



October 19, 2022

On behalf of the Board of Directors of the Ontario Society of Registered Psychotherapists, we invite you to join us for our 30th Annual General Meeting and Town Hall on Friday, November 18, 2022, from 12-4 p.m. This year's AGM and Town Hall will be held via Zoom.

The theme for this AGM is "Acknowledging The Land Within." The back story fuelling this Annual Report is born out of OSRP's intention to embed Equity, Diversity and Inclusion (EDI) principles into every aspect of the organization as a demonstration of our intention to address issues of structural racism, oppression and marginalization that impact the lives of both psychotherapists and the communities they serve. To do this with true efficacy, we must always begin by dismantling the first offense that continues to this day in myriads of ways and speaks to the call for Truth and Reconciliation across this Nation.

In recognition of the fact that OSRP operates on unceded land that is covered by the Upper Canada Treaties and is within the lands protected by the "Dish With One Spoon" wampum agreement, the Board began this year by decolonizing the Land Acknowledgements that initiate each monthly meeting, choosing to centre Mother Earth and Her Original Stewards who continue, to this day, to honour their commitment as care-takers of Turtle Island. Each Board meeting started with intentional study of what it means to be Treaty People living and working on stolen land and re-establishing our connection to this land as a source of strength, respite, wisdom and healing that contributes greatly to the mental well being of all of us.

From this grounded position of mental wellness, the Board was moved by the February 2022 report released by the Mental Health Commission of Canada, and cited by Deborah Adams in CRPO's February Communiqué called "Shining a Light on Mental Health in Black Communities." This report documented health disparities in Black Communities that speak directly to the gap in service that OSRP identified and responded to in 2021. Some statistics from this report state:

- only 38% of survey respondents who are Black and reported poor or fair mental health stated that they had used mental health services
- 60% said they would be more willing to use mental health services if the mental health professional were Black
- 35.4% were experiencing significant psychological distress, 34.2% of whom never sought mental health services

Deborah Adams, the Registrar and CEO of the College of Registered Psychotherapists of Ontario (CRPO), responded to this data by stating, "The message that these statistics carry is clear: we need work to reduce barriers like systemic inequities resulting from anti-Black racism and lack of representation in the profession to improve access to much-needed mental health care for the Black community in Ontario."

OSRP began responding to these inequities before this data was released, in recognition of multiple barriers to reducing the racial disparities that contribute to poor mental health outcomes for Black communities in Ontario. The BIPoC Exam

Prep Scholarship and the BIPoC Membership Bursary are our multi-pronged response to addressing the lack of representation for Black, Indigenous and Racialized individuals in need of mental health services.

Through our partnership with Spring Berriman and Shelley Whitehouse, the creators and facilitators of the CRPO Exam Prep Course, Registered Psychotherapist (Qualifying) who identify as Black, Indigenous or Racialized can apply for this scholarship and receive expert assistance to prepare for the entry-to-practice exam. OSRP has found this course to be a vital component for qualifying RPs to successfully pass CRPO's entry-to-practice exam. In 2022, OSRP is delighted to have supported eight people with their entry-to-practice exam through the BIPoC scholarships, followed up with a one-year BIPoC Membership Bursary to OSRP that pays their first year with the Association. This equips the BIPoC psychotherapist with access to continued support, member specific benefits, and connection with a welcoming body of psychotherapists committed to help them flourish.

It is this commitment to come alongside members with necessary assistance to build a practice that meets CRPO practice standards and provides support throughout the professional lifecycle (from student, to qualifying, to clinical member and supervisor) that gave rise to the 12-Module offering of the Mentorship Program that opened its doors in May 2022. The 12- Modules of the Mentorship Program, that can be purchased individually or as a full package, are as follows:

- Module 1 - Setting Up Private Practice
- Module 2 - From Conversation to Client
- Module 3 - Practices, Policies and Procedures
- Module 4 - How to Get the Most out of Supervision
- Module 5 - Equity and Inclusion 101 for Therapists
- Module 6 - Practice Planning
- Module 7 - Time Management
- Module 8 - Having an Ongoing Marketing Plan
- Module 9 - Everything Websites & Social Media
- Module 10 - Planning for Life Events
- Module 11 - Finding Your Niche
- Module 12 - Building Multiple Income Streams

When a Black, Indigenous or Racialized individual who received a BIPoC Exam Prep Scholarship and a BIPoC Membership Bursary redirects the money saved to the package purchase of the 12-Modules of the Mentorship Program, they will finish their first year with OSRP strengthened with all they need to be an exceptional psychotherapist who also answers the Racialized communities cry for representation.

These initial steps of embedding EDI principles into the framework of all things OSRP also include the work of establishing the EDI Committee and building a strong container to hold the charge that confronting anti-racism will hold. The EDI committee established a clear mandate, develop and distribute a Board survey to determine a baseline of understanding of those who will form the container for the EDI work being done organizationally currently hold. With the new Board, we will continue the work of embedding Equity, Diversity, and Inclusion with this Committee's Mandate being our guide to fall back on.

EDI MANDATE: The Equity, Diversity and Inclusion 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 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.

Furthering OSRP's intention to ensure that our BIPoC, LGBTQ2S+ and other therapists who are marginalized feel represented and included in our organizational culture, the Nomination Committee was re-established to specifically address the composition of our Board. We held monthly, Board-curious question & answer meetings with a specific call out to the Diverse Psychotherapists of our membership to voice their interest. This resulted in 5 OSRP Members interested in joining the Board. Please be sure to read about who they are in this AGM package and definitely vote for the representation that OSRP, CRPO, and the Mental Health Commission of Canada recognize as essential for Ontario's overall mental health.

OSRP's Policy Holders encountered challenges this year with our health insurance plan and the proposed dramatic rise of rates necessitating a spontaneous switch to a new provider. Though this switch was met with many missteps, the membership was in good hands with the tireless advocacy led by the committed Board Members who fought to ensure that a comparable plan that continues to hold the essential components needed by the membership was made available at the most affordable rate.

The Board also did some internal work with Dr. Sharona Bookbinder to explore internal and external communication strategies, conflict resolution, and effective team building techniques. This was the result of feedback received via the Listserv about a statement published in Central regarding the War in Ukraine and the perception that OSRP was delving into political waters that we have no business swimming in. The most glaring realization that this process brought the Board was an awareness of our current Mission Statement presenting a potential problem when understanding OSRP's political scope. This awareness resulted in our need to update the Mission Statement, and we will discuss this in more detail when asking for your vote.

We also walked away from this process with Dr. Bookbinder with recommendations that, when coupled with the information gathered from you at the AGM, will fuel the fire of this new Boards Agenda for this coming year.

And the final thing I will share about this extraordinary year for the Board of OSRP is that we are delighted to have advanced our #StopTaxingMyTherapy initiative into a National Campaign with Canada wide Stakeholders and participants who are doing the work of moving forward this fundamental GST/HST Exemption Campaign and MP Lindsay Mathysen's Bill C-218, which is being spoken about by NDP Leader Jagmeet Singh and Mental Health & Harm Reduction Critic, Gord Johns. This kind of political traction brings hope to all those involved and impacted by the taxing of our services. If you have not done so already, please feel free to visit www.taxfreetherapy.ca to show your support for exempting counselling herapy/psychotherapy services from GST/HST.

This is a recap of what the OSRP Board has done this year, and this is where we ask for your support in return. We need your presence and/or your vote on November 18, 2022, at our AGM. We need your vote for the new Board and your vote on the new Mission Statement. Without your votes, we cannot move forward with continued plans to be that welcoming and inclusive home for Psychotherapists representing communities in need.

At present, our membership exceeds 1,000 and we are still growing. Given this, we now need more people for quorum, and more voices to represent your wishes for how we can best protect, connect, and advocate for you.

To show your support and appreciation for the many hours your Board has volunteered this year, and to make sure their work can be pushed forward by your votes, we need you to make your voice be heard. Come to the AGM to vote! Or send your vote by proxy!

Voting by Proxy

If you are unable to attend the Annual General meeting or any special meetings of the Society, you may delegate another voting member to vote on your behalf.

- Complete a proxy form designating who your proxy is by clicking on this link <https://www.surveymonkey.com/r/S5YPB7K>. All current members of the Society (except for Friend of the Society members) may be proxy holders.
- Inform your proxy that you have chosen them to vote on your behalf at our AGM.

Your tasks in preparing for the AGM

- If you haven't already, register to attend the AGM by Wednesday, November 16. Please do not register more than once. Please RSVP by clicking on this link <https://osrp.ca/event-5005834>.
- Read the Annual Report so you can discuss and vote.
 - This includes: the 2021-2022 financial statements, committee reports and the proposed Mission Statement amendments.
- Review last year's AGM minutes and the profiles of Board nominees, CONSIDER VOLUNTEERING FOR A BOARD or COMMITTEE ROLE There is still room for more:
 - Treasurer
 - Writers/social media savvy folks to help the Connect Committee with ideas, articles, blogging
 - Members for the EDI Committee who have an interest and commitment to furthering our cause for diverse representation
 - Someone to represent the OSRP as a voting member at the PRPA steering committee. This could be the Chair, or someone else dedicated to attending the PRPA quarterly meetings, voting, and co-chairing PRPA meetings once a year.
- Please read up on the attached Board and committee positions and consider being nominated on November 18. We look forward to seeing you via Zoom on November 18.

With Love & Gratitude,
Kimberly Cato,
Chair ~ Executive Committee



**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
12-4 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 Resolution 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 Connect Committee
 - 6.2 OSRP/CRPO Committee
 - 6.3 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.

We are in the process of creating a reserve fund in the amount 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.

BIPoC Bursary & Scholarship Sub-Committee

This committee reviews applications for OSRP's BIPoC membership bursaries and CRPO Exam Prep Course scholarships and makes recommendations to the OSRP Board based on those reviews.

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

- 4 scholarships for the CRPO Exam Prep Course
- 9 BIPoC Membership bursaries

The Board approved the addition of \$4,000 to next year's budget for BIPoC scholarships for the Mentorship Program.

Respectfully submitted,

Liane Wood,
Treasurer

Resolution to provide a yearly honorarium to Board members

The Board would like to propose granting a yearly honorarium to Board members who have served a full year on the Board.

Motion

Going forward, Board members who have served on the Board for a full year will receive an honorarium in the amount \$220.35 (one year's Qualifying/Clinical membership dues), payable after each AGM. Each Board member would receive the honorarium each time they complete a full year on the Board.

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 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
Chair, Connect Committee

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