored events application form (I agree to have this available as a webinar on the TRO website)
- Investigate Partnerships (CTRA, Cross Provincial Membership)
- Investigate website advertising
- Need a fee structure for advertising

2. Communication:

<table>
<thead>
<tr>
<th>Voice of TR In Ontario</th>
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<tbody>
<tr>
<td>Voice need to be heard at multiple levels</td>
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<tr>
<td>Build a focused Public Relation and Government Campaign</td>
</tr>
<tr>
<td>Public Relations</td>
</tr>
<tr>
<td>Members, Prospective Members, Educators, Employers, Clients/Families, Other related Professionals</td>
</tr>
</tbody>
</table>

A) Provide concise & comprehensive information Promoting R/TRO Brand – Link to 1D, 2E, 2F

- Key to promote employers, why hire R/TRO & TRO Professionals – which agencies require R/TRO
- Key to promote to Membership, why become R/TRO

- CONSISTENT BRANDING - R/TRO Tagline, elevator statement, YouTube videos, Pamphlets, PowerPoint’s, Promotional Items (I Love TR button)

B) Engage Membership to Promote TR Profession

- Identify a TRO Ambassador: Provide with tools (Access to the Membership, Promotional Material)
  - (At conference can advertise that we are training TRO Ambassador for southwestern ON, anybody interested in becoming TRO Ambassador for Eastern or Northern ON?)

- Membership Incentive to increase Membership (PCC Points, Promotional Items, reduced Membership Fee, job posting, website perks (ie. Blogs)

C) Engage Employers to hire R/TRO Professionals – Link to 1D

- Add R/TRO or eligibility to Job Descriptions and Postings

D) Increase profile of TR to Policy & Decision Makers

- Attendance at other Conferences (Presentations, Booths) – Link to 2A
  - OLTCA, OHA etc.
  - Political Events

- Education & Prepare the Membership on the TRO Message –link to elevator message etc.
  - How to promote the Profession
  - What are the current issues
  - TRO Board Update
  - Blog, eTRO updates,
  - Website
  - Get a professional marketer in to teach us

E) Get TRO to the Table on Important Discussions re: needs of clients, broader health system, quality of care – Link to 2A, 3A

- Get RT to Institution Tables – PAC’s
- Sit at Provincial Committees – Senior Strategies etc.
- At Education Advisory Committees
- Identify where TR Professionals currently are (Committees, Boards etc.)
- Involvement at the LHIN and CCAC Level
- How do we get RT's into CCAC on referral base? Why does CCAC need RT's?
- Stroke Strategy should include RT
- RT's in Family Health Teams
- Identify advisory groups, key stakeholders, connect to the

**F) Identify Champions & Foes from related Professions & more established Regulated Professions and Associations (link to 2D)**

- Present at other Professional Conferences (OT, PT, Nursing etc.)
- IPC/IPE RT Sessions to other allied health students
- Have TR become part of all staff orientations at facilities – Link to 2A

- Who are our Champions: APO, Stroke Network, LTC – Specialty Care, Education Institutions
- Who are our Foes: APO
- Who are our Stakeholders:

**3. Strength Organization:**

**Operational:**
- Challenged by activities based on good will and dedication of a volunteer board

**Governance:**
- Demonstrate understanding of difference between regulation & public advocacy
- Distinguish between activities related to increase Membership & Promoting Employment & activities related to using regulation for public protection & keeping Members accountable for actions
- Identify the most appropriate “leads” on the board for various activities

**A) Other organizations who have navigated similar challenges. Engage key organizations & get board Members to reach out & seek advice**

- Investigate & Increase Membership
- Key to promote to Membership, why become R/TRO (link back to 1B,C)

- Survey Monkey to the Membership to see who is connected to other organizations – Link to 2E
- Focus on one challenge: funding, how to stay afloat, how are they set up
- Who would be the key organization
- Have some information & questions to go to these organizations: How did Membership increase, Insurance for Members, ED position available and role

**B) Research across Canada & US**

- Build relationships with RT associations across Canada
- Utilize volunteers
- Strengthen relationship with CTRA: information sharing

- Build relationships/make connections with regional groups in Ontario
- Share learning policy development and costs with other RT associations
- Read NCTR report

- Keep up to date re: Canadian Provinces regulation journey
- Look at other States in the US in regard to regulation/licensure
- What does Ontario regulation require for legislation of RT Act
- Is RT a protected title?

**C) Plan for the Future of R/TRO**

- Support Education Facilities to be ready for changes to R/TRO in 2015
- Education on the next steps for R/TRO
- Educate employers re: R/TRO changes in 2015 – Link to 1C
What is the future value of R/TRO? (Is R/TRO just missing the exam now? Is this our next step?)
- How did education changes happen in other professions (OT from BA to MA, RN from Diploma to only BSCN)
- Review 2015 R/TRO Changes, Education Plan
- How can we get employee buy-in for R/TRO by 2015 – Link to 1C

NOTE: R/TRO demonstrates a minimum level of excellence

- Reconnect with NCTRC in terms of supporting regulation of RT in Ontario: can TRO use NCTRC exam, French Translation, Canadian Content (6yrs ago NCTRC would not change eligibility to write – has this changed)?
- Get more information on why we should have an exam and why the eligibility requirements can’t change for NCTRC (what is the value, how do we sell it to the Membership)
- Can TRO use the information to teach and mold our students entering the field?

### Professional and Membership Services Report

<table>
<thead>
<tr>
<th>Membership Type</th>
<th>As of May 1, 2014</th>
<th>As of May 1, 2013</th>
<th>As of May 1, 2012</th>
<th>As of May 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>R/TRO Members</td>
<td>445</td>
<td>371</td>
<td>329</td>
<td>331</td>
</tr>
<tr>
<td>Professional Members</td>
<td>340</td>
<td>315</td>
<td>304</td>
<td>255</td>
</tr>
<tr>
<td>Student Members</td>
<td>539</td>
<td>121</td>
<td>112</td>
<td>86</td>
</tr>
<tr>
<td>Associate Members</td>
<td>12</td>
<td>16</td>
<td>20</td>
<td>14</td>
</tr>
<tr>
<td><strong>TOTAL TRO MEMBERSHIP</strong></td>
<td><strong>1336</strong></td>
<td><strong>823</strong></td>
<td><strong>765</strong></td>
<td><strong>686</strong></td>
</tr>
</tbody>
</table>

This year one of the reasons we have seen such great growth in our membership numbers is because of our new Educational Institution Membership (EIM). It launched in September 2013 and we are happy to announce that we have 9 schools that have purchased an EIM. The New Graduate Transition Discount will launch for graduating students this year, who have activated their EIMs.

**2014 Conference News:**
This year TRO has created a conference liaison portfolio within the Professional and Membership Services (PMS) committee. This person has been able to be the link between the conference committee and the board. In previous years, a board member has just happened to be on a planning committee, however that was not the case this year. A site selection company was used to negotiate and select the host site for this year’s conference. This was done without a committee being in place and without a specific blueprint of TROs specific conference needs being understood. In order to ensure that all needs will be met and our needs are fully understood, the PMS committee has designed a blueprint of what a TRO conference needs (how many education sessions, rooms, AV, timeframes, location, etc.) so that the site selection company understands our unique needs, that future conference committees can work with a program and location and TRO members are all satisfied with what they are offered. In addition, to support future conference planning committees, Conference Timelines and Guidelines for have been developed, outlining the different committee structures, timeframes etc. And since we are talking conferences, we would like to take this opportunity to thank the organizing committee of this year’s 2014 TRO conference for their incredibly hard work, dedication and creativity! On behalf of the TRO Board of Directors, our thanks go to:

**2014 TRO Conference Committee**
Conference Co-chairs: Elizabeth Everett and Debra Nicholson
Program Co-chairs: Jessica Ariss and Christine Calhoun
Facilities Committee: Haili Fitzpatrick (co-chair), Jenna Davis (co-chair) and Kyle Gadoury
Social Committee: Melissa Morreau (co-chair), Michelle Durnford (co-chair), Andrew Morreau and Stephanie McRae
Marketing Committee: Caitlin Foisy (co-chair), Kristi Pitkin (co-chair) and Kelly Lapham
Registration Chair: Keri Craftchick
Volunteer Co-Chairs: Alison Wideman and Kim McCormick
Finance Chair: Siobhan McSharry

Conference 2015:
The announcement about the location and theme of the 2015 TRO conference will be made at this year’s conference.

Therapeutic Recreation Awareness Month
This was the second year that both Canada and the US celebrated the month of February, in unison, as TR month. TRO’s slogan, submitted by Deb Court, was “Therapeutic Recreation...Wellness in Action!” The TR Awareness Month package was updated and made available on the TRO website and new promotional materials were purchased in time to celebrate as well. For those of you that were not able to purchase on-line, these will be made available at the TRO booth during the conference.

For the third year, on Feb. 11th, 2014 the Provincial TR party was held to celebrate our great profession. Parties were held in Thunder Bay, Kingston, Niagara, Waterloo/Wellington and Lambton to name a few. Many thanks to Julie Pollock for coordinating this event.

TRO Contest and Awards:
The 2013 Adrienne Gilbert Student Award of Excellence recipient was Jenna Derkson-Scott. This award acknowledges a student who demonstrates excellence in both academics and extra-curricular activities. Please see the TRO website for a follow-up interview with Jenna a year later to see where she is now. The 2014 Adrienne Gilbert Student Award of Excellence winner will be named at this year’s conference. Jenna Derkson-Scott from Niagara College was also the winner of the 2012 Student Poster Contest.

Student Essay Contest: The winner of the 2013 Student Essay Contest was Laurie Porter from the University of Waterloo. The 2014 winner will be announced at this year’s conference.

Slogan Contest: The 2012 Slogan Contest winner was Katherine Kelly. The 2013 winner will be announced at this year’s conference.

Brian Bennison Practitioner Award: The Brian Bennison Award is presented annually to a practitioner in Ontario who has made significant and outstanding contributions to the field of Therapeutic Recreation through their work with clients, the agency they work in and/or their community. The 2013 award was presented to Nancy Bowers-Ivanski, MA(Ed), BRLS (R/TRO). The 2014 winner will be announced at this year’s conference.

This year PMS has been working on the criteria for 2 new awards that will be announced at the 2014 TRO Update during the annual conference.

TRO Journal:
Volume 9 of the TRO Journal will be available this at the 2014 TRO Conference. We thank Carrie Briscoe and Kimberly Lopez who have assumed the role as co-editors of the journal. The journal will now be called the “Therapeutic Recreation: Practice and Research – A Journal of Therapeutic Recreation Ontario”. Please stop by their booth to talk about the new format, see how you could get published and learn how easy it is to access this journal through your TRO membership!

PMS committee members:
Julie Pollock Alena Frowen Kim Snelgrove

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

TRPESC Purpose & Duties:
The TRPESC Committee meets at the request of the Board or the Chair to make recommendations to the TRO Board of Directors relating to TR/RT education considerations and the impact of the recommendations on TRO processes. This working committee exists to direct and advance TR education in the province of Ontario in accordance with TRO’s Standards and strategic direction.

Some Recent TRPESC Initiatives:
- Provide feedback to the TRO Communications coordinator and TRO regarding the “Educational Institution Membership” and transition discount, as well as the educational institution presentations.
- Continuing to work with TRO’s Essential Competency Framework to delineate what skills should be expected of graduates of both college and university RT programs
- Discussing allied degrees and determining what would be appropriate in order to be eligible for the R/TRO application process
- Continuing to assist and provide feedback regarding the 2015 transition plan for graduates interested in pursuing the R/TRO designation
- Supporting TRO’s Practice Review Committee in understanding educational offerings at various post-secondary institutions to determine suitability for R/TRO points
- Providing input into the development of the R/TRO Dip designation for diploma prepared Therapeutic Recreation professionals
- Altering curriculum at the educational institution level to correspond with TRO’s expectations regarding coursework and fieldwork requirements
- Discussing the creation of more opportunities for students to become involved with the Therapeutic Recreation field, such as the annual conference, and a potential education day for students in future
- Continuing to establish affiliations / pathways between colleges and universities to facilitate students who move through the systems

Submitted by: Susan Varghese, Chair
Introduction:
It’s been a busy year for the Registration Committee as Jill and Yvonne continue to work together and lead their dedicated team of volunteers. We continue to work towards TRO’s main strategic plan to increase membership, communication, and strengthen organization. Our main task at hand this year was to develop a marketing strategy to promote the value of the R/TRO designation.

Letter to Employers:
Our first task was to develop a letter to employers to explain what TRO is and to promote the value of hiring TR professionals who hold the R/TRO designation. This letter was sent to TRO members and their organizations (Human Resources). It is our hope that TRO members will help direct this letter to the appropriate person(s) in their organization to help promote the importance for a standard of practice. A PDF version of this letter will be made available on our website for TRO members to utilize in promoting the organization as well as the R/TRO designation.

R/TRO Marketing Package:
We have also developed an R/TRO YouTube video, elevator statement, and Prezi presentation. The elevator statement is presented as a guideline of main points to highlight in regards to the benefits of R/TRO. It can be tailored according to each TRO member’s personal presentation style and can also be geared formally (e.g. employers, professionals) and informally (e.g. family, friends). The YouTube video and Prezi presentation can be used as enhancements to introduce TRO and R/TRO to others. Our goal is to develop an overall marketing package with the right tools for TRO members to feel comfortable in promoting the value of the R/TRO and in presenting to their employers, colleagues, etc. Once material is finalized, TRO members will be able to access material on our website for promotional purposes.

Regulation Research:
Lastly, the committee has been working very hard to research regulation across Canada and other models of regulation. As our change in direction becomes clearer, TRO is working harder than ever to look for another pathway to regulation. The committee has completed a lot of ground work to gain a better understanding on where other provinces are at with regulation and what steps have been taken to date (see table below). We will continue to work together with the consultants and other important stakeholders to move forward.

<table>
<thead>
<tr>
<th>Province/Territory</th>
<th>Regulation Notes</th>
<th>Professional Organization</th>
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</thead>
</table>
| British Columbia   | BCTRA has a Director of Regulations on board of directors  | British Columbia Therapeutic Recreation Association (BCTRA) | British Columbia Therapeutic Recreation Association (BCTRA)  
|                    | In 2003 looked into title protection and formed a regulation task force | http://www.bctra.org/ | http://www.bctra.org/ |
|                    | In 2007 a steering committee was formed, and official negotiations were made with NCTRC | | |
|                    | Membership in BCTRA has three levels: Professional, Student, Supporter | | |
|                    | To become a “Professional” member there are 4 pathways:  | | |
|                    | 1. Active CTRS | | |
|                    | 2. Degree in Therapeutic Recreation from college/university | | |
|                    | 3. Degree in Recreation from college/university (with specific TR courses in addition + supportive coursework that is in line with NCTRC standards) | | |
|                    | 4. “Grandparenting” clause – as of March 2012, all people with valid BCTRA memberships who did not quality through the other 3 pathways were granted professional memberships | | |
| Alberta            | ATRA states they are first provincial association to propose regulation | Alberta Therapeutic Recreation Association (ATRA) | Alberta Therapeutic Recreation Association (ATRA) |
|                    | Submitted application to Alberta government in August 2010 | | |
In Fall 2013 it was reviewed and should be currently placed in line to be reviewed by the provincial health minister. A 5 year wait is expected for an answer. Membership in ARTA has three levels: Associate, Student, Registered Professional.

- To become a "Registered Professional" member:
  - You must hold a degree/diploma in TR or degree/diploma in Recreation + TR courses
  - If you have been working for 5+ years in the field without a TR degree, an allied health degree + TR courses will be accepted ("grandfathering")
  - As of 2011, a 560 hour internship also needs to be completed
- Most Alberta government and health jobs require registered professional membership status with ATRA
- There are "not many" CTRS

<table>
<thead>
<tr>
<th>Saskatchewan</th>
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<tr>
<td>A member organization committed to the recreation profession by representing and supporting current and future recreation professionals</td>
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</table>
- Is working towards the creation and adoption of professional standards to ensure its members are capable of providing high quality services in Saskatchewan. Strata plan goal – professional standards and accreditation process for Recreation Professionals in the province – they are currently researching other provinces across the country in regards to accreditation & certification options |
- Professional membership - individuals employed in the leisure services field. Individuals must possess a minimum of a diploma in leisure studies and a minimum of 1 year work experience |
- STRAT plan (Jul 2011-Jun 2014) discusses community recreation programs, and states that educational institutions are acknowledging the need to professionalize recreation through certification |
- Vision: Recreation and its professionals are essential community partners and are recognized for their many positive contributions to the individual, family and community health and wellness |

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<tr>
<th>Manitoba</th>
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<tbody>
<tr>
<td>They are a provincial member organization of the Canadian Parks and Recreation Association (CPRA)</td>
</tr>
</tbody>
</table>
- This association is a member of the Canadian Parks and Recreation Association, Canadian Recreation Facilities Association and the Canadian Therapeutic Recreation Association. |
- Membership - Any individual who supports the purpose and objectives of Recreation Connections Inc. |
- Membership directory described as people in recreation, sport and fitness industries |

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<thead>
<tr>
<th>Ontario</th>
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<tbody>
<tr>
<td>TRO members wanted to be certified and part of a regulatory body (RHPA)</td>
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</table>
- Researched certification through NCTRC. However, many members would not be eligible for NCTRC criteria |
- Developed R/TRO designation to meet members needs in 2003; initial step towards certification and Ontario based exam; voted against creating own exam as it is too expensive |
- Sub-committee created and drafted “risk of harm” document to support application for regulation under RHPA |
- Submitted request for application to Minister of Health in 2010 |
- Hired consultants: stated we are not at a point to apply for regulation under RHPA; some important steps to work towards include: |
  1. Increase Membership |
  2. Communication |
  3. Strengthen Organization |
- TRO Board working on their strategic plan that follows these three main categories |
- Currently, members may obtain R/TRO and/or CTRS as a voluntary credential to demonstrate excellence in the field of TR |

<table>
<thead>
<tr>
<th>Quebec</th>
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<tbody>
<tr>
<td>Professional members are individuals actively employed, seeking employment or retired in the field of recreation, leisure and other related fields</td>
</tr>
</tbody>
</table>
- Looking at the membership form, individuals can be professionals, retirees or people in recreation, leisure or related fields

| Nova Scotia | Recreation Therapists Act:  
An Act Respecting the Practice of Recreation Therapy  
Application for Self-Regulation Submitted to the Minister of Health and Wellness  
Licensure History:  
2007: TRAAC launches Licensure Committee  
2008: 100% unanimous vote in favor of moving forward with funding of licensure process  
August 2010: Application submitted for self-regulation  
October 2011: Presentation to Department of Health and Wellness Legislative Review Committee  
2012-Present: Ongoing communication with legal counsel and the Department of Health and Wellness  
2014: Licensure denied by government  
Licensure Process Overview:  
- Determined membership support for self-regulation  
- Lobby Workshop  
- Letter writing campaign  
- Writing the Act  
- Compiling information for application for self-regulation based on provincial requirements  
- Submission of self-regulation application  
- Presentation to the Legislative review committee  
- Follow-up with Legal Counsel & Department of Health and Wellness  
- Determining appropriate strategy in collaboration with legal counsel  
Summary of Proposed Act:  
- Minimum competency: CTRS  
- Identifies and defines key terminology  
- Identifies scope of practice  
- Provides time frame for individuals to meet the criteria to obtain license  
- Identifies specific job titles and references to practice that would be protected  
- Disciplinary action process identified |

| Newfoundland/Labrador | Currently looking into regulation (on strategic plan) but no formal committee  
Watching closely on how Nova Scotia unfolds and will likely follow suit  
Trying to align province with NCTRC guidelines and only hire CTRS; not currently a requirement but would like to be in the future for all new hires  
Those “grandfathered” in: currently in St. John’s all new hires have to be a CTRS and those who do not meet the requirements of a CTRS can keep their current position but will have no room to transfer within the region. If they get regulated, all this will probably change and the minimal standard to be regulated will probably be CTRS and then a certain number of years will be given to “grandfathered professionals” at which time if they do not meet the standards set by the regulating body in the province they will probably lose their job. |

| New Brunswick | N/A  
Contacted a peer who works in PEI who confirmed that currently there are no “therapeutic recreation” programs/positions and no normal education or associations set in place  
People working in the industry, but title “TR” is not used  
Main hospital is looking into TR program, will likely adopt CTRS standards as they are linked with Nova Scotia |

| Prince Edward Island | N/A  
- Contacted a peer who works in PEI who confirmed that currently there are no “therapeutic recreation” programs/positions and no normal education or associations set in place  
- People working in the industry, but title “TR” is not used  
- Main hospital is looking into TR program, will likely adopt CTRS standards as they are linked with Nova Scotia |

| Yukon | N/A  
- Nothing found through a general computer search for a TR association in the Yukon  
- Found info through Elder Active Programs, Special Olympics which are managed through the Department of Community Services.  
- There are Recreation Therapy services offered in three LTC facilities located in Whitehorse. They currently employ 4 Recreation Therapists, 2 of which are certified
as Therapeutic Recreation Specialist as certified by the National Council for Therapeutic Recreation Certification. There is no Association or certifying body for Recreation Therapists in the Yukon. They have changed the requirement for new applicants this past 1-2 years, only screening candidates for interview that are certified.

| Northwest Territories | • No results from a general computer search for a TR association in NWT  
• Many programs are run in partnership with NWT Recreation and Parks Association  
• There are a few nursing homes in Yellowknife – One listed having recreation therapy programming – found this through a search for LTC facilities through NWT Health and Social Services  
NWT Recreation and Parks Association  
www.nwtrpa.org/ |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Nunavut              | • No results from a general computer search for TR associations in Nunavut  
• Programming listed primarily under Recreation and Parks Association of Nunavut  
• Found a 10 bed LTC facility in Gjoa Haven but no mention of recreation therapy  
• The government of Nunavut listed a site for Rehabilitation based out of Iqaluit and Rankin Inlet but this is PT, OT, SLP, Audiology and Community therapy assistants  
Recreation and Parks Association of Nunavut  
http://rpan.ca/ |

Conclusion:
The registration committee has been very successful and diligent in following up with our tasks each year. We are excited to continue this journey and hope to encourage more members to register and for more employers to acknowledge the benefits of R/TRO.

Acknowledgements to our Committee Members:
Anna Morellato  
Andrea Laforge  
Andrea Campbell Vanvelzer  
Curtis Geissberger  
Fernanda Fabrizi  
Jackie Tuskin  
Kimberly Lopez  
Susan Varghese

Governance and Nominations Committee

It is difficult for me to believe that a year has already gone by since being elected to TRO’s Board of Directors. It truly feels like yesterday that I was standing in Kingston in 2013 asking TRO members to support me in my bid to represent the TR profession and here we are already revving up for Blue Mountain 2014!

Before I recap my committee’s accomplishments over the past year I must first take this opportunity to thank my amazing committee members. Many many thanks to Rebecca Thompson, Kamila Gemin, Kim Fitzpatrick and Rebekah Larter for their time and dedication to this committee as well as their immense amount of patience with me as I attempted to Chair my first ever committee; also to my TRO mentor Stacy Jowett and all TRO board members and employees, I truly appreciated your support.

This committee, like all others, was committed to supporting TRO’s overall 2013/2014 strategic plan by helping the organization to: increase membership, improve communication and strengthen the organization. The Governance and Nominations (G&N) Committee is tasked to meet these goals by providing advice on policy and governance matters through the Board’s effective and efficient operations and board succession planning.
In order to help the TRO Board remain able to govern in an efficient manner, the G&N committee has helped each board committee to review and update their terms of reference as a method of keeping committees focused on their expected roles. We have created a new TRO policy template, which each committee is currently using to update current policies while also developing new ones for future use by the board. The Committee Terms of Reference are currently available for member viewing on TRO’s new Website. The G&N committee also developed current job descriptions for all paid roles within the TRO organization and created an up-to-date TRO volunteer registry.

A large component of the G&N’s committee work this year was around improving the board’s effective and efficient operations by creating a detailed document outlining proper and expected conduct in board meetings. By educating current, and especially new, board members about the expected conduct in board meetings, we will be able to more effectively navigate a larger number of issues in a shorter period of time. As an extension of this effort, the G&N committee has also done an extensive update on the board’s orientation manual including extending the board mentor/mentee program in an effort to provide more support and guidance to new board members. This will allow them to adapt to their new role quickly, thereby meeting the needs of the membership in an expedited fashion.

Finally, and most importantly, the G&N committee was tasked with finalizing the survey that went out to the TRO membership in January 2014. Thank-you to all of the members who took time to complete this survey, as your feedback will help the board determine the next steps in supporting you, our membership, in a fashion that better meets your stated wants and needs from the TRO organization while also advancing the profession as a whole in the Province of Ontario. Upon TRO Board analysis of the survey, results will be shared with the membership to review.

Respectfully submitted by Joellyn Leblanc, R/TRO

Practice Review Committee

Congratulations to all successful R/TRO applicants this year!! The Practice Review Committee continues to review R/TRO packages quarterly (February, May, August, and November). To date, TRO has 445 registered members.

R/TRO and R/TRO Dip

It has been an exciting year of change for R/TRO designation! After making the announcement that the education requirements for the R/TRO designation would be changing as of September 1, 2015, the Practice Review Committee has been collaborating with the Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC) to roll out the new R/TRO Dip designation. Designed to reflect the various academic programs available to students, the R/TRO and R/TRO Dip continue to demonstrate a level of excellence in Therapeutic Recreation practice. Stay tuned for more information regarding the R/TRO Dip application packages.

Another big announcement made this year was the R/TRO Maintenance application package. Registered members of TRO commit to ongoing education and commitment to the profession by collecting 25 Professional Contribution points every 5 years. Congratulations to all R/TRO members, and a special thank you to those who participated in the ‘mock review’ for the R/TRO Maintenance program. Your efforts helped us fine-tune the application packages that are now available for everyone on the website. Remember, if you submitted your original R/TRO application prior to July 1st 2011, your R/TRO maintenance application is due by July 1st 2016 for the first round of maintenance reviews. If you submitted your original R/TRO application after July 1st 2011, your maintenance application is due 5 years from the original submission date.
PCC’s: Professional Contribution Credits

One of the strategic priorities for TRO is to increase educational opportunities to our members. More and more members are now taking advantage of the application for TRO-Sponsored events. Educational opportunities such as workshops or presentations that are put on at your facility, organization or regional group can become sponsored by TRO! The Practice Review Committee will review your application, and if it meets the professional contribution credit criteria, will issue a PCC transcript to your participants. This is a great way to earn PCC points for your R/TRO, R/TRO Dip or R/TRO maintenance application! If your session is pre-approved, participants pay a $15 processing fee, and get guaranteed PCC points for their R/TRO application. If you attend an education session that you believe to be relevant to the practice of TR, but it wasn’t pre-approved for PCC’s, you can still submit those hours towards your R/TRO application. Just complete the PCC for Non-TRO sponsored events form in your package, and be sure to include all required supporting documentation confirming the number of hours you attended.

Non-Practicing Professional Members

It was brought to our attention this year that some members stepping away from the field still wish to maintain their professional membership and R/TRO designation. The Practice Review Committee developed a policy outlining the process for members to do this. According to our Bylaws, you can retain your Professional or Registered Professional (R/TRO) status as a non-practicing member for up to three years. In order to maintain your R/TRO designation, you would have to continue to pay full membership for the time you are away from the field to maintain your membership in good standing. You would also have to ensure you are able to collect your 25 professional contribution points to apply for your R/TRO maintenance by your 5 year deadline. If you would like to see a copy of the policy, please contact the Practice Review Committee.

PR: Practice Review & Public Relations

One of the greatest things about being on the Practice Review Committee is the contact we get to have with the membership. Please, keep your questions coming! We understand that there is a lot of change happening in the field, and we do our best to keep you informed. We encourage you to get in touch with us, we want to hear what challenges you are facing and how we can help! Stay informed by reviewing the Frequently Asked Questions section of your monthly eTRO. We hope you find the information there helpful.

Practice Review Committee would like to extend our appreciation to our volunteers: Melissa Konat, Andrea Laforge, Sula Larochelle, Katherine Lee, Gabrielle Magowan, Ashley Miller, and Susan Varghese. They play an instrumental role in the functioning of the Practice Review Committee. Thank You!!

Submitted by: Amanda Brown, Erin LeDrew, Erin Wilkie
As of April 30, 2014 our account totals were as follows:

Money Master Account (high interest savings): $186,376.93

R/TRO: $27,257.26

Chequing (membership fees/other revenue, payment for staff/other expenses): $218,270.11

Initiatives endorsed this fiscal period (Sept. ’13 – Aug. ‘14):

✓ Insurance for Board
✓ Hiring of Human Resource consultant to examine TRO’s operations; report produced
✓ Start-up funds for the 2015 conference
✓ TR and R/TRO Promotional Brochures
✓ TRPR Journal
✓ Professional photographs of Board of Directors (for website)

The Risk Management and Audit Committee continues to prioritize board/member initiatives with respect to spending and portfolio accountability. Once again we have been diligent in completing all governmental reporting practices in a timely fashion.
TRO BOARD OF DIRECTORS
President: Sue Verrilli, Past-President: Leanne Hughes, President-elect: Vacant, Risk Management/Audit Committee: Alana Ciolfi, Membership/Professional Services Committee: Keli Cristofaro, Stacy Jowett, Governance/Nominations Committee: Joellyn Leblanc, Practice Review Committee: Amanda Brown, Erin Wilkie, Erin LeDrew, Registration Committee: Jill Gibson, Yvonne, Ng-Gerritsen

TRO EXECUTIVE COMMITTEE
Chair/TRO President: Sue Verrilli TRO Past-President: Leanne Hughes Risk Management and Audit Chair: Alana Ciolfi Board Representative: Jill Gibson, G&N Chair: Joellyn LeBlanc

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Rebecca Thompson—Co-chair
Kim Fitzpatrick
Kamilla Gemin
Rebekah Larter

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Erin Wilkie – Co-chair
Erin Ledrew – Co-chair
Melissa Konat
Andrea LaForge
Katherine Lee
Susan Varghese
Ashley Miller
Sula Larochelle
Gabrielle Magowan

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Kim Snelgrove
Alena Frowen
Julie Pollock

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Siobhan McSharry

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Yvonne Ng—Co-chair
Jackie Tuskin
Fernanda Fabrizi
Kimberly Lopez
Anna Morellato
Andrea Laforge
Andrea Campbell Vanvelzer
Susan Varghese
Curits Geissberger

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Leeann Ferries
Stephen Holloway
Amanda Musclow
Mark Parolin
Carol Phillips
Sue Verrilli
Colleen Whyte
Alison Wideman
Christine Wilkinson

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Adrienne Gilbert
Nancy Bowers-Ivanski
Christine Wilkinson