

Registered Massage Therapists' Association of Ontario

2022 ANNUAL GENERAL MEETING

Virtual Meeting

February 6, 2022

DRAFT MINUTES

1. Call to Order

Ian Kamm, RMT, Board Chair of the RMTAO Board of Directors, provided a land acknowledgement, introduced himself and the head table, and reminded attendees of the CMTO presentation following the conclusion of today's meeting. He called the meeting to order, provided an overview of today's agenda and welcomed members to the 2022 Annual General Meeting. Mr. Kamm advised the membership of the virtual meeting process on motions and voting for clarity of procedure.

With the permission of those present, Mr. Kamm asked Alex Kidd, Secretary of the RMTAO Board of Directors, to act as recording secretary for the meeting.

2. Notice of Meeting

Mr. Kamm advised the members with respect to the Notice of the Meeting. He advised that in accordance with the By-Laws, the Notice of the Annual General Meeting was issued on November, 30 2021 and sent by email to all Active and Life members of the RMTAO. It was also posted on the RMTAO website and through the use of social media.

3. Meeting Regularly Constituted

Mr. Kamm advised that on January 21, 2022, at the proxy deadline, the RMTAO had 6,321 Active and Life members. He noted that the by-laws require 1% or 63 members present in person or by proxy. He further advised that 66 valid proxies were received by the deadline of 4:00 PM on January 21, 2022. There were 103 voting members present, thus, there were 169 members at this meeting exceeding quorum requirements.

Mr. Kamm declared that the meeting was regularly called and properly constituted for the transaction of business.

4. Approval of the Minutes of the Annual General Meeting, January 31, 2021

Mr. Kamm noted that the draft minutes of the Annual General Meeting held January 31, 2021 had been posted on the website and copies of the minutes were also sent to the virtual meeting attendees.

- A mistake was brought forward regarding incorrect use of pronouns at points 9 and 10 that were corrected.

MOTION: For the adoption of minutes of the Annual General Meeting held January 31, 2021
MOVED: Brandy John
SECOND: Karyn Hughes
CARRIED.

5. Board Chair's Report

Mr. Kamm noted that the 2021 Annual Report had been distributed to members and was available on the RMTAO website prior to the meeting. He presented the highlights of the Chair's Report, noting the challenges and accomplishments of the Board of Directors over the past year.

Highlights outlined were in relation to:

- Smaller Board than in previous years allowed us to invite members to work on committees as Members-at-Large, a huge thank you to Dani Faucher, Sasha Goudriaan, Kristofer Lam, Amber Parkinson, Jason Verbruggen and Dylan Crake.
- Increase transparency of Board Election process and results
- Position statement on Telepractice updated
- Development of treatment of spouses survey to gauge membership concerns on this topic to be completed in 2022.
- Peer Assessment Toolkit development for planned release in 2022.
- COVID-19 Pandemic has presented its challenges, but RMTs have been able to navigate this time and continue to provide exceptional care to their patients.

Questions:

- The Board spent valuable time creating a how-to-guide for the STRiVE program and plans on spending more time on another toolkit, which is a great idea. However, considering the role of the Board is to provide oversight, will the Board speak to how this project(s) fits in the mandate to monitor operations?
 - The Board is very much working on completing these tasks in conjunction with the Operations team in collaborative process.
- What is the status of our request to be exempt from the HST?
 - This will be address by the Executive Director during his report.
- Do you feel that because we as RMTs are considered "essential health care providers" during COVID, will help the fight for HST exemption?
 - COVID has provided us a unique opportunity to remind the public that we are regulated health professions and that our position has allowed us to continue to work while others have not. This has helped public awareness of our role in health care.
- The Board employs the ED. How does the Board evaluate the ED performance if you are this collaborative with your employee?
 - We complete a quarterly review of the Executive Director. In any employee-employer relationship there is collaboration, and in some ways the best way to evaluate someone's work is to collaborate and work with them.
 - Mr. Feraday reiterated that the Operations team continues to have full independence, but acknowledges that the Board can provide valuable insight into the profession to aid in operational planning.
- The Board announced that only 3.85% of RMTAO membership participated in Board member voting. What will the Board do with this information?

- We believe that all members deserve to know this information, and we can use it to encourage members to vote, the small percentage of vote might help members recognize that their vote matters.
- The public may appreciate us as health care practitioners; however, we have a government that doesn't seem to – as evidence by comments made by Premier Ford. Given the Ends, is the Board doing anything to change this?
 - The Operations team responded very quickly to that specific incident, and Michael will be providing an update on advocacy in his Report.
- Has the Board discussed the lack of newer grads as a result of the pandemic, and what impacts that may have had?
 - We have and furthermore, Michael has been involved in discussion with Prometric to aid in the exam process.
- How did the Board come to decide it was a priority to reopen discussions with the CMTO about treatment of spouses?
 - The new Standards of Practice changed the wording around treating spouse which we feel will lead to more questions than answers.

MOTION: To accept the Board Chair's Report on behalf of the Board of Directors.

MOVED: David Zulak

SECOND: Jane Mical

CARRIED.

6. Executive Director's Report on Operations

Michael Feraday, RMTAO Executive Director and CEO, presented the 2021 Report on Operations. He provided highlights on each of the activities and accomplishments for the year. Some key highlights were:

- COVID-19 continues to impact RMTs and the health care system as a whole
- Membership numbers have been maintained, despite not being many new graduates during pandemic
 - Completed a member survey that indicated a desire to focus on advocacy updates, practical resources and connecting with peers
 - The RMTAO responded to over 4300 requests for assistance in the last year
- Virtual Events
 - Virtual conference on self-care and rehabilitation from a biopsychosocial perspective which provided a flexible format for attendees.
 - 18 webinars were offered on a variety of topics with almost 1000 attendees in total
- Resource Centre was fully launched in 2021
- Massage Therapy Awareness Week
 - Shared patient stories on blog and social media
 - Spread the word about the benefits of massage therapy
- Community-Based Networks
 - Creation of the CBN Newsletter
 - Access to RMTAO Zoom account, templates for popular meeting topics, sample agendas, and guidelines for coordinators.
 - CBN working group to help to continue to improve the value of this program

- School Ambassador Program
 - Virtual school visits continued this year
- Awards Ceremony
 - Professional Service Award – Brandy John
 - Research Award – Richard Lebert
 - RMT of the Year – Darren Nixon
- Advocacy
 - Collaboration with the OCA on the Opioid and Pain Reduction Collaborative
 - Maintained a close relationship with the CMTO
 - Help on Entry-to-Practice exam issues with Prometric
 - Tax exemption remains a priority for the RMTAO and the CMTA.

Mr. Feraday thanked the staff, volunteers, and partners that helped to make 2021 a success.

Questions:

- Has there been any discussion to increase MVA fees?
 - There is active discussion with the Auto Collation group presently. There is a push from us to recognize that there is a need to increase these fees.
- Is there a strategy to promote membership growth as we, hopefully, exit the pandemic?
 - 4% increase primarily from existing RMTs in the absence of new grads. As Prometric begins testing there is likely going to be an influx of new members soon. However, we continue to work hard to provide clear value to encourage new membership.
- What is the response from MPs and MPPs regarding sending stories and letters? Is this advocacy work making inroads for RMTs?
 - Difficult to measure, but we need to continue to be a loud voice to highlight our value in the healthcare system. The election will be an important time for us to make sure we are part of conversations at that time.
- What specific steps remain towards achieving HST exemption?
 - There is working group at the CMTA that is now in the process of drafting letters to send the various levels of government
 - Need to make a formal ask with the budget submission. Difficult to give a timeline at this moment with the continued focus of the pandemic. We do qualify based on the criteria that has been set.

MOTION: To accept the 2021 Report on Operations.

MOVED: Melissa Madsen

SECOND: Dawn Harry

CARRIED.

7. Report on Finances

Mr. Kamm invited Ms. Susan Bessonette to speak as Chair of the Audit and Finance Committee to present the Report on Finances.

Ms. Bessonette noted that excerpts of the Auditor’s Report had been provided to attendees and were made available on the website. Copies of the full Auditor’s Report were available upon request.

Ms. Bessonette reviewed the Auditor's Report and the Audited Financial Statements and the findings of the Board as it reviewed the year-end statements. She noted that the Auditor had found that the statements were representative of the financial condition of the organization and that they had been prepared in accordance with Canadian generally accepted accounting principles. She advised that excerpts from the Auditor's report could be found alongside the Annual Report and on the website. She also reported that the Board was satisfied based on its review that the activities undertaken were within the limits placed on the Executive Director and in keeping with the Ends Policy and the Ends Priorities.

There were no questions regarding the Report on Finances.

MOTION: To accept the Auditor's Report and the Audited Financial Statements for the period October 1, 2020 to September 30, 2021 as presented.
MOVED: Heather Braithwaite
SECOND: Jane Mical
CARRIED.

8. Appointment of the Auditor

Ms. Bessonette noted that it was the duty of the members to appoint the Auditor of Record for the RMTAO and that the Board of Directors recommended to members that the RMTAO continue with the current Auditor.

MOTION: To appoint Kriens~LaRose Chartered Accountants as the Auditor for the Registered Massage Therapists' Association of Ontario for the fiscal year October 1, 2021 to September 30, 2022.
MOVED: Jane Mical
SECOND: Karyn Hughes
CARRIED.

9. Secretary's Report on Nomination and Election to the Board

Mr. Kamm invited the Board Secretary, Mr. Alex Kidd, to report on the Annual Election of the Board of Directors.

Mr. Kidd advised that a Call for Nominations had been issued on September 29, 2021, noting that three (3) Director positions were open for nomination. Five (5) nominations were received for the three (3) Director positions available for election. As the number of nominations exceeded the number of vacancies, an election was held. Mr. Kidd extended his thanks on behalf of the Board, RMTAO members and the profession to the members who came forward for nomination.

The notice of election was sent on November 16, 2021 and voting closed on December 7, 2021. A total of 238 votes were cast.

Mr. Kidd welcomed the following new Directors to the Board for a three-year term:

- Dylan Crake
- Deborah Coburn

- Erin Pierson

In addition to the three (3) members elected as Directors this year, the Board has several Directors continuing to serve their terms. They are:

- Chris Semenuk and Erika Kuehnel (two years remaining)
- Alex Kidd, Ian Kamm and Susan Bessonette (one year remaining)

MOTION: To accept the Report on the Nominations and Election process for the 2021 Board of Directors as presented.

MOVED: Dawn Harry

SECOND: Victoria Johnson

CARRIED.

10. Expression of Thanks to Departing Members of the Board

Mr. Kamm asked that the members recognize Mary Tzianas who has served on the Board of Directors, as she had completed her term and were stepping away from the Board.

11. Other Business

Mr. Kamm asked if there was any other business to properly be brought before the meeting.

There was no other business brought forward.

12. Adjournment

There being no other business, Mr. Kamm thanked everyone present for attending and for their support. He asked if there was a motion to adjourn.

MOTION: To adjourn the Annual General Meeting.

MOVED: Brandy John

SECOND: Angela Parsons

CARRIED.

Alex Kidd, Secretary, RMTAO
Recording Secretary
February 6, 2022