Therapeutic Recreation Ontario Annual Report

Therapeutic Recreation Ontario (TRO)
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Dear Members of Therapeutic Recreation Ontario (TRO):

It is individuals like you that keep our organization strong and increase the volume of our voice amongst all other health care providers in Ontario. This year, we are extremely proud to share that the current TRO membership has reached 823 strong. Without you, we would not be able to provide such great services to recreation therapists in Ontario. As our membership continues to grow, we look forward to improving communication, increasing membership and building a stronger organization.

In order to assist TRO in becoming a stronger organization, I was hired in May 2013 as the new Therapeutic Recreation Communications Coordinator. A large part of my role will be working on improving communication with TRO members. A big focus for TRO this year has been the need for a new TRO website and I am excited to be working alongside the website committee in this endeavor. TRO has hired ResIM to create a new modern website that will include a TRO blog, social media, and improved member access and benefits. As part of my role, I will be creating and writing a blog for the new website as well as developing social media sites for TRO. It is our goals to have the new website and social media sites up and running by the end of the summer, so please stay tuned.

With the intention of growing the TRO membership, one initiative that has been identified will be to get involved with the education programs in the province. I will be presenting the benefits of their new education institution student TRO memberships and encouraging them to activate their membership and take advantage of this opportunity. I believe the future of our profession truly lies in the hands of our current students.

I am looking forward to working both with the TRO members and board of directors in this new role. The TRO board and committees have certainly been working very hard over the past year as evident in the committee reports herein. I want to acknowledge not only the board members but also the committee members for their dedication to the TRO initiatives.

Thank-you to all the members for your continued support!

Amanda Parent
Therapeutic Recreation Communications Coordinator
Benefits of TRO Membership

✓ Regular correspondence “e-TRO” which helps keep you informed about the profession of therapeutic recreation and quarterly TR newsletter “inTRO”, highlighting cutting edge TR programs and interventions
✓ Receive copies of TRO’s professional documents, i.e. Code of Ethics, Standards of Practice, RT and RTA Role Descriptions, TR Awareness Week Package, Membership Directory, Therapeutic Recreation: Practice and Research Journal etc.
✓ Professional development opportunities, including new TRO Sponsored Regional workshops and discounts on annual TRO conference registration fees
✓ Networking opportunities with over 800 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, education opportunities, job opportunities, etc.

Meeting the professional need of TRO members and encouraging quality TR services

✓ Planning annual conference and TRO sponsored regional workshops
✓ Highlighting current TR practice in newsletters and TRO communications
✓ Promote and encourage TR research through the new Therapeutic Recreation: Practice and Research Journal Creating and distributing TR promotional material
✓ Personal Liability Insurance Program through Holman Insurance
✓ Promote geographic representation and networking through involvement with Regional Groups
✓ Ensuring R/TRO members continue to maintain membership and proof of continuing competency through the development and implementation of new policies and procedures

Developing documents to guide professional practice and protect the clients we serve

✓ Supporting common practice standards through the development of Standards of Practice for RT and RTA
✓ Improved communication through promotional material marketing the R/TRO designation including: Why Hire R/TRO? brochure, Why Become R/TRO? brochure, and an R/TRO promotional bookmark
2012-2013 TRO Initiatives

✓ Strengthening relationship with education programs by assisting the Education Committee prepare for 2015 changes to R/TRO, creating Education Institutional Student Membership and New Grad reduced membership fee
✓ Improving communication with R/TRO brand promotion to employers and members by creating new R/TRO brochures
✓ Creating modern website that will include TRO blog, social media, and improved member access and benefits
✓ Increasing TRO presence through attending the Activity Professionals of Ontario (APO) and Variety Village conferences
✓ Hiring TR Communications Coordinator to strengthen the organization with increasing membership (ex. benefits of TRO membership presentation for students) and improving communication (create blog and social media, increase TRO presence at other professional conferences)

2012/2013 TRO Board of Directors
Standing (L-R): Leanne Hughes, Sue Verrilli, Jill Gibson, Stacy Jowett, Amanda Brown, Erin Wilkie, Rebecca Thompson, Stacy Sestric
Kneeling (L-R): Christine Wilkinson, Keli Cristofaro Yvonne Ng, Alana Kozlowski
Not Pictured: Erin Kendall
The past year has been one of perseverance, reflection and prioritization of strategies that will continue to enhance Therapeutic Recreation in the province of Ontario. Despite the realization that our letter of intent put forward to the Minister of Health would not likely be selected for consideration at this point in time, TRO remains committed to a strategic plan that will align Therapeutic Recreation in Ontario with a form of regulation.

In September, the TRO Board met to develop a Strategic Plan for 2012/2013 (see below). Based on the three established key strategic initiatives: Increase Membership, Communication and Strengthen Organization; specific goals were created. As a result of the dedication and hard work of the TRO Board Members and their committee members, many of these goals have been accomplished. Regulation may not occur thru RHPA but the goal of regulation or licensure remains strong.

In collaboration with our consultants, we have reviewed and increased our understanding of different forms of regulation available to TRO. Our Strategic Plan has been created to better position Therapeutic Recreation in Ontario for continued growth with the end goal of regulation. Developed in 2003, the R/TRO credential was developed as an initial step towards certification. This credential is a voluntary registration that continues to demonstrate a level excellence in Therapeutic Recreation in Ontario. Commencing in September 2015 (in alignment with the education system) the R/TRO designation will expand to separately represent diploma and degree educated professionals. In a demonstration of ongoing professional development and commitment to best practice, the R/TRO maintenance process will officially launch in 2016.

Communication is and will continue to be, integral to the recognition and advancement of Therapeutic Recreation in Ontario. The hiring of a Therapeutic Recreation Communication Coordinator, as well as the development a new website will be instrumental in TRO’s ability to communicate effectively to membership, employers, educators, government and the general public.

Accomplishments over the past year:

- Developed a new Educational Institutional Membership option in partnership with Universities and Colleges to be available in September 2013
- Provided communication to membership via e-TROs and inTRO newsletter
- Coordinated the hiring of TRO’s Communication Coordinator to enhance communication with the membership and key stakeholders
- Responded to membership inquires, comments and concerns
- Represented TRO at the 2013 CTRA Conference in Montreal, QC and at the Provincial Partner’s Meetings and teleconferences
- Coordinated the hiring of a Website Design Firm, Res IM to create a new and vastly improved website for TRO
- Corresponded with the 2013 and 2014 TRO Conference Planning Committee
- Attended the Activity Professionals of Ontario (APO) Conference and participated in the Trade Show
- Finished our contract with our consultants and developed a strong strategic plan as a result

A tremendous amount has been accomplished over the past year. The TRO Board, Committee Members, as well as the TRO Membership should be commended on their ability to persevere with optimism. The above accomplishments have taken the time and dedication of many. At this time, I would like to personally thank all of those who have contributed to our success over the past year. Let us continue to move forward together. Focus should remain upon...
celebrating our growth and reflecting upon the incredible accomplishments we have achieved! Therapeutic Recreation in Ontario is truly lucky to be home to so many dedicated and accomplished TR professionals. I invite you to share your talents. If you would like to learn more about how you can support TRO, contact me at leanne.hughes@sunnybrook.ca

Respectfully Submitted by: Leanne Hughes

Strategic Plan 2012/2013:

1. **Increase Membership:**
   - More stable & substantive funding

   **A) Establish strong relationships with education programs to increase Student & recent Graduate Membership**
   - Visit Education Institutions
   - Establish an Education Institution Membership
   - Need standard promotional material (PowerPoint’s, Pamphlets, Incentive Gifts)
   - Better promotion of student awards
   - Need standard promotional material (PowerPoint’s, Pamphlets, Incentive Gifts)

   **B) Profile a Board Member as a “Champion” at Education Institutions**
   - Identify Board Members & RT Professionals
   - Profile Board Members, R/TRO Members, Agencies who hire R/TRO, Volunteers, Conference Presenters
   - Increase profile of student winners
   - Promote on E-blasts, Facebook

   **C) Capitalize on Board Members to launch in house Membership drives**
   - 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
   - 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

   **D) Capitalize on Board Members to launch in house Membership drives**
   - New Website
   - Get list of Employers who hire R/TRO & TRO Professionals – Geographically
   - Brochure Creation (Why hire R/TRO & TRO Professionals – group by organization, LTC, Hospital) – Use Risk of Harm, Add to Website

   **E) Other Thoughts and Idea’s**
   - Put Careers Section in Members Only area of Website – Charge for postings

2. **Communication:**
   - Voice of TR in Ontario
     - Voice need to be heard at multiple levels
     - Build a focused Public Relation and Government Campaign
   - Public Relations
     - Members, Prospective Members, Educators, Employers, Clients/Families, Other related Professionals
A) Provide concise & comprehensive information Promoting R/TRO Brand

- 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

- Membership Incentives to increase Membership (PCC Points, Promotional Items)

C) Engage Employers to hire R/TRO Professionals

- 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)
  - OLTCA, OHA etc.
  - Political Events

- Education & Prepare the Membership on the TRO Message
  - How to promote the Profession
  - What are the current issues

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

- 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

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

- Who are our Champions
- Who are our Foes
- Who are our Stakeholders

G) Seek feedback, input & support from related Professions for Regulation of the RT Profession

- Engaging related Professions in required by HPRAC & its focus on IPC

3. Strengthen Organization:

- Operational:
  - Challenged by activities based on goodwill 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

- Survey Monkey to the Membership to see who is connected to other organizations
  - Have some information & questions to go to these organizations: 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

- Share learning policy development and costs with other RT associations
  - Read NCTRC report

- ED Role: Investigate employment conditions (pay, role description etc)

- Keep up to date re: Canadian Provinces regulation journey
- Look at other States in the US in regard to regulation/licensure

C) Increase understanding of the role of NCTRC in terms of supporting regulation of RT in Ontario

- 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

- 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
- R/TRO demonstrates a minimum level of excellence

- Reconnect with NCTRC: 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?
**4. Increase Membership:**
- More stable & substantive funding

**F) Establish strong relationships with education programs to increase Student & recent Graduate Membership**
- Visit Education Institutions
- Establish an Education Institution Membership
- Need standard promotional material (PowerPoint’s, Pamphlets, Incentive Gifts)
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**H) Capitalize on Board Members to launch in house Membership drives**
- Promote facilities to add R/TRO or eligible to Job Postings & Job Descriptions
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**J) Other Thoughts and Idea’s**
- Put Careers Section in Members Only area of Website – Charge for postings

**5. Communication:**
- Voice of TR In Ontario
  - Voice need to be heard at multiple levels
  - Build a focused Public Relation and Government Campaign
- Public Relations
  - Members, Prospective Members, Educators, Employers, Clients/Families, Other related Professionals

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• Have TR become part of all staff orientations at facilities

• Who are our Champions
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D) Other organizations who have navigated similar challenges. Engage key organizations & get board Members to reach out & seek advice

• Investigate & Increase Membership
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• Survey Monkey to the Membership to see who is connected to other organizations
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E) Research across Canada & US

• Build relationships with RT associations across Canada
  • Utilize volunteers
  • Strengthen relationship with CTRA: information sharing
**Membership Type**

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<th>Membership Type</th>
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<td>14</td>
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<td><strong>TOTAL TRO MEMBERSHIP</strong></td>
<td><strong>823</strong></td>
<td><strong>765</strong></td>
<td><strong>686</strong></td>
</tr>
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</table>

**New Membership Categories:**
TRO is developing an Educational Institution Membership category which will be available to colleges and universities offering therapeutic recreation programs as of September 2013. For a flat fee, all students enrolled in programs that choose this option will become TRO members. We hope this will create early and ongoing engagement with our professional association. TRO is also developing a “New Graduate” membership category which will provide a reduced rate for one year for recent grads.

**2013 Conference News:**
We would like to take this opportunity to thank the organizing committee of this year’s 2013 TRO Conference for their hard work and dedication! On behalf of the TRO Board of Directors, our thanks go to:
Conference Co-Chairs - Stacy Jowett and Colleen Stoneman
Volunteers Chair - Carol-Anne Woodcock; Committee Members: Laura Beavers
Finances Chair - Siobhán McSharry
Facilities Chair - Katherine Kelly
Program Chair - Keli Cristofaro; Committee Members: Alena Frowen, Kim Durst-Mackenzie, Dave Kushnier, Stephen Holloway, Kim Snelgrove
Marketing and Sponsorship Co-Chairs - Shannon McCallum and Ashley Hilliard; Committee Members: Angeline Fisher
Social Co-Chairs - Melissa Clyde and Catherin Ernst-Spindler; Committee Members: Brent Stevens
Registration Co-Chairs - Renee Poirier and Lise May

Conference 2014:
The announcement about the location and theme of the 2014 TRO conference will be made at this year’s conference.

TRO Communications:
The Professional and Membership Services Committee took on the role of coordinating the compilation and distribution of e-TROs this year. Since last year’s conference, 28 e-TROs have been sent to members to update them on important news related to the organization.

The intention was for TRO’s newsletter to continue to be published quarterly. Three issues of the newsletter were published, while one issue was not published due to a lack of submissions. As TRO continues to develop an enhanced communications strategy, we are exploring the most user-friendly way to share newsletter-related topics with members. We thank all TRO members who contributed articles to inTRO this past year.

Therapeutic Recreation Awareness Month: For the first time, T.R. practitioners from across Canada and the United States held a month long celebration of our profession in February. The slogan for the month was “Therapeutic Recreation...Living the Possibilities” which was submitted by Katherine Kelly. Once again, a resource package was updated and made available to members with ideas, activities, and promotional items to help practitioners celebrate the week. The second annual “Province-Wide Party” was held on February 12th as a way for TRO members to celebrate simultaneously. Parties were held in Niagara, Sudbury, Toronto, Vaughan, and Kitchener-Waterloo. We are hoping to have even more locations join in next year.

TRO Awards:
Adrienne Gilbert Student Award of Excellence: In 2010, Therapeutic Recreation Ontario developed the Student Award of Excellence. In 2012, the award was renamed the “Adrienne Gilbert Student Award of Excellence” to acknowledge Adrienne’s significant contributions to the education of students on the year of her retirement. The 2012 winner of the award was Brooke Thompson from the University of Waterloo. The 2013 winner will be announced at this year’s conference.

Student Essay Contest: The winner of the 2012 Student Essay Contest was Cassy Hopkins from Georgian College. 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 2012 award was presented to Lynn Curley. The 2013 winner will be announced at this year’s conference.
TRO Research Annual:
Volume 9 of the TRO Research Annual will be available this fall. 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”.

Therapeutic Recreation Provincial Educator’s Steering Committee (TRPESC)

Composition:
The committee 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 Role:
The purpose of this subcommittee of TRO is 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 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:
- Providing input to TRO regarding the creation of an “Educational Institution Membership” and “New Graduate” membership category. The Educational Institution Membership will provide a TRO membership for all TR / RLS students at a school that signs up for the membership. The New Graduate Membership will provide a reduced membership fee for one year after completing a TR Program
- Working with TRO’s Essential Competency Framework to delineate what skills should be expected of graduates of both college and university RT programs
- Defining what would be considered an acceptable TR course for the R/TRO designation at both the college and university level
- Assisting with the creation of a transition plan for graduates of 2013, 2014, and 2015 who will be unable to achieve the current R/TRO designation before the requirements change in 2015
- Supporting TRO’s Practice Review Committee in understanding educational offerings at various post-secondary institutions to determine suitability for R/TRO points
- Providing input in to the development of an R/TRO designation for RT Assistants
- Altering curriculum at the individual institution level to correspond with TRO’s expectations regarding coursework and fieldwork requirements

Submitted by: Christine Wilkinson
Introduction:
It has been an exciting and productive year for the Registration Committee. In July 2013 we welcomed Yvonne Ng to the position of co-chair on the Registration Committee and Yvonne has contributed so much. Her technical skills are invaluable and her attention to detail appreciated. We have a dedicated committee of volunteers who over the past year have participated in many conference calls and completed tasks to market the value of the R/TRO designation. We are truly inspired by the dedication and commitment of these committee members and appreciate their support tremendously.

R/TRO Tag Line Contest:
February was a busy month for the Registration Committee as we launched the R/TRO Tag Line Contest. Thank you to all members who submitted their ideas. We had over 25 submissions, which made it a tough competition. Congratulations to Jessica Ariss from Georgian College who was the winner of the Tag Line Contest. Jessica’s winning submission will be used on many marketing materials to come. R/TRO: Promoting professionalism and quality therapeutic recreation services. Jessica collected her prizes and celebrated her winnings with the 2014 Conference Planning Committee. Congratulations again Jessica!

Promotion of R/TRO Designation:
Over the past few months, the Registration Committee has finalized promotional material marketing the R/TRO designation. These items include: Why Hire R/TRO? brochure, Why Become R/TRO? brochure, and an R/TRO promotional bookmark. These promotional materials have been designed for our members to utilize and enhance the awareness regarding the R/TRO designation. Please look for these items on the TRO website and can be used at your convenience. The Registration Committee has also designed “I AM R/TRO” buttons for the purpose of marketing the
value of this designation. These will be available to purchase at the TRO booth at the conference. The Registration Committee has collaborated with the membership services committee and the practice review committee to write a feature article for the TRO Research Annual highlighting the R/TRO designation. The article addresses the history, benefits and future direction of the R/TRO designation.

Completion of The Standards of Practice for Recreation Therapist and Recreation Therapy Assistants Document: This year the Registration Committee completed the TRO Standards of Practice for Recreation Therapists and Recreation Therapy Assistants Document which has been a work in progress for many years. This document was created with the insight and collaboration of 30 Recreation Therapy Professionals across the province of Ontario. Thank you to all dedicated volunteers who made this document possible. The document has been translated into French, making it more accessible to our membership. Please look for this document on TRO’s website.

Conclusion: The Registration Committee has collaborated with the Governance and Nominations Committee to design a survey that will be sent to membership in the coming months. This survey has been designed to collect statistics on the R/TRO designation, needs of membership and provide further direction to the board as we establish new priorities for the coming year. Please watch for this survey. We value your input and look forward to gathering this information. It’s been a truly rewarding and exciting year for this committee and we are excited for what lies ahead.

Respectively Submitted By: Jill Gibson and Yvonne Ng

Governance and Nominations Committee Report

As my second go around as President-Elect, I really see the development of TRO and the amount of work that goes into moving TRO forward. As you know, the purpose of the Governance & Nomination Committee is to provide advice on policy, governance matters, the Board’s effective and efficient operations and board succession planning. In working with my co-chair Stacy Jowett, we have tackled a number of projects this year. It was very important to us to be a big part of the development of our strategic plan and to move forward with these plans.

Strategic Plan:
1) Increase Membership: to have more stable and substantive funding
   - Profile a member as an Education Champion
   - Get list of employers who hire R/TRO & TRO Professionals
2) Communication: to be the voice of TR in Ontario
   - Identify where our TRO members currently sit on committees, boards, etc.
3) Strengthen Organization: both operationally and through governance
   - Survey our members to see who is connected to other organizations
   - Research what is happening in TR across Canada and in the USA
As the role of CTRS in Ontario is becoming more apparent, the Governance & Nominations Committee assisted the Board of Directors in inviting key people from across the province to a board meeting to discuss what is happening in terms of CTRS.

Once again, we will be doing a board self-assessment following this year’s conference in order to improve board functioning.

While we were looking at the board structure, we found that our current process for recruiting and requesting volunteers needed to be overhauled. As a result, we have been able to secure numerous volunteers who are working across a number of our board committees. This has been tremendous and it has allowed many of our committees to move forward at a rapid pace on our strategic directions.

Many thanks to our dedicated committee members:
- Curtis Geissberger
- Kamilla Gemin
- Nancy Bowers-Ivanski
- Joan Johnston
- Stacy Jowett, co-chair

And a special thank you to our sub-committee members who have worked to profile our Education Champions:
- Kristen Wachs
- Kim Fitzpatrick
- Rebekah Larter

As a part of the Governance & Nominations Committee, as well as the past past president, it was my pleasure to oversee the election process. I think we set a record this year with 11 people being nominated to 5 member-at-large board positions!

It is always a pleasure to work with the Governance & Nominations Committee and I wish them continued success as I transition to the role of President for the coming year.

Submitted By: Sue Verrilli, TRO President-Elect

Practice Review Committee

Congratulations to all successful R/TRO applicants this year!! The Practice Review Committee busily meets 4 times a year, and this year we reviewed 38 packages. To date, TRO has 377 registered members.

The Practice Review Committee has been busy this year! We’ve committed to supporting the 2015 Education requirements by streamlining the R/TRO process for the transitional graduates and all new graduates enrolling in programs in September 2015. Practice Review is contributing to increasing awareness and communication around
the R/TRO designation, and trialing the newly launched R/TRO Maintenance review to ensure the process will be efficient come July 1, 2016.

Quarterly reviews and R/TRO:
Quarterly reviews of R/TRO application packages continue to occur in February, May, August and November of each year. In recognition of the time and process it takes to submit and review each package, the Practice Review committee would like to thank each applicant for their hard work and patience. We appreciate the time and commitment it takes to work through the R/TRO submission process. The committee has continued to provide ongoing responses to individual members’ questions and concerns regarding R/TRO application process. In addition, the approved education and employment database continues to expand to ensure workload reduction and fair and consistent reviews for applicants.

Commitment to supporting the R/TRO process through the 2015 education changes:
The Practice Review committee has worked alongside the Therapeutic Recreation Provincial Educator’s Steering Committee to support decisions in regard to student training and placements in preparation for the education changes coming into effect in September of 2015. In addition, the committee has committed to investigating the need for transitional pathways to obtaining the R/TRO designation for the 2014/15 graduates of programs meeting the R/TRO educational requirements. More information on the 2015 education changes will be available on the TRO website in the near future.

R/TRO package for diploma educated individuals in development for Sept 2015:
In September 2015, a TR degree or an allied degree in combination with approved TR coursework will be required to obtain the R/TRO designation. In recognition that this level of education and related work requirements will not be desirable to all professionals working in Ontario’s therapeutic recreation field, the Practice Review committee is currently developing a designation process for diploma graduates that will also be put into effect alongside the September 2015 education changes.

Increasing awareness and communication of the R/TRO Designation:
The Practice Review committee has been working hard to provide ongoing communication about the R/TRO designation to membership and non-members alike. Frequently asked questions and answers have been posted bi-weekly in TRO eBlasts to assist applicants with compiling their portfolios. During the 2013 TRO conference, the Practice Review committee will be providing an update on committee work during the TRO Board update (Wednesday June 12th) and is offering two identical education opportunities in the form of conference sessions (one Wednesday June 12th, one Thursday June 13th) to address information and questions specifically related to the R/TRO process and 2015 changes on the horizon.

R/TRO maintenance process initiated and trial review launched:
The Ongoing Professional Contribution program (R/TRO Maintenance) was introduced at the TRO conference two years ago. This program requires any R/TRO designation holders to accumulate a minimum of 25 Profession Contribution Credits (PCCs) during the 5 years after being awarded their designation. This process will cycle every 5 years. The first maintenance applications will be submitted for the July 1, 2016 review for anyone who received their R/TRO designation before July 1, 2011. Those individuals only will be permitted to use any previously collected PCC transcripts (regardless of date of participation) but will only be permitted the 5 years between July 1 2011 and July 1, 2016 for any other professional contribution points. Any individual receiving their R/TRO after the July 1, 2011 date will have 5 years from the date they received their designation to collect their 25 points. The R/TRO Maintenance package (process criteria and forms) is now available for use and can be found on the TRO website. A trial review will
also be occurring in June 2013 to ensure the process is smooth running and efficient for the first official maintenance review process in July 2016. Over 300 packages are expected to submit for review at this time!

On behalf of TRO, the Practice Review committee would like to acknowledge those individuals who have applied for and achieved their R/TRO designation, for their ongoing commitment and support of TRO and the professionalism of Therapeutic Recreation practitioners in Ontario.

Submitted by: Amanda Brown, Erin LeDrew, Erin Wilkie
## Therapeutic Recreation Ontario

**Statement of Income and Expenses**

*For the Year Ended August 31, 2012*

### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees</td>
<td>$129,281.00</td>
</tr>
<tr>
<td>Registration fees</td>
<td>$2,295.00</td>
</tr>
<tr>
<td>Conference</td>
<td>$128,754.00</td>
</tr>
<tr>
<td>Professional Development</td>
<td>$340.00</td>
</tr>
<tr>
<td>Merchandise Sales</td>
<td>$1,105.00</td>
</tr>
<tr>
<td>Standard of Practices</td>
<td>$799.00</td>
</tr>
<tr>
<td>Interest on GIC</td>
<td></td>
</tr>
</tbody>
</table>

**Total Revenue** $262,574.00

### Expenditures

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Consulting</td>
<td>$27,691.00</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>$10,357.00</td>
</tr>
<tr>
<td>Board Related Expenditures</td>
<td>$7,451.00</td>
</tr>
<tr>
<td>Conference</td>
<td>$104,892.00</td>
</tr>
<tr>
<td>Insurance</td>
<td>$3,975.00</td>
</tr>
<tr>
<td>Legal and Accounting</td>
<td>$209.00</td>
</tr>
<tr>
<td>Website</td>
<td>$2,363.00</td>
</tr>
<tr>
<td>Regulation/ Certification</td>
<td>$18,995.00</td>
</tr>
<tr>
<td>Office</td>
<td>$9,183.00</td>
</tr>
<tr>
<td>Printing, Postage, Stationary</td>
<td>$3,476.00</td>
</tr>
<tr>
<td>Professional Development</td>
<td></td>
</tr>
<tr>
<td>Promotional</td>
<td></td>
</tr>
<tr>
<td>Rent</td>
<td>$2,400.00</td>
</tr>
<tr>
<td>Travel</td>
<td>$11,743.00</td>
</tr>
</tbody>
</table>

**Total Expenditures** $202,735.00

**Excess Revenue over Expenditure** $59,873.00

**Reserve, opening balance** $186,602.00

**Reserve, closing balance** $246,439.00

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*TRO's reported fiscal year operates from September 1, 2011 to August 31, 2012*
As of May 31, 2013 our account totals are as follows:

Money Master Account: $102,247.54
R/TRO: $27,388.86
Chequing: $218,270.11

Initiatives endorsed this fiscal period (Sept. ‘12 – Aug. ‘13):

- Insurance for Board
- Start-up funds for the 2014 conference
- Hiring of Communications Coordinator
- Contracting ResIM for website redesign
- Accounting software - Quickbooks
- R/TRO Promotional Material
- Standard of Practice – Copyright and French translation

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: Leanne Hughes, Past-President: Rebecca Thompson, President-elect: Sue Verrilli, Risk Management/Audit Committee: Alana Kozlowski, Membership/Professional Services Committee: Christine Wilkinson, Keli Cristofaro, Governance/Nominations Committee: Stacy Jowett, Practice Review Committee: Amanda Brown, Erin Kendall, Erin Wilkie, Registration Committee: Jill Gibson, Yvonne, Ng

TRO EXECUTIVE COMMITTEE
Chair/TRO President: Leanne Hughes TRO President-Elect: Sue Verilli TRO Past-President: Rebecca Thompson Risk Management and Audit Chair: Alana Kozlowski Board Member: Christine Wilkinson

GOVERNANCE AND NOMINATIONS COMMITTEE
Sue Verrilli—Co-chair Stacy Jowett—Co-chair Nancy Bowers-Ivanski Joan Johnston Curtis Geissberger Kamilla Gemin

PRACTICE REVIEW COMMITTEE

PROFESSIONAL AND MEMBERSHIP SERVICES COMMITTEE
Christine Wilkinson - Co-chair Keli Cristofaro – Co-chair Kim Snelgrove Alena Frowen Julie Pollock

EDUCATION CHAMPIONS SUB-COMMITTEE
Kristen Wachs Kim Fitzpatrick Rebekah Larter

REGISTRATION COMMITTEE
Yvonne Ng—Co-chair Jill Gibson—Co-chair Jackie Tuskin

RISK MANAGEMENT AND AUDIT COMMITTEE
Alana Kozlowski—Chair

Therapeutic Recreation Provincial Educators Steering Committee (TRPESC)
Susan Varghese Christine Wilkinson Carol Phillips Colleen Whyte Leeanne Ferries Joanne Brohman Alison Wideman Sue Arai Sue Verrilli

RISK OF HARM COMMITTEE
Leeann Ferries Laura Giandomenico Janine Davies Adrienne Gilbert