

# TRO ANNUAL REPORT 2019



**RECREATION  
THERAPY:**  
Recognize ability.  
Reaffirm possibility.



**THERAPEUTIC RECREATION ONTARIO** 

Believe • Belong • Become





## **THERAPEUTIC RECREATION ONTARIO**

Believe • Belong • Become

***Recreation Therapy: Recognize ability. Reaffirm possibility.***

### **Table of Contents**

President's Report	4
Message from Executive Director	5
2018-2019 Board of Directors	6
Strategic Plan	7
2018-19 Highlights	7
Membership	7
Advocacy	14
Registration	16
Summary Statement of Financial Position and Operations	18
2018-2019 TRO Committees, Working Groups and Staff	19



## President's Report



Over the past 20 years, Therapeutic Recreation has achieved many successes. I am very proud to have been a member of Therapeutic Recreation Ontario for the past 11 years, part of the Board for two years, and as your president for the last year.

During this time, membership has grown to more than 1,800 members, all of whom believe in this profession and strive to provide the best quality service possible to those we serve.

Thank you to all the members who have not only believed in the evolution of Therapeutic Recreation Ontario but have supported and have been involved in every possible way.

This past year, the Board of Directors, with the support of our Executive Director and staff, have been busy reviewing, reflecting, and determining the direction for where TRO wants to go. It became evident that the common theme was to advance the profession of Therapeutic Recreation, and to engage our membership in doing so. With this, a new strategic plan, vision and mission evolved to reflect where TRO is going.

The Board is made of up of strong and passionate TR professionals who each play a vital role in contributing to the rich dialogue and discussions that are shaping our direction forward. I believe it is because we have a Board filled with individual and unique perspectives that we were able to craft such a dynamic strategic plan. Thank you to each person who has helped sculpt this plan which will provide all TRO members with the

guidance we need as we navigate through the next three years.

In addition to the development of the new three-year Strategic Plan, the Board developed the Advocacy and Education Committees. The Advocacy Committee's focus has been connecting with key stakeholders within Ontario to plant seeds that will grow into partnerships to advance the profession. The creation of Communities of Practice, the ability to have our members connect with each other to share resources and be experts in their community of practice, is another exciting initiative underway. We hope it not only encourages engagement but also promotes best practices within each community of practice.

The Education Committee is focused on creating various education opportunities for membership to grow their awareness and skill sets in best practice.

This year we also had the Registration Designation evaluated, which provided the Board with recommendations on how to strive to provide the finest designation process for our members. It was also identified that R/TRO and R/TRO DIP are the "crown jewel" of TRO – an essential component to advancing the profession within Ontario.

As I have only identified a fraction of the work that the Board of Directors and Committee volunteers have done this past year, I encourage you to read through the full annual report.

As we appreciate the vintage, we are excited to celebrate the new harvest for the future of Therapeutic Recreation Ontario.

Kind Regards,

A handwritten signature in black ink that reads "Katherine Plested". The script is fluid and cursive, with a mix of uppercase and lowercase letters.

Katherine Plested, R/TRO

## Message from the Executive Director



It's been four years since I joined Therapeutic Recreation Ontario (TRO) as Executive Director, and I have to say that the only thing constant at TRO is change. And that is a good thing for both our members and the profession!

Change began when Amanda Parent resigned as Communications Coordinator to take a job in TR practice. Of course, we were sorry to see her leave, but glad to welcome Susanne Hasulo at the end of August. With a background in communications, editing and publication development, we have benefited from Susanne's new ideas for the TRO website, social media, awards program, and more. Susanne and our Communications and Marketing Committee have many more ideas of ways to enhance our communications with members and stakeholders, so stay tuned.

In the fall, the Board of Directors launched a strategic planning process. They have envisioned a bold new future for TRO and are in the process of implementing changes in the way that TRO has traditionally operated, developing a new committee structure to meet the changing needs of the association and the membership, and are revising the bylaws to ensure relevancy in today's environment. All of this is being undertaken while balancing the need to serve our members with TRO's financial requirements.

We have focused on our membership services by continuing to make improvements with our association membership database, including enabling members to now print their membership certificate from their profile page. Our renewal emails and phone

calls are making a difference in our membership retention. TRO Ambassadors reach out to all first-time new members to welcome them to the association. Our pilot Education Day held in February 2018 was so successful that we held two additional days this year to continue to test the marketplace. Together, these affordable events netted over \$7,000 while providing valued professional development to both members and non-members. Our newly formed Professional Development Committee will soon start planning for the coming year.

Change is in the air for the Registration designation. The evaluation team's final report included 21 recommendations for the Board of Directors to consider, prioritize, and implement. In the meantime, our Practice Review Committee is keeping busy reviewing applications and revising their processes.

Ontario's health care system is in a state of flux. TRO's new Advocacy Committee is working to understand the changes and the implications for the TR profession. Efforts have been made to broaden our stakeholder network and we will continue to do this over the coming year.

Our Conference Committee has implemented several changes this year, including going paperless with our new event app, hosting our first-time Attendee & Student Reception, and the TRO networking sessions.

Of course, managing all this change would not be possible without the contributions and commitment of the staff, all of whom produce full-time results on part-time hours, including Shae Cameron, Susanne Hasulo, and Stacey Sestric. Special recognition goes to our Board of Directors with whom I have had the pleasure of working. I look forward to serving alongside you in the coming year.

Sincerely,

A handwritten signature in black ink that reads "Rozalyn Werner-Arcé". The signature is written in a cursive, flowing style.

Rozalyn Werner-Arcé, CAE

## 2018-2019 Board of Directors



**Back row (left to right): Nancy de Vera, Katherine Lee, Lindsey Oretan, Jeff Gall, Sonia Roul, Shannon McCallum**  
**Front row (left to right): Nancy Kahl, Leanne Hughes, Katherine Plested, Sue Verrilli, Jackie Frail, Monica Almas**



## 2019-2021 Strategic Plan

As TRO celebrates its 20th anniversary year, our Board of Directors are pleased to share with the membership a new three-year strategic plan – the product of much reflection, consultation with members, and extensive brainstorming and planning.

With the goal of reflecting members’ needs and interests and striving to elevate and advance the Therapeutic Recreation profession, the following four Strategic Priorities have been identified for TRO for 2019-2021:

### TECHNOLOGY

Communicate effectively with the communication capabilities established to reach our audiences.

### ENGAGEMENT

Actively engage members and other target audiences in the work of TRO.

# STRATEGIC PRIORITIES

### ADVOCACY

Be the voice and recognized lead resource for the interests and on the issues that advance Recreational Therapy and practitioners in Ontario.

### SUSTAINABLE GROWTH

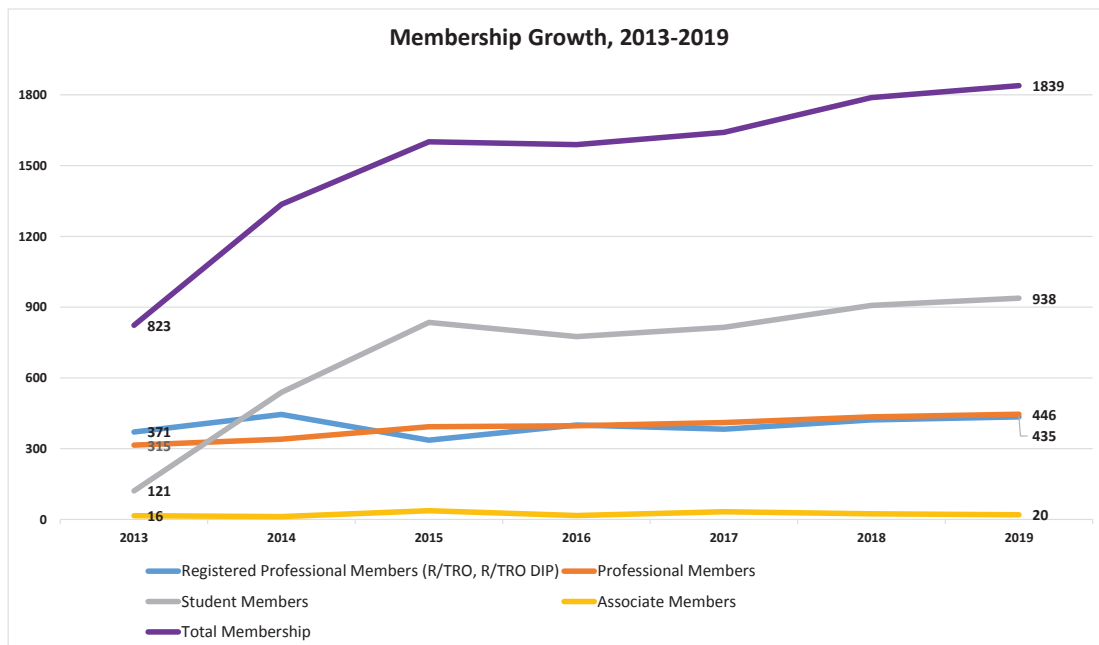
Diversify and grow revenues including membership.

A number of objectives have been identified under each Strategic Priority that will be implemented both in the near future and over the next three years.

The following is a reflection on the accomplishments and initiatives related to the previous 2015-18 Strategic Plan, as well as some of the changes that have already been implemented with the development of the new 2019-21 Strategic Plan.

## 2018-19 Highlights – Membership

Therapeutic Recreation Ontario began as a grassroots group in 1999. Today, as we celebrate our 20th anniversary year, membership now stands at more than 1,800 members across Ontario! It has been exciting and rewarding to see the continued growth and evolution of both this association and of the Therapeutic Recreation profession in this province.



## Membership

**Membership growth 2018-19** Membership increased by 51 members, or 2.9%, since last year, with the greatest growth in the number of Student members, which increased by 3.4% compared to this period last year. Overall, the number of Professional members have increased by 41.6% since 2013, and have had steady year-over-year increases since that time. The number of Registered Professional members, which increased by 3.1% from last year, has seen overall growth of 17.3% since 2013.

Since 2013, TRO's total membership has grown by 123%, or by 1,016 members.

## Salary Survey Report

In response to members' requests for salary data, the Salary Survey Working Group was established with the goal of creating and distributing a survey that would help develop an accurate picture of compensation of TR professionals working in a variety of settings across the province. It would also provide a resource to members so they could better advocate for themselves and for their profession with their employer or union.

After releasing a preliminary report at the 2018 Annual General Meeting at the TRO Conference, the Salary Survey Working Group completed a detailed analysis of the data. The completed TRO 2018 Salary Survey Report was released in February 2019 and distributed to members in the e-TRO newsletter. It is also available on the TRO website.

Based on data collected from 181 anonymous respondents (representing 10% of our professional members) the survey offers a detailed breakdown of salary data by region, work setting, years of experience, and much more.

It also reveals that the variables which appear to have the most significant impact on TR salaries are: geographic location, work setting, job role, and years of experience. The survey results clearly illustrate the need to advocate for the TR profession, as a whole and specifically, to reduce the salary discrepancy in Ontario with respect to work setting and location.

The survey data provides a baseline upon which we can measure the progress of our combined efforts to advocate for the recognition of the value that TR professionals contribute to the quality of life of the residents, patients, and clients supported by the members of TRO.

TRO thanks all the members who participated in the survey. Our hope is that more members will participate in future surveys so that more robust data can be gathered. TRO sincerely appreciates the exhaustive efforts of the members of the Salary Survey Working Group and the long hours they put into creating this report.



## Membership

### 2018 TRO Awards

*Congratulations to all of our 2018 winners!*



**2018 Adrienne Gilbert Student Award of Excellence Winner:**  
Haley Bauman, University of Waterloo



**2018 Student Mentorship Award Winner:**  
Stacey Sestric, R/TRO, St. Joseph's Healthcare Hamilton



**2018 Brian Bennison Practitioner Award Winner:** Lesley Breen, R/TRO, Sunnybrook Health Sciences Centre



**2018 Advanced Practice in TR Award Winner:**  
Jennifer Ashby, R/TRO, Sunnybrook Health Sciences Centre



**2018 Organization Award Winner:**  
Sunnybrook Health Sciences Centre Recreation Therapy Team



**2018 Volunteer Leadership Award Winner:**  
Nancy de Vera, R/TRO, Altamont Care Community West Hill

Thank you to the Awards Committee for reviewing the 2019 award nominee packages this year. Looking forward, the Awards Committee will conduct an evaluation of the awards program later this year to look at ways to improve the nomination criteria and selection process.

The 2019 winners will be announced during the 20th Anniversary and Awards Gala at the 2019 Conference in Niagara Falls.

### TRO contests

**The TR Awareness Month Slogan Contest** is an opportunity for members to share their ideas by creating a slogan to enhance awareness of the TR profession. The 2019 TR Awareness Month Slogan Contest winner was **Chelsea Hughes, R/TRO**. Chelsea's winning submission, "**Recognize ability. Reaffirm possibility.**" was the theme during TR Awareness Month in February 2019, and was incorporated into all TR Awareness Month messaging and resource materials. (We also thought it was perfect to use as the theme of this year's Annual Report!)

The first-ever **Student Leisure Education Contest**, launched in March 2018, was an opportunity for student members to share their ideas by creating or sharing a leisure education program. The selection committee reviewed many excellent submissions, and ultimately chose a program called "You Had Me at 'Jello'" by **Erin Manax**, a Mohawk College student. The top four submissions for the 2018 contest, including Erin's, were added to TRO's Pinterest Leisure Education Board.

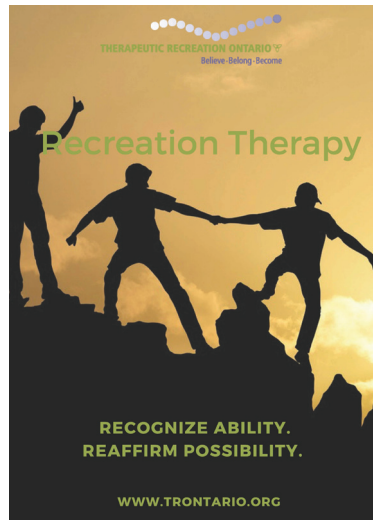
The 2019 winner for the Student Leisure Education Contest is "Find Yourself in Leisure" by Canadore College student **Carly Culin**.

## Membership

### TR Awareness Month

TR Awareness month was again celebrated over the entire month of February. TRO kicked off the occasion by holding a TR Awareness Month Slogan contest with the winning slogan:

*“Recreation Therapy: Recognize ability. Reaffirm possibility.”*



The TR Awareness Month toolkit was updated with new materials and made available for members on the TRO website. Many thanks to **Monica Almas, R/TRO** of the Membership Services Committee and especially the students at Mohawk College for all their work on the 2019 TR Awareness Month toolkit. Thanks to their efforts the TR Awareness package included a new PowerPoint presentation about TR that members can share with clients, employers and their community, as well as new a TR infographic and 28 Day TR Challenge and Calendar – a fun way to help members redefine what TR means to them and their community.

Members were also encouraged to share their TR Awareness Month activities and events through their social media feeds, and many of these were also included in issues of the e-TRO newsletter.

### TRPR Journal of TRO

Volume 13 of the Therapeutic Recreation Practice and Research (TRPR) – Journal of TRO was released in June 2018. The TRPR Journal continues to be an important resource to TR practitioners, offering an opportunity to learn about the exciting advancements taking place in the profession across the province.

TRO's Executive Director has continued to work this past year with **Kimberly Lopez, R/TRO**, on ways to advance the Journal, and make it more accessible as a tool to increase awareness about TR and its important role in health care.

As part of those efforts, in February 2019, Kimberly, in conjunction with TRO summer student **Akua Kwarko-Fosu**, also created the Building Research Capacity Toolkit, a new resource available on the TRO website.

With the goal of supporting TR practitioners' desire to contribute to the body of TR knowledge through research, the toolkit includes resources to help practitioners start and finish research projects, improve writing skills, and integrate research project management into their existing workflow and teams.

Our sincere thanks to **Kimberly Lyons**, editor of the Journal, and who also continues to Chair the Journal's Steering Committee, and to **Jaylyn Leighton**. Jaylyn is a PhD student who began working on TRPR two years ago as an associate editor. She is now working with Kimberly to take on the editor role in September 2019.

Volume 14 will not be released in June 2019 as not enough manuscript submissions were received to support publishing a new issue. We are looking at strategies to revisit the manuscript submission process for next year.

## Membership

### Regional Ambassador program

TRO's Regional Ambassadors are an important link between the Board of Directors and members and regional groups to enhance two-way member communication and support throughout the province.

The 2018 Conference marked the start of a new two-year term for the Ambassadors, which they commemorated by hosting a jazz cocktail social event for conference delegates. **Rhiannon Buffett, R/TRO** and **Lisa Gordon** (North Region and Central Region Ambassadors, respectively) stayed on for another term, and were joined by new recruits **Ashley Palmer, R/TRO** (Southwest Region), **Joshua Whelan** (Southeast) and **Preet Momi** (joining Lisa as Co-Ambassador for Central Region). Unfortunately, due to other commitments, Josh and Lisa later resigned from their respective positions.

Throughout the past year, the Ambassadors have been involved in a number of activities and events, and have continued to reach out to all first-time new members to welcome them to the association.

In September 2018, Ashley and TRO Board member **Nancy Kahl, R/TRO** met with a new TRO regional group for the Sarnia-Chatham area, headed by **Erin Apothecary**, to help kick off their inaugural meeting. Rhiannon and Preet each participated in the planning committees for TRO's Education Days in Sudbury and Woodbridge. All four Ambassadors took part in events in their own local communities during TR Awareness Month in February.

With support from Nancy Kahl, the Ambassadors are also in the process of creating new video updates, as well as contributing quarterly updates to the e-TRO newsletter, to keep TRO members apprised of their activities.

While the Regional Ambassadors have made meaningful connections with TRO members throughout the year, maintaining connections with members over such large geographical regions remains a challenge. The TRO Board is preparing an evaluation of the Regional Ambassador role, which will include seeking member feedback.

### Education Day

Building on the success of the pilot Education Day in Toronto in February 2018, two more Education Day events were held in the past year, both of which provided excellent education and networking opportunities for TR professionals at an affordable rate.

TRO's **TR and Behaviours Education Day** event took place in Sudbury on November 16, 2018. Special guest France Gélinas, MPP for Nickel Belt and NDP Health Critic, kicked off the event, welcoming 40 TR professionals (six members, 34 non-members). TRO appreciates her recognition of the value our members bring to the health care system and to quality of life.

On March 27, 2019 TRO hosted the **TR and Supporting Responsive Behaviours Education Day** in Woodbridge. More than 70 TR professionals (20 Members, 52 non-members) took part in this informative workshop focusing on TR and its role in supporting people with responsive behaviours.

Attendees at both Education Day events reported high satisfaction rates in our post-event surveys. TRO's Professional Development Committee is incorporating the development of future Education Day events into its annual workplan in an effort to offer education and networking opportunities within other areas of the province.





## Membership

### 2018-19 Webinar Series

The TRO Webinar Series continues to be a popular educational opportunity, with the 2018-19 series garnering 272 views as of May 1, 2019. Since September, five new live webinars have been offered to members. All webinars have been recorded and will remain accessible on the TRO website, free to all members. PCC transcripts for Registration with TRO and letters of participation for CTRS recertification remain available for all webinars.

TRO is planning to offer another five free webinar sessions for our 2019-2020 Webinar Series.

#### Number of Views (live and recording participants)

**2016-17:** 335

**2017-18:** 340

**2018-19:** 272

### Member communications

Engaging and enhancing communication with members is at the core of TRO's strategic priorities. As such, a number of new objectives aimed at improving communications and encouraging member engagement have been identified in the 2019-2021 Strategic Plan. While these objectives will be implemented over the next three years, they will also build on the changes already taking place over the past year to improve and expand our communication capabilities with members. Those changes include:

#### Increased social media presence

TRO launched its new Instagram account at the 2018 Conference. Together with our Facebook, Twitter, Pinterest, and Youtube channels, these social media feeds enable us to share almost-daily updates on TRO events and resources, as well as program ideas and news about TR in Canada and throughout the world. Our social media channels also allow us to connect and network with our "TR ecosystem" of hospitals, long-term care facilities, retirement residences, LHINs and many other stakeholders.

#### Number of followers on TRO social media (as of April 30, 2019)

**Facebook** 2,378

**Twitter** 885

**Instagram** 561

**Pinterest** 570 (with an average 4,920 monthly viewers)

#### New TR infographics

Adding to our library of infographics, which include "TR in Long-Term Care" and "TR in Mental Health," we have new infographics called "What is Therapeutic Recreation?" and "Helping participants on the road to satisfying, adapted recreation." All these infographics are available to members on the Professional Documents page of the TRO website. The Marketing Committee will be creating new infographics addressing other population groups to promote TR in the coming year.

## Membership

### Website redesign

Containing a wealth of information available to our members, various stakeholders and the public, the TRO website ([www.trontario.org](http://www.trontario.org)) is our association's most important online platform. Updating and making improvements to this important communications tool is a huge effort. One of the most important objectives under the Technology Strategic Priority in TRO's 2019-2021 Strategic Plan involves the development of a new, intuitive, user-friendly website that contains concise and relevant content.

TRO is seeking grants that would enable us to cover the costs of working with a web developer partner to redesign the TRO website. More updates will be available later this year.

TRO is also introducing a new app for the 2019 Conference (please see below for more information).

### TRO Conference

#### 2018 Conference Highlights

In addition to a selection of more than 36 Sessions (which provided an opportunity to earn up to 10.5 PCC points), delegates at the 2018 Conference in Ottawa took part in a number of invigorating social sessions. Just over 78% of respondents in a post-conference survey reported being very satisfied or completely satisfied with their overall conference experience, and almost 95% of respondents said they would recommend the TRO Conference to others.

Our thanks go to the 2018 Conference Planning committee, who worked together for many months to ensure that all delegates who attended had plentiful opportunities to GROW while RE-ENERGIZING at the Brookstreet Hotel and Conference Centre in Ottawa.

#### 2019 TRO Conference – Appreciate the Vintage, Celebrate the New Harvest

We are very excited to be hosting the 20th Annual Conference at the historic Crowne Plaza Niagara Falls - Fallsview Hotel from May 29 to 31, 2019. This year's Conference Planning committee has organized an amazing roster of speakers and sessions, as well as an exciting array of Re-Create sessions and networking opportunities. TRO thanks the 2019 Conference Planning committee (who are named at the end of this report) for their exhaustive efforts.

In an effort to improve the conference experience for members, TRO and the 2019 Conference Planning Committee negotiated a partnership with a technology company called EventMobi to provide delegates with a new integrated event experience platform that can be downloaded directly to your smart device. The app is equipped with tools and technology that will allow you to access the Conference program, message delegates, explore tradeshow exhibitors, fill out surveys electronically, check out sponsors, and much more.

Four sessions will be recorded during the 2019 conference and will be made available for access as PCC-approved sessions to members on the TRO website in mid-June.

**TRO's 2020 Conference** will take place June 24 to 26, 2020. The location and theme will be announced at this year's 20th Annual Conference in Niagara Falls.

**Bylaw update** The Governance and Nominations Committee has taken on the task this past year of conducting an extensive review of TRO's bylaws to ensure they are more fully aligned with TRO's vision and mission, and will better position the association to define and embrace the future of the TR profession. This is still a work in progress. We anticipate presenting the bylaws for ratification to membership at next year's AGM. TRO's current bylaws were ratified in 2008.

## 2018-19 Highlights - Advocacy

Advocacy has always been one of the cornerstones of TRO’s mission and vision. To more effectively coordinate its advocacy efforts on behalf of the profession and its members to government, employers, professional partners, and other stakeholders, TRO formed a new Advocacy Committee in September 2018.

This committee is responsible for the development of a plan to broaden our reach to various stakeholders, as well as the implementation of advocacy strategies, resources and tools.

During this past year, we have focused on increasing awareness and building relationships that will continue to enhance TR in the province of Ontario. TRO has been speaking with key stakeholders throughout the year, striving to work together towards a common vision of a provincial health care system that consistently includes meaningful TR programming. TRO shared updates of the meetings with members on the Advocacy webpage of the TRO website, in our Advocacy Alerts and the e-TRO newsletter. These meetings, and future ones, will be integral to the recognition and advancement of the TR profession.

Here’s a look at our efforts to build and strengthen relationships with, as well as broaden our stakeholder network over the past year:

### Government

The meeting with the **South West LHIN** occurred in early 2019, prior to the change of health care announcement by the provincial government. At the time, the meeting had a focus on creating a foundation of knowledge of Therapeutic Recreation, demonstrating where TR is presently being practiced within this LHIN catchment, and identifying the benefits and alignment TR has with the SW LHIN’s key priorities. The recommendations from this meeting identified various opportunities for TR to be used a solution; specifically with the senior aging friendly movement, hospital wait times, and long-term care wait times.

TRO attended the **Ontario Ministry of Finance pre-budget consultations** in January 2019 to represent the voice of TRO members. In the Ministry’s call for participation, eight areas were identified where the government is seeking input. TRO took the opportunity to respond to the following two most relevant issues, aligning as much as possible our messages with their issues: improving the way to deliver government programs or services; and cut hospital wait times and end hallway health care.

TRO’s presentation highlighted the cost-effectiveness of Recreation Therapy in both institutional and community-based programs. Among our key messages was that the government study the role and value of Recreation Therapy in institutional and community-based health care and social service programs.



### Health care Agencies

TRO met with the **Ontario Association of Residents Council (OARC)** in March 2019. OARC is already a key stakeholder in the Ministry of Health. Creating a relationship with this organization has been identified as a priority, as many TR professionals work within long-term care and play a vital role in the lived resident experience. This meeting identified opportunities for TRO and OARC to work together on several initiatives.



## Advocacy

A meeting facilitated by the **Alliance for Healthier Communities** was held to better understand their Social Prescription Pilot (started in September) and to identify potential areas for future partnerships.

Throughout this conversation, the significant role TR plays within this area became evident, as the intention of social prescription echoes the TR profession. We learned that there are no TR professionals within the social prescription pilot. No new staffing dollars were allocated to the pilot, therefore it is being executed with existing staff members. This identifies the need for continued advocacy work both at a provincial and local level.

### Other stakeholders

#### TRO and CTRA sign memorandum of understanding (MOU)

TRO has a longstanding history with the **Canadian Therapeutic Recreation Association (CTRA)**. As both organizations have a focus on advancing the Therapeutic Recreation profession, both groups sought to create a formalized agreement between the two organizations.

After much discussion, which took place throughout most of 2018, the Board of Directors of both TRO and CTRA developed a Memorandum of Understanding (MOU). The purpose of this formalized agreement, which was finalized in October 2018, is to lay a foundation so that both TRO and CTRA have a common understanding of our relationship with each other. As part of the MOU, both CTRA and TRO have agreed to share information and collaborate on common issues with the ultimate goal of strengthening each other's association, increasing memberships and advancing the profession. Both associations have agreed to review the MOU later this year.

TRO looks forward to our continued working relationship with CTRA in an effort to jointly advance the TR profession.

### Conferences and trade shows

Exhibiting at conferences and trade shows provided exposure for the profession and generated discussions:

**RPO Conference:** Board members **Nancy de Vera, R/TRO** and **Jeff Gall, R/TRO** attended the 2018 RPO Conference in Toronto, where they staffed the TRO booth, and answered questions about TRO as well as our Registration designation.

**Niagara ParaSport Festival:** TRO had the opportunity to participate as a community vendor at the Niagara ParaSport Festival, hosted by ParaSport Ontario, on April 11 and 12, 2019. The free event was open to the disability community, as well as sports, recreation and active living service providers, with the goal of enabling connection between these groups so they could learn how their particular areas of expertise can be adapted for inclusion and build capacity within the Niagara Region.

The TRO booth was supported by TRO member **Tina Tytko, R/TRO** along with a group of Niagara College student members – **Mairi Frere, Amanda Marazzo, Lana Reid, Tiffany Ross** and **Heather Salmon**. TRO Board member **Jackie Frail, R/TRO** also supported the booth and worked with the students to create a new infographic for the festival, highlighting the work TR professionals do to successfully adapt recreation activities for a satisfying and inclusive experience.

## Advocacy

### Research and other initiatives

A working group was created earlier this year to develop a letter to the **Ontario Network of Child and Adolescent Inpatient Psychiatry Services (ONCAIPS)** to ask that they reconsider the proposed staffing model in the draft version of the updated 2018 “Guide, Standards, and Literature Review” to include Recreation Therapy as a primary profession, not secondary. The working group is in the process of gathering documentation that demonstrates the importance of having a Recreation Therapist working with this population, and will also advocate for the optimum staffing ratio for the ONCAIPS document.

## 2018-19 Highlights – Registration

### Registration Designation Evaluation Project

This past year, we focused on continuous quality improvement and built into our plan the evaluation of several of our initiatives. The most significant undertaking was the evaluation of the TRO Registration designation.

The evaluation examined all aspects of the application, appeal and maintenance processes, with the aim of developing a better understanding of the membership’s current goals around the Registration designation, ways to improve our processes, and seek ideas of how we can further advance and elevate the Therapeutic Recreation profession.

TRO recruited a project team of four consultants last fall to undertake the evaluation: **Carolyn Triemstra, Chair, John Rodnick, R/TRO, Kimberley Lopez, R/TRO, and Jennifer Ridgway, R/TRO, CTRS.** A survey to members garnered almost 180 responses (or about 10% of the membership), and provided honest feedback on the Registration designation. In addition the project team conducted 25 interviews in October 2018 with a variety of stakeholders including members, non-members, people who are registered, those who have no intention of registering, employers and educators to add a more well-rounded perspective and richness to the data collected in the survey.

After an extensive assessment and evaluation of all this feedback, the project team presented the Board with 21 recommendations. Chief among these recommendations is that the project team considers the Registration designation to the “crown jewel of TRO” – something that is key to the foundational success of this association and the advancement of the profession. The Board is currently developing an implementation plan for these recommendations.

Highlights of the team’s report will be presented to members at the 20<sup>th</sup> Annual TRO Conference on Thursday, May 30, 2019. TRO thanks the members of the Registration evaluation team for all their hard work.

### TR Curriculum Review for Registration Eligibility

The Essential Competency Framework (ECF) was created in partnership with educators and practitioners across Ontario to guide curriculum, student placement requirements, and professional practice. This tool enables educators to ensure consistency in foundational knowledge required to provide competent, safe practice.



## Registration

The ECF formed the foundation of the TR Curriculum Review for Registration Eligibility, a process which allows schools to voluntarily submit their Recreation Therapy curriculum and practical experience components for review by the Practice Review Committee. When a program's curriculum meets the criteria within the ECF, the students are eligible to apply for Registration with TRO through Pathway A.

Currently, six schools have successfully completed the review process with their curriculum meeting the requirements for their students to use Pathway A. Confederation College has indicated its intent to submit an application for June 2019. (See the Registration with TRO webpage for more details on Registration pathways.)

Congratulations to **St. Lawrence College** and **Seneca College** – the most recent post-secondary institutions to successfully meet the criteria of the TRO Curriculum Review for Registration Eligibility in 2019! For their graduating students, this means that they will be effectively prepared for Registration with TRO, pending that they have met the criteria in all four categories.

### Review of Pathway A Checklist and Field Placement Guidelines

The Practice Review Committee met with the Therapeutic Recreation Provincial Educators Steering Committee (TRPESC) in June 2018 to discuss the Pathway A Placement Checklist and Field Placement guidelines that are part of the R/TRO application package. This was a continuation of a pilot project that was started in the previous year.

Using the feedback from the TRPESC Committee, the Practice Review Committee revised the checklist and guidelines over the summer. The finalized Placement Checklist has been sent out to all Pathway A schools.

### Earning PCC Points

The Practice Review Committee's PCC Sub-Committee was kept very busy this past year reviewing a record number of PCC applications. Members had an opportunity to earn 42.5 Professional Contribution Credits (PCCs) through participation in 2018-2019 TRO-Sponsored events:

Name of Events	Number of eligible PCC points available
2018 TRO Conference (approved 36 sessions)	10.5
Education Day Sudbury	4
Education Day Toronto	5
2018-2019 TRO Webinars	5
Other TRO-Sponsored events	18
<b>TOTAL</b>	<b>42.5</b>

### Membership Certificates no longer required for Registration

The Practice Review Committee revised the initial Registration (R/TRO, R/TRO DIP) application requirements so that members will no longer need to submit their membership certificate as supporting documentation in the Professional Affiliation section. TRO staff will now confirm active membership status by reviewing a member's profile in our system. Members are encouraged to check their membership expiry date on their profile page to ensure their membership is active prior to submitting their application package.



## Summary Statement of Financial Position and Operations

for the year September 1, 2017 to August 31, 2018

**ASSETS**

Cash & Investments	\$ 122,695
Accounts Receivable & Prepaid	23,051
Net Fixed Assets	<u>21,710</u>
	<u>\$ 167,456</u>

**LIABILITIES**

Account Payable	\$ 5,948
-----------------	----------

**ACCUMULATED NET ASSETS**

Unrestricted Funds	\$ 166,398
Registration Fund	26,931
Current Year Deficit	<u>-31,820</u>

Accumulated Net Assets	\$ 161,509
------------------------	------------

**TOTAL LIABILITIES & NET ASSETS**

**\$ 167,456**

**REVENUE**

Membership Fees & Services	\$ 190,421
Conference	104,307
Federal Grants	7,528
Other Revenue	<u>7,083</u>

**TOTAL REVENUE** **\$ 309,339**

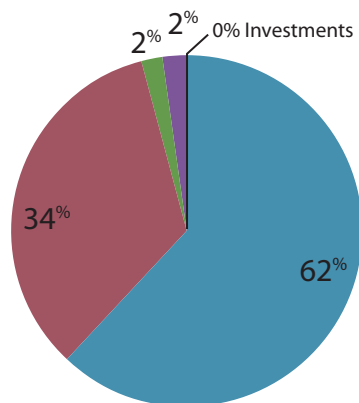
**EXPENSES**

Advertising & Promotion	\$ 2,805
Conference Expense	106,469
Consultants/Professional Fees	18,598
General & Administration	29,820
Meeting & Travel	26,955
Staff Expenses	147,207
Amortization	<u>9,304</u>

**TOTAL EXPENSES** **\$ 341,159**

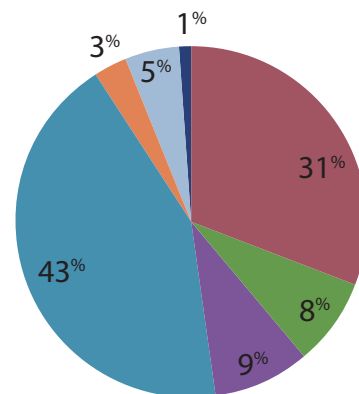
**NET DEFICIT** **\$ -31,820**

### Where the Money Came From



- Membership Fees & Services
- Conference
- Federal Grants
- Other Revenue

### How We Put the Money to Work



- Advertising & Promotion
- Conference Expenses
- Meetings & Travel
- General & Admin
- Staff Costs
- Amortization
- Professional Fees

# 2018-2019 TRO Committees, Working Groups & Staff

## Executive Committee

Katherine Plested, R/TRO, (Chair)  
Jaclyn Frail, R/TRO  
Leanne Hughes, R/TRO  
Lindsey Oretan, R/TRO  
Sue Verrilli, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

## Finance Committee

Lindsey Oretan, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

## Advocacy Committee

Katherine Plested, R/TRO (Chair)  
Monica Almas, R/TRO  
Lindsay Webber, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

## Governance and Nominations Committee

Sue Verrilli, R/TRO (Chair)  
Leanne Hughes, R/TRO

## By-laws Sub-Committee

Sue Verrilli, R/TRO (Chair)  
Monica Almas, R/TRO  
Judy Beitz, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

## Membership Services Committee

Sonia Roul, R/TRO (Chair)  
Monica Almas, R/TRO  
Megan Caco  
Nancy Kahl, R/TRO DIP  
Ex-officio: Rozalyn Werner-Arcé, CAE  
Ex-officio: Susanne Hasulo

## TRO Regional Ambassadors

Rhiannon Buffett, R/TRO (North)  
Preet Momi (Central)  
Ashley Palmer, R/TRO (Southwest)  
Vacant: Southeast

## TRO Awards Sub-Committee

Stacy Jowett, R/TRO (Chair)  
Monica Almas, R/TRO  
Christine Wilkinson, R/TRO  
Ex-officio: Susanne Hasulo

## TR Awareness Month subcommittee

Monica Almas, R/TRO (Chair)  
Jasmine Bobehis  
Skye Brake  
Megan Caco  
Gemma Drake Stafford  
Hailey Evans  
Sun Hee Lee  
Alannah Mandrak  
Collin Mills  
Ex-officio: Susanne Hasulo

## TRO Salary Survey Working Group

Sonia Roul, R/TRO (Chair)  
Sadie Friesner, R/TRO  
Stacy Jowett, R/TRO  
Tiina Liinamaa  
Deborah Pugh

Ex-officio: Rozalyn Werner-Arcé, CAE

## Communications Committee

Katie Berkelmans (Chair)  
Meagan Muraca  
Taylor Wigle  
Ex-officio: Susanne Hasulo

## Marketing Committee

Jaclyn Frail, R/TRO (Chair)  
Jeff Gall, R/TRO (Vice-Chair)  
Jessica Quattrini, R/TRO DIP  
Ex-officio: Susanne Hasulo

## Therapeutic Recreation Practice and Research (TRPR) Journal of TRO

### Steering Committee

Kimberly Lyons (Chair)  
Leeann Ferries, R/TRO  
Jaclyn Frail, R/TRO  
Leanne Hughes, R/TRO  
Kimberly Lopez, R/TRO  
Colleen Whyte, R/TRO  
Christine Wilkinson, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

### TRPR Journal of TRO Editorial Team

Kimberly Lyons, Editor  
Ashley Flanigan, Associate Editor  
Jaylyn Leighton, Associate Editor  
Julian Macnaughton, Associate Editor  
Alexine Serota, Associate Editor

## Professional Development Committee

Nancy de Vera, R/TRO (Chair)  
Ex-officio: Rozalyn Werner-Arcé, CAE

## 2019 Conference Committee

Christine Wilkinson, R/TRO (Co-Chair)  
Jaclyn Frail, R/TRO (Co-Chair)  
Jessica Berecz  
Debbie Fender  
Stacey Groot  
Paula Lancaster  
Jessica Quattrini, R/TRO DIP  
Carol Phillips, R/TRO  
Lana Reid  
Margaret Wasylcyia  
Tina Tytko, R/TRO  
Melanie Walker  
Colleen Whyte, R/TRO  
Erin Wilkie, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

## TRO Education Day Committee – GTA

Sonia Roul, R/TRO (Chair)  
Nancy de Vera, R/TRO  
Louise Facca  
Hali Fitzpatrick, R/TRO  
Nancy Kahl, R/TRO DIP  
Preet Momi  
Ex-officio: Rozalyn Werner-Arcé, CAE

## Practice Review Committee (PRC)

Katherine Lee, R/TRO (Chair)  
Shannon McCallum, R/TRO  
Lindsey Oretan, R/TRO

Jessica Sue (Admin Support)  
Ex-officio: Rozalyn Werner-Arcé, CAE

## PRC Registration Review

### Sub-Committee

Lindsey Oretan, R/TRO (Chair)  
Katherine Lee, R/TRO (Vice-Chair)  
Amy Bennett, R/TRO  
Nancy de Vera, R/TRO  
Shira Herzstein, R/TRO  
Gabrielle Kropf, R/TRO  
Andrea Laforge, R/TRO  
Cyan Lemos, R/TRO  
Erin Wilkie, R/TRO

## PRC PCC Sub-Committee

Shannon McCallum, R/TRO (Chair)  
Katherine Lee, R/TRO (Vice-Chair)  
Amy Bennett, R/TRO  
Nancy de Vera, R/TRO  
Vicki Di Giovanni, R/TRO  
Katie Elliott, R/TRO  
Shira Herzstein, R/TRO

## PRC Education Institution

### Sub-Committee

Amanda Brown, R/TRO (Chair)  
Katherine Lee, R/TRO (Vice-Chair)  
Nancy de Vera, R/TRO  
Shira Herzstein, R/TRO  
Stacy Jowett, R/TRO  
Andrea Laforge, R/TRO

## PRC Registration Support

### Sub-Committee

Katherine Lee, R/TRO (Chair)

## Therapeutic Recreation Provincial Educators Steering Committee (TRPESC)

Amanda Brown, R/TRO  
Brian Bennisson, R/TRO  
Joanne Brohman, R/TRO  
Leeann Ferries, R/TRO  
Jaclyn Frail, R/TRO  
Katherine Lee, R/TRO  
Shannon McCallum, R/TRO  
Amanda Musclow, R/TRO  
Babatunde Oyapero  
Mark Parolin, R/TRO  
Colleen Whyte, R/TRO  
Alison Wideman, R/TRO  
Christine Wilkinson, R/TRO  
Ex-officio: Rozalyn Werner-Arcé, CAE

## TRO Staff

Rozalyn Werner-Arcé, CAE: Executive Director  
Shae Cameron: Administrative Coordinator  
Susanne Hasulo: Communications Coordinator  
Stacey Sestric, R/TRO: Registration Designation Administrative Support



**THERAPEUTIC RECREATION ONTARIO**   
Believe • Belong • Become

850 King St. West, Unit 20  
Oshawa, ON L1J 8N5  
Telephone: (289) 626-TRO1 (8761)  
[www.trontario.org](http://www.trontario.org)

**FOLLOW US**

