

Registered Massage Therapists' Association of Ontario

2021 ANNUAL GENERAL MEETING

Virtual Meeting

January 31, 2021

DRAFT MINUTES

1. Call to Order

Darren Nixon, RMT, Interim Chair of the RMTAO Board of Directors, introduced herself and the head table. He then called the meeting to order and welcomed members to the 2021 Annual General Meeting. Mr. Nixon advised the membership of the virtual meeting process on motions and voting for clarity of procedure.

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

2. Notice of Meeting

Mr. Nixon 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 December 2, 2020 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 on Facebook.

3. Meeting Regularly Constituted

Mr. Nixon advised that on January 15, 2021, at the proxy deadline, the RMTAO had 6,000 Active and Life members. He noted that the by-laws require 1% or 60 members present in person or by proxy. He further advised that 86 valid proxies were received by the deadline of 4:00 PM on January 15, 2021. There were 128 voting members present, thus, there were 214 members at this meeting exceeding quorum requirements.

Mr. Nixon 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, February 2, 2020

Mr. Nixon noted that the draft minutes of the Annual General Meeting held February 2, 2020 had been posted on the website and printed copies of the minutes were also sent to the virtual meeting attendees.

MOTION: For the adoption of minutes of the Annual General Meeting held February 2, 2020
MOVED: Debbie Wilcox
SECOND: Jane Mical

CARRIED.

5. Board Chair's Report

Mr. Nixon noted that the 2020 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:

- COVID-19 Pandemic
 - Advocated for members and the profession
 - Working closely with the CMTO
 - RMT included with other regulated health professionals
- CMTA
 - Tax exemption campaign delayed due to pandemic
 - Met with various MPs, supportive of initiative

Questions:

- Which MPPs are supporting HST Exemption?
 - Queen's Park Day aided in the connections made, but a specific list is not readily available, Operations will compile this information for membership
- Does the news out of Saskatchewan about regulation strengthen the case for HST exemption?
 - In short, yes.

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

MOVED: Victoria Johnson

SECOND: Jennifer Bloch

CARRIED.

6. Executive Director's Report on Operations

Michael Feraday, RMTAO Executive Director and CEO, presented the 2020 Report on Operations. He provided highlights on each of the activities and accomplishments for the year. Some key highlights were:

- COVID-19 Pandemic forced the RMTAO to pivot priorities and focus on helping members through the crisis
 - Provided information, resources and support to help members cope with pandemic
 - Advocating to all levels of government for increased support
 - Created series of blog posts that members could share with patients to help patients while at home
 - Provided COVID-19 related webinars
 - Worked closely with CMTO with return-to-work protocols
 - Procured PPE for members
- Membership numbers increased, despite no new graduates during pandemic
- Virtual awards event
 - Dani Faucher, RMT of the Year

- Karen Munro-Caple, Professional Service Award
 - Patricia Belli, Educator of the Year
- Massage Therapy Awareness Week
 - Shared patient stories
 - Shared at-home exercises created by members
- Community-Based Networks
 - CBN meetings changed to virtual
 - Michael Feraday attended several virtual meetings
- School Ambassador Program
 - Virtual school visits
- Education
 - 3 in-person courses in early 2020
 - Offered several webinars throughout pandemic
 - New webinar program in 2021
- Insurance Industry
 - Meetings to push for increased transparency
- New research scoping review initiative

Mr. Feraday thanked the staff, volunteers, and partners that helped to make 2020 a success.

Questions:

- What leadership role has Michael played on the CMTA? And how often has he participated in meetings?
 - The Chair of the CMTA is our previous Board Chair, and therefore it has been more of a Board function, Michael's role has been in supporting the Board.
- At this point is there anything us RMTs can do to assist in your quest to exempt us of the HST collection?
 - New Board chair will be involved with the work with the CMTA, Michael will follow-up with this.
- Could you expand on the long-term goal that are amongst the RMTAO's top priorities, other than HST exemption?
 - Value for membership, create more opportunity for all massage therapists, promoting a conference and research foundation, continue with strong advocacy, campaign to share patient stories with various external stakeholders regarding the value of massage
- Advocating for massage therapists and virtual care? What is the status of this advocacy?
 - Currently in discussion, ensuring there is a fair and equal landscape, no consistency. We are not alone in this challenge, working collectively to advance the conversation
- Do you have a plan to vocally advocate for RMTs in a public forum such as ads, grass roots, research contributions, etc.?
 - Currently, the association lacks the financial resources to undertake a wide-spread public media campaign is, but is something we are interested in. Demand for our service is high right now. Currently, promoting MT as a valuable component of health care
- In regards to insurance fraud, is there anything being developed to assist in protecting our RMT members from fraudulent use?
 - There is recognition those in the insurance industry have been to closed in sharing their information. Created a working group to work CLHIA to improve transparency, it is a slow-moving process to coordinate the collective due to the number of stakeholders involved.
- Is there discussion and movement toward increasing the coverage (HCAI) for massage therapy to

more than \$58/hour for treatment?

- We are at the table and we are advocating to move these discussions forward
- In the Annual Report, it is stated that the RMTAO met regularly with the insurance industry, please provide us with the intended purpose of these meetings, salient issues discussed and tangible outcomes for RMTAO members.
 - Increased transparency has been important by breaking down barriers that impact access. Focus group with one of these insurance companies which is promising as it means they are showing an interest in discussions. It is important to continuously engage in these discussions.
- What is the ratio in growth of membership when comparing membership to the number of RMTs in Ontario?
 - Around 40% of RMTs in Ontario belong to the association. Membership has grown every year for 10 consecutive years.
- What steps will the RMTAO take this year to engage its membership directly and consistently so that it can serve the memberships needs most effectively?
 - Annual survey, constant feedback from individual members throughout the year, operations team is looking into virtual town hall (looking at how to make these more comprehensive, CBNs.
- What tangible support will the RMTAO provide to the CBNs this year?
 - Very important for this coming year. Christian Hall is the active coordinator for operations. He is revamping training and the Facebook page. Christian is available to provide more information directly about what he can do to assist with engagement.
- Can we discuss the potential for re-opening a group similar to the RMTAO Facebook group?
 - Difficult to moderate, removing the group was overwhelmingly positive. However, there has been some push to replace with something. There is currently no plan to reintroduce a Facebook discussion group.
- What is your strategy for effectively placing RMTs into the health care system, such as hospitals, community health centers, etc. What realistically can we expect in the next 5 years?
 - Many aspects to this strategy. We are involved in the discussion with the 26 regulated professions and we are regarded as essential. Send us your contacts for our patient stories campaign. Engaging with the Ministry of Health. The profession has some excellent solution to many of the biggest health issues today. No specific timetable at this time as COVID has impacted our ability to have these conversations.

MOTION: To accept the 2020 Report on Operations.

MOVED: Mary McGee

SECOND: Dianna Ernest

CARRIED.

7. Report on Finances

Mr. Nixon 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 at the meeting.

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, 2019 to September 30, 2020 as presented.
MOVED: Allison Jackson
SECOND: Stacey Neilson
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, 2020 to September 30, 2021.
MOVED: Katie Wolk
SECOND: Cecilia Garrison
CARRIED.

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

Mr. Nixon invited the Interim 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 October 6, 2020, noting that four (4) Director positions were open for nomination. Eleven (11) nominations were received for the four (4) Director positions available for election. As the number of nominations exceeded the number of vacancies, an election was held. Mr. Kidd extended her 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 9, 2020 and voting closed on November 25, 2020. A total of 340 votes were cast. Two of the four elected candidates declined their position after the election. One of these candidates who was a previous Board member also resigned before the end of their current term. Three additional Board members who were not returning for an additional term also resigned from the Board before the end of their current term.

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

- Chris Semenuk
- Erika Kuehnel

In addition to the two (2) members elected as Directors this year, the Board has several Directors continuing to serve their terms. They are:

- Alex Kidd, Ian Kamm and Susan Bessonette (two years remaining)
- Mary Tzianias (one year remaining)

Questions:

- Why did the executive team suddenly resign?
 - The Board cannot speculate on the reasons, as all three directors resigned for personal reason. Mr. Nixon reiterated his faith in the new Board moving forward and thank the resigned board members for their service.

MOTION: To accept the Report on the Nominations and Election process for the 2020 Board of Directors as presented.

MOVED: Krystin Bokalo

SECOND: Patricia Belli

CARRIED.

10. Expression of Thanks to Departing Members of the Board

Mr. Kidd asked that the members recognize Darren Nixon who has served on the Board of Directors, as he had completed their term and were stepping away from the Board.

11. Other Business

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

Questions:

- Question asked earlier: What joint challenges are the regulator and our representative association focused on at this time?
 - Priorities: Renewal campaign, certification examination, Standards of Practice initiative, College Performance Measurement Framework
- What steps will the RMTAO administration do to ensure the ends policy is properly reviewed and vetted by the membership and feedback actively solicited?
 - The Board has sought feedback on the Ends, last time was 2015, but the Board reviews annually. The Board does intend to seek input from membership this year.
- The previous Executive Director took on a more active role as secretary of the CMTA, Does Michael plan to run for a position on the CMTA to ensure the RMTAO has an active role?
 - Lots of involvement from previous Board Chair was the Chair of the CMTA, and the incoming Board Chair will also have an active role in the CMTA. RMTAO provides a significant portion of the funding in the CMTA. It was the previous Board Chairs preference for him not to have an active role, but he is ready and willing when asked.
- We regularly hear the strain of front-line health care workers, has the RMTAO been involved in

discussion regarding how MTs can reduce this strain?

- Important concern. Discussion with EMS about how MTs can get involved, regional RMTs have reported how they provided services to assist.
- What was the reason to implement confidentiality clauses for the Board members who resigned?
 - Not up to the board to broadcast their personal reasons for leaving. Reiterated faith in the new board moving forward.
- What is being done in terms of board development to ensure board vitality?
 - New board has plans to reinvigorate communication and transparency and moving the association forward.
- What is the RMTAO doing to promote individuals to enter MT practice?
 - This is not a concern of the association at this time.
- Does the RMTAO plan to create a position statement regarding virtual care?
 - This comes from the Board, which is something the association is willing to consider.
- What is the RMT doing in response to Harlot Hub and websites of this nature shutdown?
 - As soon as the association is made aware of this information in general, we are quick to acknowledge these issues and take action.
- Are we working towards RMTs being able to approve their own Treatment Plans (HCAI)?
 - The Association will look into this question.
- What is being done to raise this value to a fair number for RMT treatments (WSIB, MVA)?
 - Regular meetings with WSIB action group, all have similar concerns about compensation. There are challenges, but we are actively advocating to increase these funds.
- Is the RMTAO aware of the issues with Prometric and the completion of the MCQ and OSCEs?
 - RMTAO has the contact information for Prometric and it is important for the association to engage in clear communication with them. We take a strong position with Prometric in regards to ensure clear communication.
- Where did information on positive feedback of Facebook group shutdown come from?
 - Overwhelming feedback from members.

12. Adjournment

There being no other business, Mr. Nixon 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: Dianna Ernest

SECOND: Tiina Veer

CARRIED.

Alex Kidd, Interim Secretary, RMTAO

Recording Secretary

January 31, 2021