



Ontario Society of
Occupational Therapists

Making our Voices Heard

Annual Report 2006 - 2007

Providing vision, voice and value for Ontario occupational therapists is virtually a mantra amongst OSOT's leadership teams and staff. These words that describe our mission come to roll off the tongue easily but the responsibility to live their commitment is truly respected. Strategic planning is one way in which our mission is brought to life and our vision for occupational therapy in Ontario is articulated. Our four year plan, defined with membership and stakeholder consultation in 2005, continues to guide OSOT activities. The vision held for OT and OSOT is the platform from which we work to ensure that an OT voice is heard at the right time in the right place. Notwithstanding, the Society is challenged to provide a representational voice for all of the many facets of our health system in which our members are involved. Our capacity to do so is dependent upon the degree to which members contribute to the process and make their voice and thoughts known to OSOT.

When individual voices are made known they inspire strong collective voices. In many respects, 2006 -2007 stands out as a year in which OSOT members let their voices be heard. Early in the year, the Health Professions Regulatory Advisory Council (HPRAC) recommended that psychotherapy be regulated as a profession and as a controlled act in Ontario's health professions regulatory model. Their recommendation that occupational therapists would not be delegated the controlled act catalyzed unprecedented feedback from OTs. We trust that individuals took the important opportunity to communicate their feedback to HPRAC's consultation individually but OSOT's opportunity was to magnify those voices in its own responses and representations to HPRAC. Making our voice heard was critical to the future of our profession. It was important that we be successful and we were. The countless case examples provided by members undoubtedly helped, our partnership with the College of Occupational Therapists of Ontario helped too, but none of this would have been possible had OSOT's members not seen the value of sharing their individual voices to lend unity to one. Months later, an even more passionate example of OTs working together to make their voice heard arose as an outcome to a proposed fee increase of the College of Occupational Therapists of Ontario. The overwhelming concern of Ontario registrants stirred the profession emotionally. Though the fee increase went through, the experience was a significant reminder to therapists across the province of the value of linking and working as a community with a common voice on issues of common concern. The silver lining of this issue that many found so difficult was the discovery of an intensified sense of community.

Let us hope that the example of the past year may be an enduring reminder of what is both hard to do and best to do... to ensure that each member's individual voice is heard to create the voice of unity and passion. Together we can all make our voices effectively heard!

President: Rosemary Lysaght

Executive Director: Christie Brenchley

OSOT's Accountability Framework for Success

The Board of Directors' accountability to five success factors deemed critical to the achievement of the Society's vision assures members that resources and attention are directed strategically.

Exhibit Strategic Leadership
Employ Innovative Partnerships
Build an Engaged Membership
Provide Member-Focused Services
Use Resources Wisely

Exhibiting Strategic Leadership

Strategic leadership may be grounded in an organization's strategic plan, but it requires a flexible approach that enables an organization to steer their own course without neglecting the things that arise as unforeseen priorities. OSOT's strategic plan speaks to a focus on achieving extended health insurance coverage for occupational therapy, promoting OT to Family Health Teams, developing stronger relationships with physicians and positioning occupational therapists to be visible and engaged with Ontario's Local Health Integration Networks. Strategies have been developed and commitment to these objectives is sincere. That said, many of the accomplishments of the 2006 – 2007 year were never specifically identified in the strategic plan but were responsive to emerging priorities and opportunities of our constantly changing health care policy environment. OSOT participated in consultations related to the *Long-Term Care Homes Act*, promoting occupational therapy services and advocating for funding for OT services within the homes program budgets. The Society was an active participant in a variety of consultative forums hosted by the Ministry of Health and Long-Term Care and structured to provide input to the development of short and long term strategic plans for the Ministry. Advocacy to address issues of concern related to the *Health Services Restructuring Act* such as the regulation defining the LHINs' Health Professionals Advisory Committee was a focus of activity. OSOT positioned that an OT should be an integral not optional member of these important advisory committees. Representation to the auto insurance sector's review and redevelopment of a Pre-approved Framework for Whiplash Associated injuries ensured an OT voice contributed to the development of the new functional restorative approach.

Recognizing that effective leadership comes from a healthy, well structured organization, the Board identified a priority to review staffing levels, governance functioning and organizational structure to assure that the Society's foundations are effective platforms for visionary leadership. These reviews will be complete within the next year.

Employing Innovative Partnerships

Working with strategic partners is increasingly a way of life for the Society. Advocacy efforts are enriched through the efforts of over 10 coalitions or alliances tied to practice sectors or strategic priorities. OSOT has successfully partnered with McMaster University in a project funded by the Ministry of Health and Long-Term Care to develop a supportive supervision and mentoring program for internationally educated occupational therapists. Contractual funding of demonstration and pilot projects appears to be an increasingly popular strategy of the Ministry which OSOT will monitor with interest to be positioned to take advantage of when appropriate.

OSOT Membership 2006 – 2007

Total Membership	2834	Practising In Hospitals/Institutions	39%
Practising Full-time	1667	Practising in the Community	50%
Practising Part-time	510	Practising in Other Settings	11%
Not Practising	143	Working with Children	1513
New Graduates	145	Working with Adults	1820
Student Members	342	Working with Seniors	1096
Associate Members	22	Working in Private Sector	39%
Life Members	5	Working in Public Sector	61%

Building an Engaged Membership

Our strategic plan's goal to represent 70% of practising occupational therapists in the province was a bold statement in 2005 when the Society just tipped over 50%. Three years later OSOT is closer to its goal, now representing approximately 61% of practising OTs. Focused recruitment strategies, assertive promotion of what OSOT is doing to serve members and the profession and a commitment to address issues raised by members are amongst strategies undertaken to achieve this goal. But, size isn't everything and a truly engaged and interacting community of Ontario OTs is OSOT's vision. An increasing reliance on technology for communication with members has facilitated member interaction with the organization – providing input, identifying issues and offering support. New Teams in the Hospital Sector and Member Services and networks related to OT in Long –Term Care Homes and Advanced Practice are meeting most often virtually, connected by phone! An exciting indicator of member engagement has been the increasing number of nominees for Board positions and the hosting of elections. Looking ahead the Society is keenly aware of the need to foster regional strength amongst its members and relationship with the Local Health Integration Networks. Engaging within our own community is a first step to building the capacity to engage more fully in our local health policy systems.

Providing Member - Focused Services

Analysis and publication of the Society's Members Professional Development Needs Survey lent insight to members' interest in and need for resources to support their practice. This validation of our investment in staffing to address such needs is important, but the Society's increased activity to support practice in 2006-7 was evidence enough to assure that the Director Professional Development Practice support role will continue to be supported. An Auto Insurance Sector Workshop, our Annual Conference in North Bay and a joint Universal Design workshop with CAOT were both well received and revenue generating. The increased capacity of the office to address practice questions and support practice related resource development such as the reflective practice on assessment of attendant care ranks as our most significant new member focused service. This has been a good example of an investment that reaps benefits.

Using Resources Wisely

Membership growth and healthy income from web advertising contributed significantly to the financial security of the organization as overall revenues declined, largely a result of a smaller conference in 2007. With a healthy reserve, the Board has invested to move membership renewal online. This expense is expected to save money within 2 – 3 years. With finances secure, a focus of attention has been on developing the human resource pool of both staff and volunteers. A staffing optimization review will take place in the next year and resources to more effectively support volunteer teams will be complete.

OSOT Board of Directors

2006 - 2007

OSOT Staff Team

Executive Director

Christie Brenchley

Director Professional Development

Jill Stier

Member Services Coordinator

Tara Maginn

Administrative Assistant

Nicole Martin/Melissa Weigel

President

Lisa Klinger

Vice-President Secretary

Laurie Macdonald

Treasurer Promotion

Marta Kedziorek

Director Education

Celia Mirco

Director Member Services

Beth Linkewich

Director Professional Issues

Iona MacRitchie

Director Professional

Christie Hamel

Director Regional Affairs

Maria Kryzanowski-Fage

Financials

STATEMENT OF FINANCIAL POSITION AS AT SEPTEMBER 30, 2007

	2007	2006
ASSETS		
Current Assets		
Cash	\$ 197,550	\$ 27,446
Marketable Securities	428,158	390,819
Accounts Receivable	18,707	16,588
Prepaid Expenses	<u>7,197</u>	<u>2,678</u>
	\$ 651,612	\$ 437,531
LIABILITIES & NET ASSETS		
Current Liabilities		
Accounts Payable & Accrued Liabilities	\$ 21,250	\$ 69,294
Prepaid Membership & Insurance Fees	<u>249,796</u>	
	271,046	69,294
Net Assets		
Reserve Fund	168,000	145,000
Designated	3,152	4,152
Undesignated	<u>209,414</u>	<u>219,085</u>
	<u>380,566</u>	<u>368,237</u>
	\$ 651,612	\$ 437,531

A complete set of audited financial statements for the year ended September 30, 2007 as prepared by Cowperthwaite Mehta, Chartered Accountants, is available upon request from the OSOT Office.

STATEMENT OF OPERATIONS AND NET ASSETS FOR THE YEAR ENDED SEPTEMBER 30, 2007

	2007	2006
REVENUE		
Membership dues	\$ 398,977	\$ 374,190
Conferences & Workshops	88,142	140,614
Website & Other Advertising	22,657	25,856
Investment Income	12,361	4,083
LMS Prolink Contract	10,835	10,849
Employment grant (SEED) & other	5,984	3,709
Public relations/resource sales	<u>1,479</u>	<u>3,346</u>
	\$ 540,435	\$ 562,647
EXPENSES		
Personnel	269,757	228,446
Office and Administration	123,443	111,036
Governance	23,496	23,727
Member Services Direct Costs		
Conferences & Workshops	71,629	98,919
Special Projects	26,022	8,909
Legal Advisory Service	7,565	6,365
Region & Portfolio Services	2,346	9,095
LINK Newsletter		19,646
Other Member Services	<u>3,848</u>	<u>1,323</u>
	\$ 528,106	\$ 507,466
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR		
	12,329	55,181
Net assets, beginning of year	368,237	318,607
Market Value adjustment, beginning of year		<u>(5,551)</u>
NET ASSETS, END OF YEAR	\$ 380,566	\$ 368,237

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