



CRPO / OPAO

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

Annual Report 2014–2015



CRPO / OPAO

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

Council Members

Heidi Ahonen
Barbara Anschuetz
Andrew Benedetto
Carol Cowan-Levine
Linda Ann Daly
Bikram DasGupta (until December 2014)
Jack Ferrari
Banakonda Kennedy-Kish Bell
Kenneth Lomp
Philip McKenna
Julius Nathoo (until December 2014)
Thomas O'Connor
Kevin VanDerZwet Stafford
Thomas Wall

Non-Council Committee Members

Sabine Cox (since November 2014)
Bill Helmeczi (since September 2014)
Tamar Kakiashvili (since September 2014)
Scott Morris (since September 2014)

Task Group Members

Aimee Bailey (since January 2015)
Peter Beaucage (since January 2015)
Megan Cahoon (since January 2015)
Betty Carr-Braint (since January 2015)
Roxane Maniowabi (since January 2015)
Sandra Wong (since January 2015)

Staff List

In addition to nine Registration Assistants, CRPO staff includes the following:

Jo Anne Falkenburger
Director, Operations & HR

Sean Knight
Council and Outreach Coordinator

Lene Marttinen
Policy & Communications Analyst

Monica McPherson
Manager, Registration

Mark Pioro
Director, Professional Conduct

Kelly Roberts
Operations Coordinator

Joyce Rowlands
Registrar



Table of Contents

President's Report.....	2
Council Report	4
Registrar's Message	6
Committee Reports	
Registration Committee	8
Indigenous Programs Task Group.....	10
Quality Assurance Committee	11
Inquiries, Complaints & Reports Committee.....	12
Discipline Committee.....	13
Fitness to Practise Committee	13
Client Relations Committee.....	14
Examinations Committee	15
Nominations & Elections Committee	15
Financial Statements.....	16

President's Report

Closing the deal — getting the keys



There can only be one theme for my report this year, the same never-ending theme that has consumed us for the past several years — that of building. We at CRPO have been the architects retained by the Ministry to create this new College, and to overcome the inevitable and unexpected challenges encountered in such an undertaking.

We have wanted a future for a very long time; hence, we had to create it.

The past year was spent in the ongoing pursuit of our readiness to take possession of our new home; to demonstrate the soundness of our design and functioning; to assure others and ourselves that we can operate the intricacies of what we have developed; in other words, that we should be given the keys — at last.

Readiness — persistently, steadfastly, on occasion forlornly, even hungrily, was pursued with Council reappointments, policy development, operational growth, expanded French communication, and a continuous refinement of the registration process.

“What an extraordinary journey...
Our leadership must continue as
it began — ethically, authentically,
collaboratively.”

Many accomplishments

We tweaked our grandparenting route application; signed back the 56th (and final) draft of our Registration Regulation to the Ministry; and utilized our Review and Recognition process to assist the registration process, whilst continuing to receive additional education & training programs for review. In this past year, four programs were Recognized.

Staff initiated the audit function for grandparenting applicants, and continued to iron out wrinkles in the process. In addition, pilot testing for regular route applicants was undertaken, leading to a finalized, pre-registration process for “Qualifying” applicants by the end of 2014.

Transparency was key to all our undertakings, as was equity and fairness. Our support for French-speaking applicants was demonstrated by the creation of a French-language Jurisprudence Learning Module, and recruitment of additional French-speaking staff.

CRPO has an ongoing commitment to supporting a culturally and professionally diverse membership base. This was further shown this year through the retention of a consulting firm to review our processes and tools for evaluating internationally-trained applicants and the many complex equivalencies in their training.

Equity, integrity and fairness were enhanced by the creation of an Indigenous Programs Task Group. Its mandate is to look at Indigenous education & training programs in psychotherapy, to see whether our Review & Recognition process can be adapted for use in a parallel Indigenous context — a first for any Regulatory College, we believe.

As a final critical step in our preparedness for the ever-elusive proclamation, a job description for the position of Registrar was developed, and with Council affirmation, Joyce Rowlands was offered and accepted the position of Registrar with the new College, for a two year period following proclamation. Joyce's many capabilities, as demonstrated over the past six years, will provide the organization with the stability required at this time, along with her knowledge, skills, and good judgement.

With 2,250 grandparenting applications and 40 regular route applications in hand, we were informed by the Ministry on March 31st, 2015 that the College would be proclaimed into law within hours — 12 hours to be exact.

So on April 1st, 2015, we were given the keys at last — 5 years, 4 months, 4 weeks and 1 day since our first gathering. I didn't know then if we would succeed, but I knew we had to try!

What an extraordinary journey. Unlike former French President, Charles de Gaulle, who famously exclaimed, "How can you govern a country which has 246 varieties of cheese?", we have done that very thing — or at least the regulatory equivalent!

Our leadership must continue as it began, ethically, authentically, collaboratively.

Oversight is key to all we do; oversight that is just, equitable, responsible, fair and guiding; oversight that brings depth and breadth and vision.

Great opportunities

Two pillars frame CRPO's portal — public protection and professional accountability. We did not develop this College as a home to hide in, but rather as a house to grow in, and grow we must.

We are a group of ordinary people, who have done an extraordinary thing! Now we are entering a new chapter and the winds of change are blowing. Council will never be quite the same; it is a time of farewell for some and welcome to others. Our strength will continue to reside in our ability to make decisions based on mutual accommodation, lessons learned, and wisdom acquired.

In looking back as well as ahead, it is abundantly clear that: "The world will little note, nor long remember what was said here, but it will never forget what was done here" (Abraham Lincoln).

Great moments are born from great opportunities — and creation of this College has been a great moment!

The lessons of the past will not be forgotten, but it is our hope for the future that we celebrate today.

Carol Cowan-Levine, President





Council Report

Year in Review

April 2014

Pre-registration for 'Grandparenting' applicants opened April 10th.

At the request of government, Council reluctantly agreed to remove reference to the Indigenous Practice of Psychotherapy from CRPO's draft Registration Regulation. Council committed, however, to developing an Indigenous pathway to registration, and to embedding this intention in College policy and programs (see sidebar page 10).

May

Our final Registration Regulation was signed by the President and Registrar, and submitted to the Ministry of Health and Long-Term Care (MOHLTC).

French Jurisprudence Module made available to applicants.

June

First psychotherapy education and training program formally recognized under CRPO's Review & Recognition program was the Gestalt Institute of Toronto.

Inaugural meeting of the Fitness to Practise Committee.

July

Audits of randomly selected Grandparenting applications commenced.

August

Responded to "Stop Psychotherapy Takeover" group concerns regarding the controlled act of psychotherapy.

September

Second education and training program Recognized was the Ontario Institute for Studies in Education (OISE).

Three non-Council Committee Members appointed to Registration Committee.

Pilot testing of the Regular Route online application form commenced.

November

Fourth non-Council Committee Member appointed to Registration Committee.

Advisory Group for Regulatory Excellence (AGRE) Transparency Principles circulated for stakeholder comment.

Responded to request from the Minister of Health and Long-Term Care, outlining CRPO measures that support transparency of information about Members and outcomes of College complaints processes.

December

Pre-registration for Regular Route applicants in the RP (Qualifying) category opened December 15th.

January 2015

Third education and training program Recognized was the Canadian Institute for Child and Adolescent Psychoanalytic Psychotherapy (CICAPP).

Appointment of Council Members and Indigenous Members to the Indigenous Programs Task Group.

Responded to request from the Minister of Health and Long-Term Care, outlining College resources designed to prevent and deal with sexual abuse of clients.

February

Inaugural meeting of the Indigenous Programs Task Group, whose task is to develop a parallel process for Reviewing & Recognizing education and training programs in the Indigenous context.

March

Engaged a consulting firm to review CRPO tools/ processes for assessing the education and training of internationally prepared applicants for registration, to assist staff in determining substantial equivalency.

Fourth education and training program Recognized was Yorkville University.

CRPO advertisement announcing that regulation of psychotherapists in Ontario was coming soon ran in 50+ community newspapers across the province.

Contract signed to hire Joyce Rowlands as Registrar for two years following proclamation.

By the end of March, approximately 2,250 Grandparenting, and 40 Regular Route applications for registration had been submitted.

On March 31st CRPO was informed by MOHLTC that the *Psychotherapy Act, 2007* would be proclaimed into force April 1, 2015.

Code of Ethics

As a member of the College of Registered Psychotherapists of Ontario, I strive to practise safely, effectively and ethically, and to uphold the following principles:

Autonomy & Dignity of All Persons

To respect the privacy, rights and diversity of all persons; to reject all forms of harassment and abuse; and to maintain appropriate therapeutic boundaries at all times.

Excellence in Professional Practice

To work in the best interests of clients; to work within my skills and competencies; maintain awareness of best practices; and to pursue professional and personal growth throughout my career.

Integrity

To openly inform clients about options, limitations on professional services, potential risks and benefits; to recognize and strive to challenge my own professional and personal biases; and to consult on ethical dilemmas.

Justice

To strive to support justice and fairness in my professional and personal dealings, and stand against oppression and discrimination.

Responsible Citizenship

To participate in my community as a responsible citizen, always mindful of my role as a trusted professional; and to consult on potential conflicts-of-interest and other personal-professional challenges.

Responsible Research

To conduct only basic and applied research that potentially benefits society, and to do so safely, ethically and with the informed consent of all participants.

Support for Colleagues

To respect colleagues, co-workers, students, and members of other disciplines; to supervise responsibly; to work collaboratively; and to inspire others to excellence.

Approved at Council November 16, 2011

Registrar's Message



Ready, set, go!

On March 31st, 2015 the transitional Council (TC) and staff learned that the *Psychotherapy Act, 2007* would be proclaimed into force the following day, bringing the new College into full operation. We were taken aback by the short notice but, in fairness to the government, the TC had asked for that date, and the Ministry of Health and Long-Term Care (MOHLTC) had advised us repeatedly to strive to be ready for it. That said, nobody was more surprised than we were at this sudden but welcome news!

“the controlled act of psychotherapy
... was not proclaimed into force
along with the rest of the Act.”

So, we were ready (more or less) for proclamation, but less prepared for a directive from the Ministry regarding the controlled act of psychotherapy, which was not proclaimed into force along with the rest of the *Act*. The TC had been forewarned that this option was being considered, due to concerns that some unregulated practitioners in fields related to psychotherapy were unsure whether they might be engaging in the controlled act. Such concerns grew out of uncertainty about the meaning of the controlled act, particularly key words, such as “psychotherapy technique” and “serious disorder.”

As a result of these longstanding concerns, the Ministry directed CRPO to collaborate with the other five colleges whose members would have been authorized to do the controlled act. The goal will be to clarify its meaning so that members of the public and other health care providers can better understand what activities are intended to be restricted. See the MOHLTC's actual wording in the sidebar. The Ministry is asking that this work be completed by the end of 2015, so we have our work cut out for us!

Controlled act a challenge

From day one, the proposed controlled act has been controversial, as its wording is (perhaps) overly broad, and subject to wide interpretation. Those with long memories, who have followed the long and winding road to regulation, including the HPRAC* consultations in 2005, may recall that the advisory council recommended against a controlled act. Instead, it suggested an enforceable scope of practice, so unregulated practitioners would not be able to continue practising simply by using another title and calling their practice something else. This was not to be, however, and the controlled act appeared in the draft *Psychotherapy Act* where it has challenged and confounded many minds, ever since.

Early on, the transitional Council was advised by legal Council that it should not attempt to define the meaning of words contained in the controlled act — that eventually this would be up to the courts. The TC was advised, however, that it could consider developing “interpretive guidelines” and this appears to be what the Ministry is now asking CRPO and the five other colleges (occupational therapists, nurses, physicians, psychologists and social workers) to do.

Ministry Directive

“The ministry would like the new College to work collaboratively with the other 5 regulatory bodies that also have this controlled act to further define this activity and to put the necessary rigour behind it to ensure it is transparent to your members, potential applicants and the public as to what this activity entails.”

It is hoped that clarification of the meaning of the (proposed) controlled act will help members of the public, unregulated health care providers and prospective Members of the new college better understand who needs to be registered and who doesn't. When the controlled act is proclaimed into law, anyone doing it will be required to be registered with CRPO or one of the other five colleges — unless they are exempted by legislation. Those exempted under the *Regulated Health Professions Act, 1991* (RHPA) include aboriginal healers and midwives, spiritual counsellors, and counsellors whose work involves limited forms of counselling but does not involve the controlled act (see sidebar).

Strong and talented team

Busy and exciting times lie ahead, as Council and staff adjust to the many new demands of a fully functioning college and prepare for elections of a new Council in the fall. Our staff is exceptional and hard working, including our team of nine Registration Assistants — smart, educated, recent college and university graduates who are making us proud. I'm thankful everyday to have such a strong and talented team!

I also want to say a few words about our President, Carol Cowan-Levine, who has served in this role since 2011, and before that as Vice-President: Carol has been a remarkable, steadying force, a gifted Chair of Council and Executive, and a fund of wise counsel and healing words in tense times. The transitional Council has been truly blessed to have had such an exceptional leader — we are all in her debt!

On a sadder note, we will say goodbye to Council members who choose not to run for an elected position on our new Council. We will miss you — I will miss you! You have served long and well, and have struggled mightily to hear one another and to find common ground on issues. You should be proud of all you have accomplished, and how well you have done the many difficult tasks placed before you. Your collective (and individual) wisdom, insight, direction, hard work and dedication have made my job infinitely easier — and more enjoyable! I have learned from all of you and am forever filled with respect and admiration. Thank-you All.

Joyce Rowlands, Registrar

Controlled Act

In the course of engaging in the practice of psychotherapy, a member is authorized, subject to the terms, conditions and limitations imposed on his or her certificate of registration, to treat, by means of psychotherapy technique delivered through a therapeutic relationship, an individual's serious disorder of thought, cognition, mood, emotional regulation, perception or memory that may seriously impair the individual's judgement, insight, behaviour, communication or social functioning.

HPRAC Distinction

The practice of psychotherapy is distinct from both counselling, where the focus is on the provision of information, advice-giving, encouragement and instruction, and spiritual counselling, which is counselling related to religious or faith-based beliefs.

Committee Report

Registration Committee

Registration Committee (RC) was called on to exercise the virtue of patience this year, as our Registration Regulation made its way through Ministry review, until it was finally approved in May. Then we had to wait for proclamation... but our work wasn't done. Our wonderful staff found plenty of other matters requiring our attention and decision-making, before and after proclamation.

The Committee met four times during the year, and conducted additional business and discussion via email. Here are some key developments:



- The Grandparenting Application for registration was launched in April, 2014.
- RC formally Recognized four education & training programs, following external review and recommendations coordinated by Curriculum Services Canada.
- Throughout the year, RC spent considerable time reviewing, revising and updating registration policies, and developing new ones, such as who can serve as a Clinical Supervisor, and certain details about professional liability insurance.

“Following proclamation of the *Psychotherapy Act*, RC panels will meet on a regular basis to review applications.”

- The Committee developed the Regular Route Application process, also used for applicants whose education & training may be “substantially equivalent” to that of a Recognized program; and considered how best to evaluate internationally trained applicants. The Regular Route Application was made available in December, 2014.

- RC Members received training on the panel process for considering complex and/or irregular registration applications, as set out in the RHPA's Procedural Code. Following proclamation of the *Psychotherapy Act*, RC panels will meet on a regular basis to review applications.
- Our Registration Regulation received Ministry approval in May, 2014 (final government approval would take much longer). This penultimate approval came after certain key details in the draft Regulation were removed by government, including specifics about education and training requirements, and the definition of Clinical Supervision. However, these details will be retained in Council policy. Similarly, the reference to education programs in the “Indigenous practice of psychotherapy” was removed. This will also be maintained in College policy.
- Four non-Council committee members were appointed to Registration Committee in September and November. It was important to do this, both for succession planning and to ensure there would be sufficient RC members trained for future panels. Our four new members are Sabine Cox, Bill Helmeczi, Tamar Kakiashvili and Scott Morris. Three of them attended their first meeting in November.

- The newly created Indigenous Programs Task Group, reporting to Executive Committee, was established to consider how CRPO's process for Reviewing & Recognizing education & training programs might be adapted for programs in the Indigenous practice of psychotherapy. Its inaugural two-day meeting was held in February 2015.
- On March 31, 2015, the last day of the fiscal year, approximately 2,250 Grandparenting applications and 40 Regular Route applications had been submitted to CRPO.

The Registration Committee has worked generously and co-operatively through a challenging year. All of us are united in appreciation and gratitude for our brilliant staff who prepare us, sustain us and guide us through every phase.

Philip McKenna, Chair

Committee Members

Heidi Ahonen
 Barbara Anschuetz
 Andrew Benedetto
 Carol Cowan-Levine
 Sabine Cox (non-Council Member appointed November 2014)
 Jack Ferrari
 Bill Helmeczi (non-Council Member appointed September 2014)
 Tamar Kakiashvili (non-Council Member appointed September 2014)
 Philip McKenna (Chair)
 Scott Morris (non-Council Member appointed September 2014)
 Thomas O'Connor

CRPO Mission & Vision

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.

Scope of Practice

The practice of psychotherapy is the assessment and treatment of cognitive, emotional or behavioural disturbances by psychotherapeutic means, delivered through a therapeutic relationship based primarily on verbal or non-verbal communication.

Committee Report

Indigenous Programs Task Group

The mandate of the Indigenous Programs Task Group is to facilitate the Review & Recognition of Indigenous education and training programs related to the practice of psychotherapy. Its main task will be to consider CRPO's process and criteria for Reviewing and Recognizing Education & Training Programs (R&R Process), to determine whether they require adaptation to better fit the Indigenous context. The Task Group is comprised of transitional Council members and First Nations representatives, including educators involved in developing culturally appropriate curriculum for Indigenous practitioners; Elders considered by their communities to be Knowledge-Keepers/practitioners; and other practitioners with strong ties to Indigenous communities.

The Task Group held its first meeting in February and began its work by reviewing the Entry-to-Practice Competency Profile for Registered Psychotherapists. Review of this document and other materials related to the R&R Process will continue into the next (fiscal) year. Recommendations and, possibly, adapted materials will come forward for Council consideration.

Sandra Wong, Chair

Task Group Members

Aimee Bailey
Peter Beaucage
Megan Cahoon
Betty Carr-Braint
Carol Cowan-Levine (*ex officio*)
Banakonda Kennedy-Kish Bell
Roxane Manitowabi
Philip McKenna
Sandra Wong (Chair)

Indigenous Pathway Policy

In November 2014, Executive Committee endorsed the following policy to go forward to Council for approval:

This Council is committed to the development of policies and processes that support the registration of appropriately qualified Indigenous practitioners of psychotherapy, through consultation and collaboration with Indigenous (First Nations, Inuit and Métis) communities. Such collaboration is likely to involve the review, and possible adaptation of CRPO's Review & Recognition process for psychotherapy education & training programs, in order to develop a parallel process for programs in the Indigenous practice of psychotherapy, taking into account cultural context, traditional concepts of healing/wellness and Indigenous training practices.

Council will strive to be mindful of this policy and its stated intent, and will seek to incorporate and operationalize policies, processes and programs that accommodate Indigenous Members, e.g. complaints process, Quality Assurance Program, whenever there is opportunity to do so. In addition, Council will make every effort to instill support for this policy by embedding inclusiveness in the culture of the organization — its Council, staff and Members.

Committee Report

Quality Assurance Committee

CRPO's Quality Assurance Program supports Members in maintaining the knowledge, skill, and judgment needed to practise safely and effectively, and encourages Members to strive for professional excellence. Resources currently in development will assist Members' participation in this mandatory College program. Though program components are prescribed in the RHPA and the Quality Assurance Regulation under the *Psychotherapy Act* (see sidebar), the Committee is working to align the Program's values with those of the profession, in order to foster a culture of ongoing self-reflection, continuing professional development, and mentorship.

The Committee met in June and October 2014 and established draft policies and processes related to the Self-Assessment and Professional Development components of the program. It also developed tools needed to facilitate Member participation in these activities.

Though still in the early stages of development, the Committee is working to flesh out Peer & Practice Assessment, another important component of the program.

In January 2015, information about QA policies, processes and tools went forward to the transitional Council for consideration. The Committee will continue its work into the next year, culminating in the pilot launch of the Self-Assessment and Professional Development components in the first year following proclamation.

Linda Ann Daly, Chair



“...to foster a culture of ongoing self-reflection, continuing professional development, and mentorship...”

Committee Members

Barbara Anschuetz
Carol Cowan-Levine (*ex officio*)
Linda Ann Daly (Chair)
Bikram DasGupta (until December 2014)
Banakonda Kennedy-Kish Bell
Kenneth Lomp
Philip McKenna
Kevin VanDerZwet Stafford

Quality Assurance Program Components

Self-Assessment
Professional Development
Peer & Practice Assessment
As necessary, specified continuing education or remediation

Committee Report



Inquiries, Complaints and Reports Committee

This year the Inquiries, Complaints and Reports Committee (ICRC) held one full-day meeting to develop policies and procedures in preparation for proclamation of the *Psychotherapy Act*, so that committee panels would be ready to deal with complaints and concerns about College Members. The Committee reviewed its procedures manual and received training from legal counsel using hypothetical complaint scenarios. It also flagged certain topics for future discussion, including the confidentiality of complaint process information, and how the College will respond to information about Members not received in the form of a complaint.

While the Committee will continue to develop and refine its processes, I believe we are now ready to fulfill the Committee's post-proclamation mandate — specifically, screening complaints and concerns about Members.

Kevin VanDerZwet Stafford, Chair

Committee Members

Carol Cowan-Levine

Linda Ann Daly

Bikram DasGupta (until December, 2014)

Kenneth Lomp

Banakonda Kennedy-Kish Bell

Julius Nathoo (until December, 2014)

Kevin VanDerZwet Stafford (Chair)

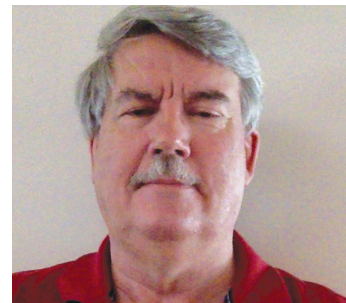
Thomas Wall

Committee Reports

Discipline Committee

The Discipline Committee did not meet or convene a hearing in 2014-15, as proclamation of the *Psychotherapy Act* had not occurred before the end of the year, and no Member could be subject to a discipline proceeding. Terms of Reference and Rules of Procedure for the Committee were approved in the previous year, and Discipline Committee is prepared to hold a hearing as soon as the *Act* is proclaimed and the need for a hearing arises.

Information about the complaints and discipline process was developed and posted to CRPO's website in July, to better inform the public and other stakeholders about the discipline process and possible outcomes.



Jack Ferrari, Chair

Committee Members

Jack Ferrari (Chair)

All Council members serve on this Committee. This ensures a large 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. The Committee held its inaugural meeting in June, and approved its Terms of Reference and Rules of Procedure at that time. Committee Members also received a briefing on how CRPO Members might come to be involved in an Incapacity hearing, as well as a presentation on the hearing process itself.

The Committee is now prepared to hold a hearing as needed, following proclamation of the *Psychotherapy Act*. Information about incapacity and the incapacity process was posted to CRPO's website in July.

Julius Nathoo's appointment as Chair ended in December 2014 when he left CRPO's transitional Council to join the Council of another regulatory college.



Committee Members

Julius Nathoo (Chair) (until December, 2014)

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.

Committee Report

Client Relations Committee



The Client Relations Committee has yet to hold its first meeting, though Council appointed the Chair and Committee Members in 2013. Following proclamation of the *Psychotherapy Act*, the Committee will be responsible for overseeing the Client Relations Program, which includes measures to prevent and address sexual abuse of clients by Members of the College. The Committee will also administer funding for the purpose of providing counselling/therapy to any client who has been found by the Discipline Committee to have been sexually abused by a Member.

Late in 2014, the transitional Council (TC) responded to a letter from the Minister of Health and Long-Term Care, asking CRPO to report on measures included in our Client Relations Program intended to prevent and address sexual abuse of clients. Later, in March, the TC provided information to the Minister's Task Force on the Prevention of the Sexual Abuse of Patients regarding the future College's complaints process and outcomes related to sexual abuse.

In preparation for proclamation of the *Psychotherapy Act*, CRPO's website was updated to include information on College processes to prevent and address sexual abuse by Members. Related information about the complaints and discipline process, as set out in the *Regulated Health Professions Act*, was also expanded.

Heidi Ahonen, Chair

Committee Members

Heidi Ahonen (Chair)

Carol Cowan-Levine

Jack Ferrari



Committee Reports

Examinations Committee

The Examinations Committee has not yet held a meeting, though the transitional Council appointed a Chair and Committee Members in 2013, and added two additional Council Members in November 2014. This Committee will decide appeals of failures of the registration exam, where there are alleged grounds of unfairness, or other extenuating circumstances.

Tom O'Connor, Chair



Committee Members

Heidi Ahonen

Andrew Benedetto

Carol Cowan-Levine (*ex officio*)

Jack Ferrari

Thomas O'Connor (Chair)

Nominations & Elections Committee

The mandate of this Committee is to establish election processes, assist the Registrar in supervising and administering elections, and address election-related disputes. The transitional Council appointed a Chair and one Committee Member in 2013. However, as the first election of a new Council will not occur until after proclamation of the *Psychotherapy Act*, the Committee did not meet this year.

Tom Wall, Chair



Committee Members

Carol Cowan-Levine (*ex officio*)

Julius Nathoo (until December 2014)

Thomas Wall (Chair)



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, 2015, 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, 2015, 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 17, 2015

College of Registered Psychotherapists
and Registered Mental Health Therapists Of Ontario

STATEMENT OF FINANCIAL POSITION

At March 31

ASSETS	2015	2014
Current		
Cash - unrestricted	\$ 556,243	\$ 296,329
Cash - restricted	-	176,068
Prepaid expenses and sundry	11,172	21,612
Government remittances receivable	4,671	13,730
	572,086	507,739
Capital assets (Note 3)	102,652	171,374
	\$ 674,738	\$ 679,113

LIABILITIES

Current

Accounts payable and accrued liabilities	\$ 28,411	\$ 130,158
Due to Ministry of Health and Long-Term Care	84,502	-
	112,913	130,158

Commitments (Note 6)

NET ASSETS

Net assets invested in capital assets	102,652	171,374
Restricted net assets	-	176,068
Unrestricted net assets	459,173	201,513
	561,825	548,955
	\$ 674,738	\$ 679,113

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	2015	2014
Ministry of Health and Long-Term Care funding	\$ 1,000,000	\$ 1,000,000
Ministry of Health and Long-Term Care funding repaid	(176,328)	-
	823,672	1,000,000
Application fees	328,375	-
Jurisprudence fees	120,262	201,514
Interest income	1,034	-
	1,273,343	1,201,514
Expenses		
Salaries and benefits	887,252	553,027
Information technology costs	120,700	127,474
Professional fees	44,871	86,572
Office expenses	44,276	43,791
Communications and media costs	33,421	39,347
Meetings - council and committees	8,455	3,452
Staff training and professional development	6,709	3,587
Consultants	5,800	44,030
Directors insurance	5,275	4,153
Bank charges and interest	4,476	4,287
Travel and accommodations - general	4,283	1,351
Meetings - office and general	3,175	928
Travel and accommodations - council	2,738	169
Telephone	1,879	1,514
Amortization of capital assets	87,163	84,473
	1,260,473	998,155
Excess of revenue over expenses	\$ 12,870	\$ 203,359

Objects of the College

Excerpted from the *Regulated Health Professions Act, 1991 (RHPA)*,
Provision 3.1

1. To regulate the practice of the profession and to govern the members in accordance with the health profession Act, this Code and the *Regulated Health Professions Act, 1991* and the regulations and by-laws.
2. To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
3. To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession.
4. To develop, establish and maintain standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among the members.
 - 4.1 To develop, in collaboration and consultation with other Colleges, standards of knowledge, skill and judgment relating to the performance of controlled acts common among health professions to enhance interprofessional collaboration, while respecting the unique character of individual health professions and their members.
5. To develop, establish and maintain standards of professional ethics for the members.
6. To develop, establish and maintain programs to assist individuals to exercise their rights under this Code and the *Regulated Health Professions Act, 1991*.
7. To administer the health profession Act, this Code and the *Regulated Health Professions Act, 1991* as it relates to the profession and to perform the other duties and exercise the other powers that are imposed or conferred on the College.
8. To promote and enhance relations between the College and its members, other health profession colleges, key stakeholders, and the public.
9. To promote inter-professional collaboration with other health profession colleges.
10. To develop, establish, and maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues.
11. Any other objects relating to human health care that the Council considers desirable. 1991, c. 18, Sched. 2, s. 3 (1); 2007, c. 10, Sched. M, s. 18; 2009, c. 26, s. 24 (11).

Duty, Provision 3.2

- (2) In carrying out its objects, the College has a duty to serve and protect the public interest. 1991, c. 18, Sched. 2, s. 3 (2).



CRPO / OPAO

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