



**ONTARIO SOCIETY OF REGISTERED
PSYCHOTHERAPISTS**

Thirtieth Annual General Meeting

Acknowledging The Land Within

Friday, November 18, 2022

Ontario Society of Psychotherapists
Thirtieth Annual General Meeting
Friday, November 18, 2022
1-4 p.m.

- 1.0 Call to Order, Welcome, Orientation**
- 2.0 Approval of the Minutes of the 2021 Membership Council Meeting**
- 3.0 Executive Committee Report**
- 4.0 Treasurer’s Report and Financial Statements**
 - 4.1 Motion to approve and honorarium for Board members
- 5.0 Presentation of the Slate of Officers**
 - 5.1 Installation of Officers
 - 5.2 Honoraria
- 6.0 Reports of Committees**
 - 6.1 Advocacy Committee
 - 6.2 Connect Committee
 - 6.3 Equity, Diversity and Inclusion Committee
 - 6.4 OSRP/CRPO Committee
 - 6.5 Wellness Committee
- 7.0 New Business**
- 8.0 Adjournment**

Report From the Executive Committee

Land Acknowledgement

We wish to acknowledge that the OSRP operates on unceded aboriginal land that has been inhabited by Indigenous peoples from the beginning. We thank all the generations of people who have taken care of this land for thousands of years. Long before today, as we gather here, there have been aboriginal peoples who have been the stewards of this place. In particular, we acknowledge Tokaronto, the Meeting Place where the trees meet the water. We recognize the contributions of Métis, Inuit and other Indigenous peoples, both in shaping and strengthening this community in particular, and our province and country as a whole. Today, this meeting place is still the home to many Indigenous people from across Turtle Island. This territory is covered by the Upper Canada Treaties and is within the lands protected by the “Dish With One Spoon” wampum agreement.

As settlers, this recognition of the contributions and historic importance of Indigenous peoples must also be clearly and overtly connected to our collective commitment to make the promise and meet the challenge of Truth and Reconciliation real in our communities and, in particular, to bring justice for murdered and missing indigenous women and girls across our country.

Respectfully submitted,

The Executive Committee for the OSRP Board

Report From the Treasurer

For the fiscal period July 1, 2021 to June 30, 2022.

In this report I am pleased to report that OSRP ended the past financial year in a very healthy financial position.

In the past year, membership revenue has increased. Much of this can be attributed to promoting OSRP with some of the psychotherapy training institutions, the support we provide to our members, our membership invitation program, and our growing list of member benefits. The HST initiative – #stoptaxingmytherapy – is another addition to the work we've been doing. General advocacy with the CRPO and involvement with the PRPA are also factors that affect the desirability of membership with OSRP. There are so many benefits available to OSRP members, and the list continues to grow!

We will continue our outreach to attract new members. As a Board, we are committed to promoting OSRP and to supporting you, our members, through professional development. This year we saw great success in our professional development events. We provided our members with many training options this year at reduced costs: CRPO application workshop and the Mentorship Program seminars are just some examples.

The Board voted to establish a new reserve fund with an initial investment of \$40,000.

Your Board of Directors and standing committees are actively recruiting volunteers. These positions will provide you with some great insight into the organization and enable you to be part of the growing vitality of the organization.

Respectfully submitted,

Liane Wood,

Treasurer

Motion to Approve an Honorarium for Board Members

Whereas the Board would like to propose that, going forward, membership dues be waived for Board members who have served 12 months on the Board,

Therefore, be it resolved that, By-law 6. Terms of Office of Officers and Board Members section D. Remuneration of Directors be revised to add section c) as follows:

D. Remuneration of Directors

The Directors shall serve as such without remuneration and no Director shall directly or indirectly receive any profit from occupying the position of Director, subject to the following:

c) Current Board members will have their dues waived for the membership year following each AGM for Board members who have been on the Board for a full year. Each year they complete a full year on the Board, they will have their dues waived for the following membership year.

Report from the Advocacy Committee

Advocacy Committee Members (in alphabetical order by first name):

- Andrea D’Onofrio, Chair, GST/HST Task Force
- Andreea (Andy) Madaras, OSRP Clinical Member
- Carmen Kattan, OSRP Board Member & Member, EDI Committee
- Cindy Elkerton, OSRP Clinical Member, Incoming Board Member
- Lucy Nusink, OSRP Clinical Member
- Mark Murphy, OSRP Student Member & Member, GST/HST Task Force
- Rachel Fulford, OSRP Board Member, **Chair, Advocacy Committee** & Member, GST/HST Task Force & GEWG
- Sarah Posh, OSRP Board Member, Chair, OSRP/CRPO Committee & Member, PRPA & GEWG
- Stephen Ademoluti, OSRP Student member

It has been an honour to step into the role of Chair, Advocacy Committee, formerly held by Andrea D’Onofrio, who has been my mentor in all things advocacy, and who has continued her ground-breaking and time-consuming work as the Chair of the GST/HST Task Force. Thank you, too, to all the amazing committee volunteers who have donated their time, expertise and influence to advocate for our professional interests as psychotherapists in Ontario.

*Warmly, and in the spirit of inclusive, transparent and respectful advocacy,
-Rachel*

Objective: The Advocacy Committee advocates on issues that benefit and impact Registered Psychotherapists as a whole.

The Advocacy Committee started by recruiting and assembling a dynamic new group of members, and to review the objectives of the committee. The description above was unanimously approved.

Important note: the role of the OSRP/CRPO Committee is now distinct from the role of the Advocacy Committee and its subcommittees.

- The OSRP/CRPO Committee, ably Chaired by Sarah Posh, operates independently and has separate responsibilities.
- This new clarity avoids duplication and overlap.

This Committee has met several times this year and continues to discuss and strategize around important issues such as insurance coverage, and larger topics facing RPs in Ontario such as the potential pros and cons of OHIP coverage of (some) RP services (as proposed by the ONDP, leading up to the 2022 Ontario election).

Current Advocacy Initiatives:

1. GST/HST Task Force (#StopTaxingMyTherapy aka STMT)

STMT Task Force Members in alphabetical order by first name:

- Andrea D’Onofrio OSRP Board Member, **Chair, GST/HST Task Force**, member of Advocacy Committee, OSRP/CRPO Committee, Wellness Committee, and Health Benefits Sub-Committee, Clinical Member
- Daniel Farb, M.Ed., OSRP Clinical Member
- Hammam Farah, OSRP Clinical Member
- Jess Erb, RP, Ph.D.
- Lauren Goldhamer, OSRP Clinical Member
- Mark Murphy OSRP Student Member & Member, Advocacy Committee
- Nikki Bianchi, OSRP Board Member; Chair, Connect Committee
- Rachel Fulford, OSRP Board Member; Chair, Advocacy Committee & Member, GEWG
- Stephanie Woo Dearden, RP(Q)

Andrea has kept the Task Force apprised of all developments below.

Main activities of STMT Task Force:

- ✓ Attracted the support of MP Lindsay Mathysen who brought Bill C-218 to the House of Commons for its first reading in December 2021
- ✓ Worked intensively with national coalition from December 2021–August 2022 to develop a Lobbying and PR strategy and tactics, writing and editing many documents, honing effective arguments, key messages, and action plan
- ✓ Co-launched national #taxfreetherapy campaign in August 2022, attended by 35+ therapist association leaders from across Canada: <https://www.dropbox.com/s/7dr6lsjs10ude51/GSTHSTWebinar.mp4?dl=0>
- ✓ Co-launched website www.taxfreetherapy.ca including official House of Commons petition (8,200+ signatures to date and climbing), easy tool for emailing your MP, and fact sheet.
- ✓ Helped position the cause effectively, including with a press conference on Tuesday, September 20 at the House of Commons
- ✓ Helped write press release that lead to this September 29 article on CTV.ca entitled “***Should therapy be tax-exempt? New campaign calls out 'bureaucratic semantics'***” <https://www.ctvnews.ca/health/new-campaign-calling-for-psychotherapy-to-be-exempt-of-gst-hst-like-other-mental-health-services-1.6090652>
- ✓ Initiated and developed celebrity endorsement strategy and scripts, resulting in at least two video endorsements, with more to come
- ✓ Spotlighted this issue on the national stage in an October 5, 2022 press release and press conference from Party Leader Jagmeet Singh and NDP Mental Health Critic Gord Johns: <https://www.ndp.ca/news/ndp-fighting-mental-health-services-canadians-while-liberals-maintain-status-quo>
Video at https://www.youtube.com/watch?v=Jbj8M_NooQs

From the release: “[We] are...asking...to immediately remove the GST on therapy services so Canadians seeking support pay less for the help they need. Right now, among providers of mental health services in Canada, Counselling Therapists/Psychotherapists are the only mental health professionals required to charge GST/HST.”

From video at 1:07-1:28: “We want to see GST removed from mental health services. This is a concrete measure that will happen, that can happen immediately; that will have an immediate savings for people trying to access mental health services. It will lower costs, and it also sends a really important message: we remove GST from items, from services we consider essential; mental health services should be considered essential in that same way.” The same message en français à 2:18-2:35

Next Steps for GST/HST Task Force:

- Continue to publicize our calls to action and draw attention to this issue so that we can gain more signatures, encourage more citizens to write / call their MPs, and attract more media coverage and high-profile celebrity endorsements so that the end of this tax becomes undeniable
- Continue to work with national coalition including CCPA, PRPA and their lobbying firm (Impact) on the political strategy to move the exemption into law
- Celebrate the wins with all of our members who have made all these milestones possible!

2. Partnership of Registered Psychotherapy Associations (PRPA)

<https://prpainfo.ca/> Sonya Gotziaman (OSRP's PRPA voting Rep) and Sarah Posh

- ✓ Met January 22, March 19, May 28, and October 22 (full-day Saturday meetings) with the other members of this umbrella organization of Ontario psychotherapy organizations, of which the OSRP is a dues-paying member
- ✓ Discussion of **\$4.11** per member as the PRPA fee (included in your OSRP membership fee – not in addition to it)

To be discussed and decided: how the PRPA will prioritize its advocacy work with the incoming second Ford government at Queen's Park. Discussion of potential upcoming press conference at Queen's Park.

3. PRPA Government Engagement Working Group (GEWG) — meets monthly Rachel Fulford (OSRP's rep)

- ✓ Met with Premier Doug Ford and Minister of Labour Monty McNaughton to discuss inclusion of RPs in Ontario Service Plan (insurance benefits) which led to the below meeting at their recommendation
- ✓ Met with the staff of the new Associate Minister of Mental Health and Addictions, Michael Tibollo (who has since been reappointed), to discuss inclusion of RPs in Ontario Service Plan (insurance benefits)
- Continue to share updates re: #TaxFreeTherapy campaign, press conference, problem-solving around campaign content and logistics, progress reports etc.
- Continue to develop fall/winter 2022/2023 priorities for provincial lobbying & press strategy

Next Steps for Advocacy Committee:

- Continue supporting the work of the GST/HST Task Force and the new National Coalition which has sprung from its efforts until this tax on our services is removed
- Continue representing OSRP and its members at the provincial and national levels with partners (CCPA, PRPA, Impact etc.) on all Advocacy
- Assume leadership role with RPIC (Registered Psychotherapists Insurance Committee) to advocate for more coverage of RPs within employee benefit plans
- Move forward on various initiatives including a rate survey with the goal of developing a rate card survey
- Continue advocating at the local, provincial and national level for the interests of RPs as a whole, developing a stronger presence
- Work on developing PR Committee in partnership with the Connect Committee in order to put the voices, needs and concerns of RPs front and centre in national media outlets
- And when that wonderful day comes...celebrate the end of HST on psychotherapy!!!

In conclusion – this was a busy, eventful and productive year for the Advocacy Committee. We have achieved a great deal, and there is much work left to do if we are to keep up the momentum and continue to build on our success in drawing attention to the issues that impact our profession, such as the HST issue – but not only the HST issue.

Although we spent virtually no money this year other than our contribution to the PRPA, we spent hundreds (if not thousands) of volunteer hours doing hands-on advocacy work that normally would have required the hiring of professionals. This work included: drafting press releases, writing messaging documents, editing websites, attending lobbying meetings with elected representatives and forming strong working coalitions provincially and nationally where we show up as your representatives, and hope to make you proud as reliable, transparent partners.

We feel that advocating for the work we do is vitally important to the dignity and respect that we feel our profession has earned and continues to earn as we weather the pandemic and beyond in a regulated environment.

It is only through teamwork and respecting others' differences while valuing what we hold in common that we are able to

continue to wade through some daunting political waters. Thank you to everyone who supported this work by being a member of the OSRP and inviting your colleagues to do so; signing the House of Commons petition, writing to your MP, and simply doing the vital and impressive work that you are doing as a Registered Psychotherapist.

Your support means the world to us.

Respectfully submitted,

Rachel, Andrea, and all the Advocates

Following is a flyer that can be found at <https://www.taxfreetherapy.ca/resources>

TAX FREE THERAPY



Canadians should not have to pay taxes on mental health care. Counselling/psychotherapy services should be GST/HST exempt.

DID YOU KNOW?

Among mental health care providers in Canada, counsellors/psychotherapists are the only mental health professionals who are required to collect the GST/HST. **All other counselling/psychotherapy providers are exempt from the GST/HST**, including psychologists, social workers and occupational therapists.

THE PROBLEM

- In order for a profession to receive a tax exemption, the Department of Finance requires that it be regulated in no fewer than five provinces and territories. **The counselling/psychotherapy profession meets this requirement.**
- However, the Department refused the application for tax exemption citing a requirement that the provinces regulate the profession in question using the same professional designation (no written record of this requirement has been found).
- Two professional titles were used: “Counselling Therapist” (NS, PE, NB) and “Psychotherapist” (ON, QC).
- The professional titles reflect regional preferences, which must be respected. However, the scope of practice is identical.
- This is a bureaucratic game of words and this makes our profession less accessible at a time when people urgently need mental health care to recover from this pandemic.



THE SOLUTION

In order to provide a GST/HST exemption for counselling/psychotherapy services, the federal government must amend the Excise Tax Act by legislation as follows

- (1)** add counselling/psychotherapy practitioners to the list of eligible practitioners (in section 1 of Part II of Schedule V); and
- (2)** add counselling/psychotherapy services to the list of tax-exempt services (in section 7 of Part II of Schedule V).

WHY DO THIS NOW?

“We are all aware of the impact of COVID-19 on the mental health of the population. It was a crisis before the pandemic. We are now seeing without a doubt the impact on the population. **This [bill] is a small step in helping people, but an important step.** I’m grateful to the people who are working on this issue and who have been asking for tax fairness for psychotherapists for a very long time.”

- Lindsay Mathyssen, MP, London-Fanshawe¹

MP Lindsay Mathyssen introduced Private Member’s Bill C-218, which calls for the removal of the tax. This has brought to light the unfairness of this situation. **In order to remove the tax, the government must introduce a budget bill**, which is an option that Lindsay Mathyssen supports. We need to educate the current government on this issue, especially the Minister of Finance, and encourage the inclusion of the tax exemption in the Fall Economic Statement and the next federal budget.



www.taxfreetherapy.ca

WHAT CAN YOU DO?

To support Bill C-218 and get rid of this unfair tax once and for all, we ask you to :

- Sign and distribute this parliamentary petition **here**.
- Send a letter to your MP and Finance Minister Chrystia Freeland by clicking **here**.
- Ask your MP (regardless of party) to support Bill C-218 and write to Finance Minister Chrystia Freeland to express your support [link to sample letters].
 - If your MP is from the Liberal Party, ask them to include the removal of this tax in the government’s Fall Economic Statement.
 - If your MP is not a member of the Liberal Party, ask them to demand the removal of this tax in the government’s Fall Economic Statement.

Take action by going to www.taxfreetherapy.ca and distribute the link to your network. Please also consider including www.taxfreetherapy.ca in your email signature.

Report From the Connect Committee

Committee Members: Nikki Bianchi (Chair), Liz Phillips

Major Work Accomplished This Year

Launch of New Website

In 2022, the OSRP launched a brand new website! The OSRP website comes under the purview of both the Connect Committee and the Executive Committee. Last year, the Executive Committee and Board agreed that our website was not working on a number of levels (efficiency, access, diversity, navigation, agility, relevance, cost). So, the Board went through an RFP process to find web developers who could give us a better website and meet our needs.

With the help of an OSRP member, André Brown, who has expertise in website development and guiding organizations in technical decisions, the Board chose Funnel Communications to do the job and the new OSRP website went live in April of this year. The OSRP website intersects a number of organizational areas – communications, member benefits, advocacy and protection and client access to care, etc. Across these domains, the new website features streamlined navigation that provides quick and easy access to things like member benefits (health and liability insurance, professional development opportunities, etc.), ensures that members can better identify themselves in ways that are relevant to them, and improves the ease with which clients can search for a therapist, among other significant changes aimed at better serving the membership.

Revamped Central

Also in 2022, the Connect Committee revamped our monthly email newsletter Central, which now features a new, snappier and more streamlined template! Beyond our desire to make Central easier on the eyes, our goals were to improve its navigation; ensure that we are providing important information, benefits and offerings to the membership in a relevant and digestible fashion; distinguish between original content and paid advertisements; and enhance our ability to measure member engagement so that we can continue to improve Central to better suit members interests, recommendations and needs. We also implemented a new schedule, so you can expect to see a new Central in your inbox at 8 a.m. ET on the third Wednesday of every month!

Open Houses

The OSRP continues to experience great success and growth through our once-monthly open houses. Through our open houses, we are able to regularly connect with CRPO-approved schools as well as therapists who don't yet have an association, to let them know about the benefits of membership at the OSRP. In 2022 alone, 25 new Student members joined the OSRP due to our open houses. This growth is significant because, as we continue to expand as an association, so will our ability to provide better support, benefits and professional development offerings to our members.

Listserv

Earlier in 2022, the Connect Committee – along with our Society Manager, Evonne Brant – formulated listserv guidelines, which are sent out once a month to ensure our members have a safe place to ask their questions, connect, etc.

Works in Progress & Committee Needs

Connect is a small but mighty committee! And though we have made many significant strides this year, it is our hope to continue effectively serving the membership by growing our team to include more diverse voices. We would also like to develop a more comprehensive content strategy for our public-facing blog – one that ensures the original content we produce is not only relevant and valuable but also equitable and inclusive of the plethora of voices that make up our membership. To do this, we need more hands on deck, as well as folks that can develop and implement processes that ensure our content meets the highest standards.

Additionally, we would love to invite interested members to join us in forming a welcome committee for new members, helping to connect them to the resources and supports they need.

The Connect Committee would like to acknowledge the incredible and ongoing support for our organization from Evonne Brant. Without Evonne, nothing would happen. She is the backbone of the Connect Committee and helps execute vital tasks. Thank you Evonne!

Respectfully submitted,
Nikki Bianchi
Committee Chair

Report From the Equity, Diversity & Inclusion (EDI) Committee

Committee Members: Kimberly Cato, Interim Chair, Nikki Bianchi, Carmen Kattan, Liz Phillips, Krishna Vora, Maria Wallis

It was OSRP's formation of the EDI Committee in September 2021, and their publicized intention to embed EDI practices in everything, that caught my attention in the community. This, coupled with the BIPoC Exam Prep Scholarship, BIPoC Membership Bursaries, and the development of the Mentorship Program, there appeared to be a tangible response to the identified gap in service identified as an emerging need in the Black, Indigenous & Racialized communities in COVID. I am honoured to be working with this dynamic and committed group of individuals who are dedicated to the establishment of psychotherapy for all those in need of support, regardless of how they identify. It is my intention to see representation in the Practice of Psychotherapy that reflects the diversity of the Ontario communities that we serve. This is why I am here.

~Kimberly Cato-Interim Chair

EDI Mandate

The Equity, Diversity, and Inclusion (EDI) Committee understands that multiple approaches and points of view make up the core values of the practice of psychotherapy. We also understand that exclusion and racism are systemic in our culture, and have affected our practice in deeply embedded, often unconscious ways. We therefore aim to ensure that residents of Ontario, including our most marginalized, vulnerable populations, can confidently and safely access the highest standards of therapeutic care available. We intentionally provide practitioners with the insight and support necessary to bring their empowered, full, and authentic selves to the conversation. The EDI Committee of OSRP holds anti-racism, anti-oppression, and social responsibility as its defining ideals.

EDI MEETINGS & ACTIVITY

The EDI Committee began meeting monthly in January of 2022 and determined to create a foundation strong enough to support the necessary changes. After looking over description letters and invitations to apply for the BIPoC Scholarships & Bursaries, it was determined that these initiatives would be best served as a part of the EDI Committee. The EDI Committee changed the name of these initiatives, went to the Exam Prep Course to speak about the Scholarship and saw an immediate uptick of interest in applying. The EDI Committee then proceeded to raise additional funds to ensure that money would never be a deterrent to support a Black, Indigenous or Racialized person seeking to enter the profession.

BIPoC Exam Prep Scholarship & BIPoC Membership Bursary

The EDI Committee reviews applications for OSRP's BIPoC Scholarships & Bursaries after the fall & the spring sittings of the Exam Prep Course prepares RP (Qualifying) members to write CRPO's entry-to-practice exam. Thereafter, share numbers while preserving the identity and private information about those who received the funding.

This year, the committee granted the following scholarships and bursaries:

- 11 BIPoC Exam Prep Scholarships for the CRPO Exam Prep Course
- 16 BIPoC Membership Bursaries

In OSRP's 2022-2023 budget, the Board approved \$4,000 in BIPoC scholarships for the Mentorship Program. This will provide full, wrap-around support throughout the professional lifecycle of the BIPoC RP (Qualifying) member.

Respectfully submitted,

Kimberly Cato,
Interim Chair

Report From the OSRP/CRPO Committee

Committee Members: Sarah Posh, (Chair), Andrea D’Onofrio, Jean-Philippe Normand, Zahra Nafar, Zdenka Goralikova, Masooma Zehra

After the executive leadership team opened the door to meeting with the CRPO last year, we created the OSRP/CRPO Committee in order to focus on this important relationship.

Purpose

The purpose of the committee is to create open dialogue and communication between the OSRP and CRPO in regards to member questions, areas of concern or clarification and so forth. As the governing body for psychotherapists, it is important that we maintain a co-operative relationship with the CRPO through ongoing, open communication, while also ensuring that the needs/concerns of our members are addressed.

The road so far...

- Had several meetings with Deborah Adams, the registrar and CEO of the CRPO this year.
- Asked questions and brought up industry trends to the CRPO.
- The CRPO highlighted changes (i.e., the QA Enhancement Project, CRPO Trauma Review that began in the fall).
- Attended the stakeholders meeting in June.

The road ahead...

- Successfully advocated with them to remove the names of RPs going through the disciplinary process from the Communiqué messages.
- To ensure consistency of participation in this important ongoing relationship.

Respectfully submitted,
Sarah Posh,
Committee Chair

Report From the Wellness Committee

Committee Members: Andrea D’Onofrio (Chair)

Activities Summary for 2022

Our new Wellness Committee was struck this spring. The objective of the committee is to support the overall health and well being of our members, in order to thrive professionally. Our group health benefits plan will be handled through this committee.

ACHIEVEMENTS

Our group health benefits plan, previously with Medavie Blue Cross, came to an abrupt end with little notice. We worked very hard with our brokers to search the market and were able to find a new plan that closely matches our previous one. Our new plan, through Equitable Life and administered online through Effortless Admin, is one of the most inclusive in the field, as it does not require a medical examination to join.

There are two levels of coverage options, as before: Entry and Essential. Members can choose the level of coverage that is right for them and their families. Core benefits include: prescription drugs, paramedical services (including coverage for RP services), dental care, vision care, long-term disability (Essential Plan only), travel coverage, as well as life, dependent life and accidental death and dismemberment (AD&D) coverage.

We are grateful to our previous plan members for your patience and understanding as we worked to get the old plan completed and the new plan up and running.

UPCOMING INITIATIVES

GoodLife Fitness Memberships

We have been working on a partnership deal with GoodLife Fitness for the past few months and look forward to launching discounted memberships soon.

Online Exercise and Relaxation Classes

We care about your health and look forward to collaborating with various health and fitness professionals to offer online classes that would be recorded in order for you to access videos for active exercise classes or relaxing, rejuvenating healing-focused classes.

We look forward to welcoming new committee members and welcome feedback from our membership on what health-related services and options would be meaningful to you. If you are interested in joining the Wellness Committee, please fill out our online volunteer application form by using the following link:

<https://funnelcom.typeform.com/OSRPVolunteerAp>

Respectfully submitted,

Andrea D’Onofrio, Committee Chair