



CRPO / OPAO

College of Registered Psychotherapists of Ontario
Ordre des psychothérapeutes autorisés de l'Ontario

Annual Report 2015–2016



MISSION

To develop standards and procedures to regulate psychotherapists in the public interest, striving to ensure competent and ethical practice within a professional accountability framework.

VISION

Leadership in professional self-regulation, dedicated to the principles of excellence, fairness, openness, responsiveness and respect for diversity.

VALUES

Leadership | Excellence | Accountability | Equity
| Integrity | Teamwork | Respect | Openness

Staff List

In addition to seven Registration Assistants, CRPO staff as of March 31, 2016 includes the following:

Joyce Rowlands
Registrar

Jo Anne Falkenburger
Director, Operations & HR

Sarah Fraser
Coordinator, Registration

Sean Knight
Policy & Communications Analyst

Lene Martinen
Manager, Quality Assurance

Monica McPherson
Manager, Registration

Mark Piro
*Director, Professional Conduct
and Deputy Registrar*

Kelly Roberts
Coordinator, Operations & HR

Jenna Smith
Case Coordinator & Investigator

Table of Contents

Message from the President.....	1
Message from the Registrar	3
CRPO Council	4
Council Report—A Year in Review	5
Committee Reports	
Executive Committee	7
Client Relations Committee	8
Discipline Committee	8
Fitness to Practise Committee.....	9
Inquiries, Complaints and Reports Committee	10
Quality Assurance Committee	11
Registration Committee	12
Examination Committee.....	13
Nominations and Elections Committee	13
Indigenous Registration Task Group	14
Financial Statements	15

Message from the President

Moving in, moving on—A year of firsts

Moving day—wholly unexpected, yet carefully planned; weeks of preparation, countering mere hours of advance notice.

The shock and euphoria have faded, rapidly replaced with understandable vigilance, much hard work, moments of pleasure and, indeed, some pride in all that we have accomplished.

What a difference a year makes!

A home at last! Like all move-in periods, there were many unknowns, fears of things lost, systems overloaded and

understandable uncertainties in the many detailed processes. Focused efforts paid off, bank-to-bank transfers proceeded, registration numbers were issued, applications continued, a complaints process commenced and public questions were answered. There was a collective sigh of relief.

Inevitably, there is a period of adjustment to the newness in a move. It is an important phase that allows for gaps to be identified, ambiguities clarified and mistakes corrected. We learned; we moved from fears and uncertainty to familiarity and growth. It was an exhilarating time that I would call “a year of firsts.”

We held our **first** online nominations and election process, our **first** Council meeting of the new regulatory College and elected our **first** Executive Committee. We approved our **first** measures to enhance transparency of information on the Public Register and celebrated the unanimous acceptance of our Indigenous Pathway Policy, honouring our unique commitment to the Indigenous practitioner—a critically important **first**.

CRPO took the lead in establishing the **first** inter-professional working group to collaborate

and develop a consensus document for the clarification of the controlled act of psychotherapy; six regulatory colleges came together to make this happen—another **first**.

We held our **first** panels in both the Registration Committee and the Inquiries, Complaints and Reports Committee—panels that listened at length, thought long and hard, recognized the impact of any decision on a practitioner’s life, yet never lost sight of our primary mandate, that of public protection at all times.

Work that began with trepidation, uncertainty and many unknowns has gradually come to be undertaken with knowledge, wisdom and increasing confidence. Growth, indeed.

CRPO appeared before a committee of the legislature concerning ‘conversion therapy.’ To be considered a professional body with whom others would consult to seek knowledge and expertise was yet another satisfying **first**.

The final meeting of the transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario was also a striking, unusual **first**—the **first** transitional Council meeting in six years in which not one single member or staff person present wished to leave or say farewell. This was extraordinary indeed, to see a small, feisty group of caring warriors pause to think of all that they had accomplished, and in the process, had unexpectedly formed deep, caring, lasting relationships. The display of emotion and expressions of profound loss remain as one of a kind—nothing less. We owe them so much!

January 2016 brought Quality Assurance to our members; the **first** implementation of Phase One of our Quality Assurance Self-Assessment and Professional Development Program was

“I believe we have demonstrated our clear understanding of the two most critical parts of growth—the opportunity to build and the responsibility to correct.”



thoughtfully introduced and successfully implemented—another milestone.

The **first** Registration Examination was held in March 2016 for regular route applicants—a true test of detailed processes and strong collaboration; another **first** tested.

Our final **first** in this first year was, of course, that of membership renewal. How truly surprising to find ourselves at that point so quickly, challenged to implement yet another new undertaking and thus celebrate what was truly this “year of firsts.”

But a “first” does not mean “guaranteed.” It means another opportunity to know what works well and what does not, to learn where confusion lies and fears abound. “First” gave us an opportunity to listen, to adjust, to correct, to confirm and maybe even to celebrate.

We knew early on that we could not solve problems with the same thinking we had used when we inadvertently created them. We needed new conversations and new thinking; and we have done just that!

At the conclusion of 2015-16, year one of CRPO’s operation, I believe we have demonstrated our clear understanding of the two most critical parts of growth—the opportunity to build and the responsibility to correct—both embrace change!

Over the course of seven years on the transitional Council and the first year of the College, in which I have been both privileged and honoured to have served as President, I have been witness to an extraordinary magnitude of work, diligence, dedication, change and profound growth in so many different ways.

I would go further, boldly, to suggest that we have resoundingly demonstrated what was once noted as the essence of change, “You must be the change you wish to see in the world” (Mahatma Ghandi). We have done this as we embraced our Mission, pursued our Vision and honoured our Values.

None of this would be possible without the stalwart leadership of the Registrar, the deep commitment of our hard-working staff, the continuous investment of time and knowledge on the part of dedicated Council members, the guidance and sound judgement of a tireless Executive Committee, and above all else, the extraordinary synergy that has brought us to where we are today.

In conclusion, may I say, it is my fervent hope that we strive to see this organization not simply as it is, but what it can become, and that we continue to stand as pioneers.

Carol Cowan-Levine, RP



Message from the Registrar

The new College—Change, collaboration and growth

This Annual Report marks CRPO's first year as a full-fledged regulatory College. We are beginning our regulatory mandate amidst significant change in the larger regulatory sector. The expectations of the public, members, media and government have shifted in recent years. Transparency regarding regulatory activities and college members has become a major focus.

The Ministry of Health and Long-Term Care (the Ministry) has formed a multi-stakeholder transparency working group to provide guidance to colleges on what the public can expect from all health profession regulators. At the same time, CRPO will continue to review and improve the transparency of its own practices and consider what Member information ought to be accessible to the public. We will consult with Members as changes are being considered.

Another area of development is around preventing and responding to sexual abuse of patients/clients by members of regulated health professions. A Ministry Task Force has looked into this topic over the past year and various colleges are making efforts to review and enhance their programs in this area. In addition, a working group at the Federation of Health Regulatory Colleges of Ontario has been meeting to develop resources to train college staff, council and committee members on this subject. CRPO has several Council/committee members with experience working in this domain.

Both of the above initiatives, transparency and the prevention of sexual abuse of patients/clients by members, involve collaboration among Ontario's health regulatory colleges. The Ministry has said that this type of collaboration is increasingly a priority in Ontario. This teamwork is also exemplified in CRPO's ongoing work with five other regulatory colleges to clarify the meaning of the controlled act of psychotherapy.

I am excited about the work that lies ahead as the new College continues to grow and evolve. As these changes are taking place within the broader sector, we are fortunate to have public interest-based regulation of psychotherapists in Ontario and a College working to ensure competent and ethical practice within a professional accountability framework. I thank the many individuals and groups: the Council (both outgoing and incoming members), staff, applicants, Members, stakeholders, and founding Registrar Joyce Rowlands, whose work made it possible to be where we are today.

Mark Piro, Acting Registrar

"I am excited about the work that lies ahead as the new College continues to grow and evolve."



CRPO Council

The College of Registered Psychotherapists of Ontario (CRPO) is governed by a Council of nine elected Members and as many public members as are appointed by the Lieutenant Governor-in-Council in accordance with section six of the *Psychotherapy Act, 2007*. The Council and its committees make decisions related to registration requirements, standards of practice, continuing professional development and the professional conduct of Members, along with developing and monitoring regulations, policies and business systems for CRPO.

First Council Formed

In October 2015, CRPO held its first election of Council members in all eight electoral districts. They, along with eight members appointed by the Lieutenant Governor-in-Council, make up CRPO's first Council.

Note: As of March 31, 2016 one seat remains vacant (District 6: Central West).

Carol Cowan-Levine, RP (President)
District 8: Ontario

Andrew Benedetto, RP (Vice-President)
District 7: Central

Barbara Billingsley, Public Member

Shelley Briscoe-Dimock, RP
District 3: East

Mary Kardos Burton, Public Member

Shikha Kasal, Public Member

Sheldon Kawarsky, Public Member

Susan (Sue) Lymburner, RP
District 5: South West

Malcolm MacFarlane, RP
District 2: North

Keith Marlowe, RP
District 4: Central East

Murli Marrivada, Public Member
(until Feb. 17, 2016)

Paula (Pat) Rayman, RP
District 7: Central

Len Rudner, Public Member

Stephen Sidorski, Public Member

Steven Stijacic, Public Member

Kevin VanDerZwet Stafford, RP
District 1: West

CRPO also wishes to express the utmost appreciation to those who served on the transitional Council in 2015-16.

Transitional Council Members

Carol Cowan-Levine, RP (President)

Jack Ferrari (Vice-President)

Heidi Ahonen, RP

Barbara Anschuetz, RP

Andrew Benedetto, RP

Linda Ann Daly

Banakonda Kennedy-Kish Bell

Kenneth Lomp, RP

Terence (Philip) McKenna, RP

Thomas (Tom) O'Connor, RP

Kevin VanDerZwet Stafford, RP

Thomas Wall

A Year in Review

2015

April

Proclamation of the *Psychotherapy Act, 2007* on April 1, 2015.

The Ministry of Health and Long Term Care (the Ministry) directs CRPO to work with the other regulatory colleges that share the controlled act of psychotherapy to further define the meaning of the controlled act.

Council adopts Transparency Principles developed by the Advisory Group for Regulatory Excellence (AGRE).

Council approves an Indigenous Pathway Policy.

May

First panel meeting of the Registration Committee.

June

CRPO's President and Registrar provide testimony at Queen's Park concerning the practice of 'conversion therapy.'

Council appoints two non-Council committee members to the Inquiries, Complaints and Reports Committee.

August

Nominations open for the first Council elections.

September

Final Council meeting of members of the transitional Council.

Council approves Phase One of AGRE's by-law amendment proposals, meant to increase transparency about CRPO Members and activities.

October

Council elections are held and eight professional Members across Ontario are elected.

November

Government appointment of six public members to serve on Council.

December

First meeting of the new Council following elections. At this meeting, a new Executive Committee is elected.

Draft consensus document meant to further define the controlled act of psychotherapy is delivered to the Ministry.

2016

January

Phase One of the Quality Assurance Program, Self-Assessment and Professional Development, is launched. All Members registered from April 1 to Sept. 30, 2015 are required to participate.

February

Registration renewals begin for the 2016-17 registration year.

Murli Marrivada, Public Member, resigns from Council.

Stephen Sidorski and Steven Stijacic, Public Members, are appointed to Council.

March

First sitting of the Registration Examination takes place on March 10, 2016.

Submission of CRPO's first Fair Registration Practices Report to the Office of the Fairness Commissioner.

Committee Reports 2015-16



Statutory Committees

The College of Registered Psychotherapists of Ontario (CRPO) has several statutory and non-statutory committees whose work allows CRPO to fulfill its regulatory mandate. Statutory committees are those the College must establish and non-statutory committees are those the Council may establish if needed.

Executive Committee

The Executive Committee is responsible for providing strategic direction, financial oversight and engaging in policy development and research. In certain circumstances, it may act on behalf of Council and will respond to issues that arise between Council meetings as required.

During the 2015-16 fiscal year, the Executive Committee met in-person on four occasions and held four meetings via teleconference. The Committee worked on various initiatives during this time, including:

- Considerations and input for the controlled act of psychotherapy.
- Updates to CRPO's by-laws to increase transparency about CRPO Members and activities.
- Preparation for the first election of the new Executive Committee.
- Planning of committee composition including integration of publicly appointed members.
- Development of a Registrar Performance Appraisal tool and conducting a Performance Evaluation.
- Responding to feedback on the Council Meeting Evaluation Form distributed at the conclusion of each Council meeting.
- Ensuring each Council member, elected or appointed, signed a Confidentiality Agreement and committed to the Code of Conduct.
- President and Registrar interviewed with Fairchild TV, a cable network serving the Chinese Canadian community, to discuss the College, public protection and psychotherapy.

Transitional Council Committee Members:

Carol Cowan-Levine, RP (President);
Jack Ferrari (Vice-President); Terence (Philip)
McKenna, RP; Kevin VanDerZwet Stafford, RP;
Thomas Wall

Committee Members as of March 31, 2016:

Carol Cowan-Levine, RP (President);
Andrew Benedetto, RP (Vice-President);
Mary Kardos Burton; Shikha Kasal;
Kevin VanDerZwet Stafford, RP

Statutory Committees



Client Relations Committee

The *Regulated Health Professions Act, 1991* requires CRPO to have a Client Relations Program in place. Mandatory elements in the program include measures for preventing and dealing with the sexual abuse of clients by Members, including:

- (a) educational requirements for Members;
- (b) guidelines for the conduct of Members with their clients;
- (c) training for CRPO staff; and
- (d) the provision of information to the public.

CRPO's material pertaining to the Client Relations Program appears in several places, including the *Professional Practice &*

Jurisprudence e-Learning Module and manual, the *Professional Practice Standards for Registered Psychotherapists*, and on CPRO's website in the "Complaints and Concerns about Members" section. CPRO staff also received training prior to proclamation on responding sensitively and professionally to individuals alleging sexual abuse.

CRPO also administers a fund for therapy for persons who, while clients, were sexually abused by Members. As there were no Discipline Committee findings of sexual abuse within the past year, the fund was not used.

The Client Relations Committee will meet early in the upcoming year to review and refine the Client Relations Program.

Transitional Council Committee Members:

Heidi Ahonen, RP (Chair);
Carol Cowan-Levine, RP; Jack Ferrari

Committee Members as of March 31, 2016:

Carol Cowan-Levine, RP (Chair);
Barbara Billingsley; Shelley Briscoe-Dimock, RP;
Mary Kardos Burton;
Susan (Sue) Lymburner, RP; Steven Stijacic

Discipline Committee

The Discipline Committee is responsible for holding discipline hearings in accordance with the *Regulated Health Professions Act, 1991*. The Committee also sets policies and procedures for the discipline process.

The Discipline Committee did not meet or convene a hearing during the 2015-16 fiscal year. The

Committee has already adopted Terms of Reference and Rules of Procedure. Committee members will undergo training on an as-needed basis in order to ensure that a hearing can be held if allegations are referred by the Inquiries, Complaints and Reports Committee.

Transitional Council Committee Members:

Jack Ferrari (Chair).
All Council members serve on the Discipline Committee.

Committee Members as of March 31, 2016:

Shikha Kasal (Chair).
All Council members serve on the Discipline Committee. This ensures an adequate pool of potential panel members if a hearing is to be held. Hearing panels are composed of three to five Committee members.

Fitness to Practise Committee

The Fitness to Practise Committee is responsible for holding hearings related to possible incapacity of Members in accordance with the *Regulated Health Professions Act, 1991*. The Committee also sets policies and procedures for the fitness to practise process.

During the 2015-16 fiscal year, the Fitness to Practise Committee approved Terms of Reference and Rules of Procedure. Committee members will receive training as needed if a hearing is to be held. No meetings were held and no hearings were convened during this time.

Transitional Council Committee Members:

Kenneth Lomp, RP (Chair).

All Council members serve on the Fitness to Practise Committee.

Committee Members as of March 31, 2016:

Barbara Billingsley (Chair).

All Council members serve on the Fitness to Practise Committee. This ensures an adequate pool of potential panel members so a hearing can be convened on short notice. Hearing panels are composed of at least three Committee members.





Inquiries, Complaints and Reports Committee

The Inquiries, Complaints and Reports Committee (ICRC) screens and investigates complaints and other concerns about Members and determines the appropriate action to be taken (e.g. take no action, issue written advice, issue an in-person caution, refer to a discipline hearing, etc.). The Committee also makes recommendations regarding practice standards and guidelines for Members.

The Inquiries, Complaints and Reports Committee held two plenary meetings during the 2015-16 fiscal year and discussed many items, including:

- The process for informing Members about investigations or information received about them.
- Defining a consistent set of possible outcomes from the complaints/investigation process.
- The process for following up with non-members using a restricted title or holding themselves out as a psychotherapist.
- How to respond to Members who may be using suspect academic credentials.
- When CRPO should report to police if it learns a Member may have committed a crime.
- Developing a practice standard in response to new legislation prohibiting so-called 'conversion therapy.'

- CRPO's Professional Practice Standard 3.1: Confidentiality as it applies to Members who work in team healthcare settings, such as an agency or hospital.

In addition, the ICRC held 10 panel meetings to consider complaints and concerns about Members.

Matters Initiated

Formal complaints received: 15

Formal non-complaint investigations initiated (also known as Registrar's Reports): 4

Outcomes Reached

Take no action: 1

Refer to discipline: 1

Total: 2

Note: Due to the election of a new Council and the time required to investigate complaints/concerns about Members, more matters were initiated than resolved in 2015-16. At the end of the fiscal year (March 31, 2016), several additional matters were near completion.

Transitional Council Committee Members:

Kevin VanDerZwet Stafford, RP (Chair); Shelley Briscoe-Dimock, RP (Non-Council Committee Member); Carol Cowan-Levine, RP; Linda Ann Daly; Kathleen (Kali) Hewitt-Blackie, RP (Non-Council Committee Member); Banakonda Kennedy-Kish Bell; Kenneth Lomp, RP; Thomas Wall

Committee Members as of March 31, 2016:

Kevin VanDerZwet Stafford, RP (Chair); Shelley Briscoe-Dimock, RP; Carol Cowan-Levine, RP; Kathleen (Kali) Hewitt-Blackie, RP (Non-Council Committee Member); Mary Kardos Burton; Kenneth Lomp, RP (Non-Council Committee Member); Susan (Sue) Lymburner, RP; Keith Marlowe, RP; Paula (Pat) Rayman, RP; Len Rudner; Steven Stijacic

Quality Assurance Committee

The Quality Assurance Committee is responsible for developing the Quality Assurance (QA) Program and monitoring Member engagement. Working from the foundation set out in the *Regulated Health Professions Act, 1991*, and CRPO's Quality Assurance Regulation, the Quality Assurance Committee develops policies, processes and related tools and resources to support Members in meeting requirements of the QA Program.

As a central fixture in a Member's ongoing relationship with CRPO, the QA Program is supportive in its approach. Its aim is to help Members identify areas of knowledge, skill and judgment in which they excel, and areas which may benefit from additional learning.

During the 2015-16 fiscal year, the Quality Assurance Committee:

- Welcomed Leanne Worsfold of iComp Consulting Inc. to assist with the development of the Professional Development as well as the Peer & Practice Review components of the QA Program.
- Brought the Professional Development tools, including the Self-Assessment, Learning Plan, and Record of Continuing Professional

Development, to their next-to-final stage of completion for launch in a pilot test, which ran from Jan. 8 to March 31, 2016.

- Hosted two information sessions via webinar to support Members in completing the Professional Development tools, recordings of which are available on CRPO's website.
- Began to develop the tools required to deliver the two-step Peer & Practice Review, including the behaviour-based and case-based interview questions, pre-questionnaire, advertising, billing and record-keeping checklists.
- Established a variety of policies necessary for the effective administration of the QA Program, including defining participation requirements, establishing review criteria and setting extension/deferral policies.

2016 Pilot Test of Professional Development Tools

Members eligible to participate: 2,463

Submissions randomly selected for review: 150

Transitional Council Committee Members:

Linda Ann Daly (Chair); Barbara Anschuetz, RP;
Carol Cowan-Levine, RP (ex-officio);
Banakonda Kennedy-Kish Bell;
Kenneth Lomp, RP;
Terence (Philip) McKenna, RP;
Kevin VanderZwet Stafford, RP

Committee Members as of March 31, 2016:

Paula (Pat) Rayman, RP (Chair);
Andrew Benedetto, RP; Carol Cowan-Levine, RP
(ex-officio); Mary Kardos Burton;
Sheldon Kawarsky; Malcolm MacFarlane, RP;
Keith Marlowe, RP; Len Rudner



Registration Committee

The Registration Committee is responsible for developing policies for entry to CRPO and transfers between registration categories. Registration Committee members also form panels to review applications for registration that have been referred by the Registrar.

The Registration Committee held two plenary meetings in the 2015-16 fiscal year to address a number of policy issues, including:

- Limits on the number of participants receiving clinical supervision in group format for registration purposes.
- How to handle applications with questionable academic credentials presented.
- Development of a “good character” policy to refer to when applicants disclose criminal convictions, disciplinary findings or other events.
- The definition of direct client contact hours for the purpose of registration.
- How Registered Psychotherapists (RPs) may enter the Inactive category and return to active practice.
- How CRPO recognizes the competency of clinical supervisors.

The Committee also endorsed recommendations for two education and training programs to be added to the list of CRPO Recognized Education & Training Programs.

An important part of the Registration Committee’s mandate began once approval of the Registration Regulation and proclamation of the *Psychotherapy Act, 2007* took place, namely conducting Registration Committee panel meetings. When there are doubts about whether an applicant meets the registration requirements, the Registrar refers the application to a panel for consideration. In total, 61 applications were considered at seven panel meetings between April 2015 and March 2016.

Panel Deliberation Results

Applications approved: 22

Applications approved
(following receipt of undertaking): 7

Terms, conditions and limitations: 2

Applications refused: 30

Total: 61

Transitional Council Committee Members:

Terence (Philip) McKenna, RP (Chair); Heidi Ahonen, RP; Barbara Anschuetz, RP; Andrew Benedetto, RP; Carol Cowan-Levine, RP; Sabine Cox, RP (Non-Council Committee Member); Jack Ferrari; William (Bill) Helmeczi, RP (Non-Council Committee Member); Tamar Kakiashvili, RP (Non-Council Committee Member); Scott Morris, RP (Non-Council Committee Member); Thomas (Tom) O’Connor, RP

Committee Members as of March 31, 2016:

Andrew Benedetto, RP (Chair); Heidi Ahonen, RP (Non-Council Committee Member); Barbara Billingsley; Carol Cowan-Levine, RP; Sabine Cox, RP (Non-Council Committee Member); William (Bill) Helmeczi, RP (Non-Council Committee Member); Tamar Kakiashvili, RP (Non-Council Committee Member); Shikha Kasal; Sheldon Kawarsky; Malcolm MacFarlane, RP

Examination Committee

The Examination Committee considers appeals regarding failure of the Registration Examination where there are alleged grounds of unfairness. The Committee may also grant time extensions to individuals who, due to extenuating circumstances, are unable to write the Registration Examination within the time period set forth in the Registration Regulation.

The first ever administration of the Canadian Professional Standard for Counselling and

Psychotherapy (CPSCP): Entry to Practice Competency Assessment (commonly known as the "Registration Examination") took place on March 10, 2016. There were 43 Qualifying Members deemed eligible by CRPO to write the Exam; of those candidates who wrote the Exam, 72 per cent were successful.

The Examination Committee did not meet during the 2015-16 fiscal year since no appeals were filed.

Transitional Council Committee Members:

Thomas (Tom) O'Connor, RP (Chair);
Heidi Ahonen, RP; Andrew Benedetto, RP;
Carol Cowan-Levine, RP (ex-officio);
Jack Ferarri

Committee Members as of March 31, 2016:

Malcolm MacFarlane, RP (Chair);
Andrew Benedetto, RP; Carol Cowan-Levine,
RP (ex-officio); Sheldon Kawarsky;
Susan (Sue) Lymburner, RP; Steven Stijacic

Nominations and Elections Committee

The Nominations and Elections Committee is responsible for assisting the Registrar in supervising and administering elections, addressing election-related disputes and sourcing candidates, encouraging them to become nominated.

Proclamation of the *Psychotherapy Act, 2007* required that a new Council of elected members

be elected from among CRPO's Members. In August 2015, nominations opened for nine seats on Council. Overall, 25 Members submitted nomination packages. Voting took place in the month of October 2015 and concluded with eight Members elected to Council. For the first election only, term lengths vary. As of March 31, 2016, one seat remains vacant (Electoral District 6: Central West).

Transitional Council Committee Members:

Thomas Wall (Chair);
Carol Cowan-Levine, RP (ex-officio);
Thomas (Tom) O'Connor, RP

Committee Members as of March 31, 2016:

Keith Marlowe, RP (Chair);
Carol Cowan-Levine, RP (ex-officio);
Malcolm MacFarlane, RP;
Paula (Pat) Rayman, RP; Stephen Sidorski

Indigenous Registration Task Group (a sub-committee of Executive Committee)

The Indigenous Registration Task Group (formerly Indigenous Programs Task Group) was implemented in early 2015 to review and recommend modifications to CRPO's Education & Training Program Review and Recognition process. During the 2015-16 fiscal year, Council approved revisions to the Task Group's name and mandate as the scope of work shifted to encompass the review of registration tools and processes. The Task Group is in the process of this review, providing recommendations on how the application form, process and foundational

resources such as the *Entry-to-Practice Competency Profile for Registered Psychotherapists* can better reflect the manner and context in which practitioners gain their knowledge and experience in the Indigenous practice of psychotherapy.

The majority of Task Group members are Indigenous educators and practitioners who apply their knowledge and skills in a traditional way. The Task Group also consists of some members of Council.

Transitional Council Task Group Members:

Sandra Wong (Chair) (Non-Council TG Member);
Aimee Bailey (Non-Council TG Member);
Peter Beaucage (Non-Council TG Member);
Megan Cahoon (Non-Council TG Member);
Betty Carr-Braint (Non-Council TG Member);
Carol Cowan-Levine, RP (ex-officio);
Banakonda Kennedy-Kish Bell;
Roxane Manitowabi (Non-Council TG Member);
Terence (Philip) McKenna, RP

Task Group Members as of March 31, 2016:

Sandra Wong (Chair) (Non-Council TG Member);
Aimee Bailey (Non-Council TG Member);
Peter Beaucage (Non-Council TG Member);
Megan Cahoon (Non-Council TG Member);
Betty Carr-Braint (Non-Council TG Member);
Carol Cowan-Levine, RP;
Banakonda Kennedy-Kish Bell (Non-Council TG Member);
Roxane Manitowabi (Non-Council TG Member);
Keith Marlowe, RP;
Len Rudner

Financial Statements

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario

We have audited the accompanying financial statements of College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario, which comprise the statement of financial position as at March 31, 2016, the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario as at March 31, 2016, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Crowe Soberman LLP

Chartered Professional Accountants
Licensed Public Accountants

Toronto, Canada
June 24, 2016

College of Registered Psychotherapists
and Registered Mental Health Therapists Of Ontario

STATEMENT OF FINANCIAL POSITION

At March 31

ASSETS	2016	2015
Current		
Cash	\$ 2,724,393	\$ 556,243
Prepaid expenses and sundry	11,773	11,172
Government remittances receivable	-	4,671
	<u>2,736,166</u>	<u>572,086</u>
Capital assets (Note 4)	22,396	102,652
	<u>\$ 2,758,562</u>	<u>\$ 674,738</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 74,430	\$ 28,411
Government remittances payable	208,087	-
Deferred revenue	1,642,451	-
Due to Ministry of Health and Long-Term Care (Note 3)	3,840	84,502
	<u>1,928,808</u>	<u>112,913</u>
Commitments (Note 7)		
NET ASSETS		
Net assets invested in capital assets	22,396	102,652
Unrestricted net assets	807,358	459,173
	<u>829,754</u>	<u>561,825</u>
	<u>\$ 2,758,562</u>	<u>\$ 674,738</u>

The accompanying notes are an integral part of the financial statements

College of Registered Psychotherapists
and Registered Mental Health Therapists Of Ontario

STATEMENT OF OPERATIONS

Year ended March 31

Revenue	2016	2015
Ministry of Health and Long-Term Care funding	\$ 260,000	\$ 1,000,000
Ministry of Health and Long-Term Care funding repaid	(3,840)	(176,328)
	256,160	823,672
Membership fees	1,370,545	-
Application fees	194,264	328,375
Jurisprudence fees	82,733	120,262
Interest income	4,989	1,034
	1,908,691	1,273,343
Expenses		
Salaries and benefits	1,144,534	887,252
Information technology costs	123,196	120,700
Professional fees	73,424	44,871
Office expenses	43,937	44,276
Meetings - council and committees	38,348	8,455
Quality assurance program tools and resources	34,088	-
Communications and media costs	15,859	33,421
Travel and accommodations - council	14,768	2,738
Complaints and discipline tools	14,216	-
Registration tools and resources	12,470	-
Staff training and professional development	7,494	6,709
Consultants	7,340	5,800
Directors insurance	5,507	5,275
Bank charges and interest	4,830	4,476
Travel and accommodations - general	4,561	4,283
Meetings - office and general	2,984	3,175
Telephone	2,622	1,879
Amortization of capital assets	90,584	87,163
	1,640,762	1,260,473
Excess of revenue over expenses	\$ 267,929	\$ 12,870



CRPO / OPAO

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