



NOVA SCOTIA
THERAPEUTIC RECREATION
ASSOCIATION

2024 ANNUAL GENERAL MEETING

WEDNESDAY, OCTOBER 16TH, 2024

VIRTUAL VIA ZOOM

6:00-7:30

LAND ACKNOWLEDGEMENT

Reviewed by Indigenous Treaty Partners

We would like to acknowledge that the Nova Scotia Therapeutic Recreation Association (NSTRA) operates in Mi'kma'ki, the traditional, ancestral, and unceded territory of the Mi'kmaq people. This territory, along with all of its First Nations within Nova Scotia, is governed by the Treaties of Peace and Friendship, which continue to be relevant today.

NSTRA is dedicated to respecting and safeguarding the land, water, and all forms of life in partnership with the Mi'kmaq people. We commit to the Truth and Reconciliation Calls to Action and fostering relationships grounded in peace, honesty, and friendship. We acknowledge the value of Indigenous wisdom and knowledge, as highlighted in Call to Action 22, and are dedicated to shifting our perspectives towards decolonization.

We acknowledge that we benefit from the wisdom and knowledge of the Indigenous people (Call to Action 22), and we commit to decolonizing our mindsets by taking accountability and following the Truth and Reconciliation Calls to Action. In our commitment to Truth, Reconciliation, and community relationships we are committed to the promise of living in peace and friendship. We are active in the process of unlearning colonial mindsets and practices (Calls to Action #23-3 and 57). We are working to grow our knowledge, and adapting ways of working in the field of recreation and leisure.

We are all Treaty people.

VISION STATEMENT

Therapeutic Recreation is vital to the health and well-being of Nova Scotians and is accessible to all.

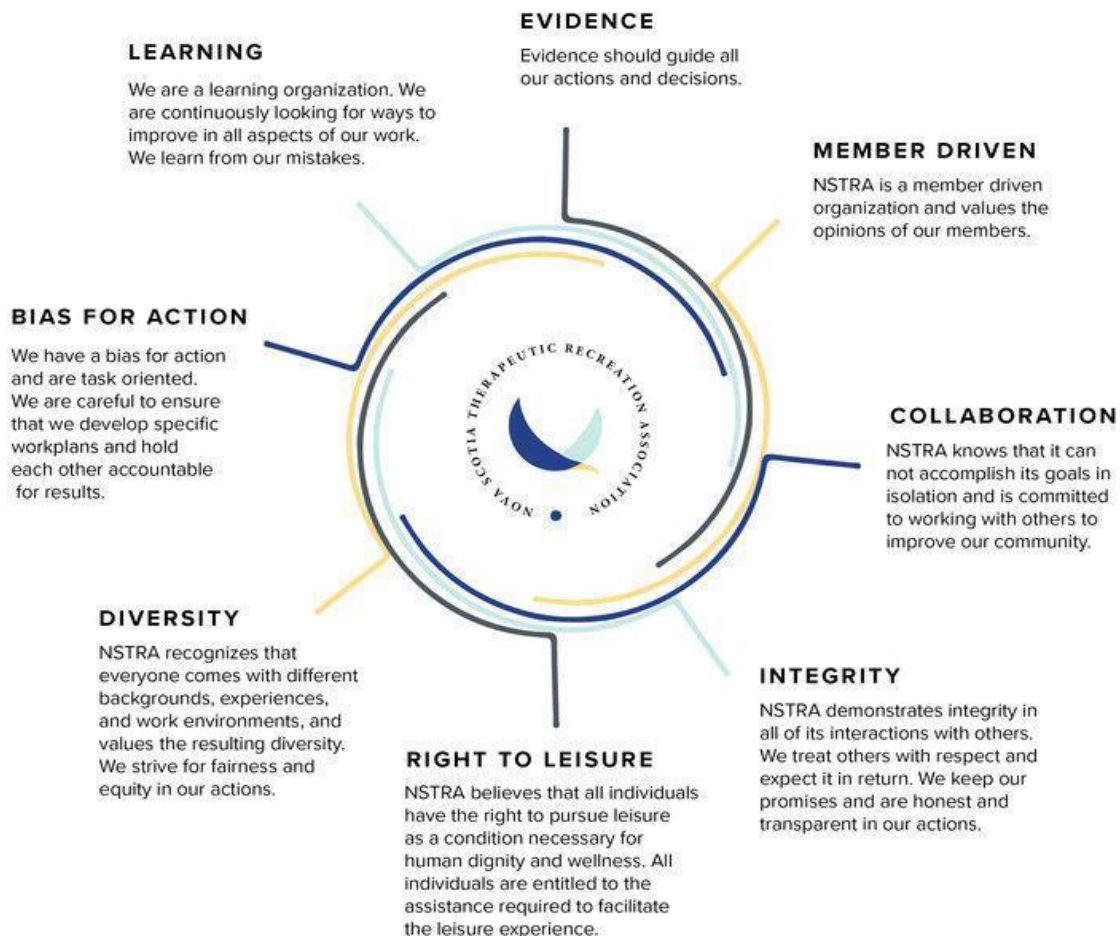
MISSION

NSTRA is the professional association for the field of therapeutic recreation in Nova Scotia. It exists as a community of recreation therapy professionals; supporting, guiding and enhancing practices for therapeutic recreation.

IN PURSUIT OF THIS NSTRA FOCUSES ON:

- Advocacy to government and other organizations;
- Education and learning;
- Building connections within and around the profession;
- Standards of service and practice.

VALUES AND BELIEFS





**2023 NSTRA
6TH ANNUAL GENERAL MEETING
AGENDA
OCTOBER 27, 2023
DIGBY PINES GOLF RESORT AND SPA**

1. **Call to Order.** Dawn MacDonald calls the meeting to order at 10:17hrs following Robert's Rules of Order

Attendees: Krista Innis, Julianne Tattrie, Brenna MacDonald, Alicia Williamson, Kate Jeffrey, Kendra Juurlink, Michelle Doubleday, Andrea Lahey, Crystal Stewart Smith, Emily Flinn, Jill Cole, Alex LeGrow, Amy Bezeau, Dana Mills, Beth House, Kate Giles, Charlotte Sabeau, Charlotte Stevens-LeBlanc, Shelley Smith, Brittany MacKeen, Jocelyn Barbier, Jerome Singleton, Doreen Evely, Ashley Penton, Amy Rizzuto, Megan McCarron, Jessica Reid, Emily Jackson, Colleen Bateman, Brianne Saunders, Sarah Hankinson, Sun Lee, Son Truong, Rhonda Booth, Coleen Lawlor, Michaela Tracy, Wayne Levy, Jessica Zentner, Brad MacMillan, Paula Jacobs, Kevin Stairs, Jennica Covert, Elise Fisher, Erica Hawco, Rebecca Hill, Diane Marsh, Catherine Lubberts, Heather Baker, Natalie Baglole, Rhonda MacLean, Melissa Bayers, Rachael Slaunwhite, Tattiana Milner, Grace Donovan, Taylor Dugas, Emma Reid, Luke Creighton, Eric Brightman, Allison Flewwelling, Kayla Rose, Claudia Lohnes, Yvonne MacIntyre, Paige Michaud, Jordan Carvery, Marisa Doucette, Georgia Brown, Jessica Titchmarsh, Marcus Taylor, Christine Hutchins, Lynn Bland, Katie Booth, Jessica Robicheau, Natalie Cowan, Laura Thomson, Gary Comeau, Mike D'eon, Wilhelmus Van Hal, Natasha Gunn, Andrew Ritcey, Andrea King, Cheryl Patterson, Nicole Martelle, Sarah Moore, Satveer Kaur, Simran Bhamra, Shelly Luddington, Jennifer Kirby.

2. **Approval of Agenda.** Dawn MacDonald advises addition of NSTRA Awards Acknowledgment. Heather Baker approves the agenda, 2nd by Emily Flinn.

3. **Minutes from previous AGM (October 5th, 2022).** Alex LeGrow moves the minutes from the previous meeting, 2nd by Brittany MacKeen.

4. **Board Reports.**

- a. President. Jocelyn Barbier accepts the chair. Dawn MacDonald read her report in its entirety. Dawn moves the adoption of her report as circulated, 2nd by Doreen Evely. Discussion: Charlotte Sabeau is seeking an update regarding TRO's response to the letter that was sent regarding Nova Scotia's concerns about TRO's 2-1 Designation. Dawn gave clarification that NSTRA has been in contact with TRO and TRO reported they are moving in the same direction, just not right now. There is an upcoming meeting to discuss further. All in favor, motion carried. Jocelyn passes the chair back to Dawn.
- b. Past President. No report submitted as Past President Role was vacant this year.
- c. President-Elect. Jocelyn Barbier moves the adoption of her report as circulated.

- d. Treasurer. Dana Mills read her report in its entirety including a synopsis of comparison between 2022 and 2023's financial report. Current bank balance is \$56, 000. GIC was explained. Dana explained reasoning for increase in expenses including investments for members including TRCoE and savings were seen in years past with covid pandemic. Dana mentioned possibility for additional GIC account as advised by NSTRA's financial advisor with possibility for RTA role funds. Dana will explore this further. Dana moves the adoption of her report as circulated, 2nd by Coleen Lawlor. Discussion: Andrew Ritcey is seeking clarification on what membership fees NSTRA paid for. Clarified annual fees for HANS and TRCoE.
- e. Communications Director. Amy Rizzuto moves the adoptions of her report as circulated.
- f. Membership Director. Emma Reid moves the adoption of her report as circulated.
- g. Recording Officer. Jessica Reid moves the adoption of her report as circulated.
- h. Annapolis Valley Zone Director. Brianne Saunders moves the adoption of her report as circulated.
- i. Cape Breton Zone Director. Paula Jacobs moves the adoption of her report as circulated.
- j. Central Zone Director. Shelley Smith moves the adoption of her report as circulated.
- k. Northeastern Zone Director. Brad MacMillan moves the adoption of his report as circulated.
- l. South Shore Zone Director. Sarah Hankinson moves the adoption of her report as circulated.
- m. Southwestern Zone Director. Rachel Skanes moves the adoption of her report as circulated.
- n. Student Directors (2). Sun Lee (Dal Student Director) and Shelley Smith on behalf of Libby MacPherson (NSCC Student Director) moves the adoption of their reports as circulated.

- Colleen Bateman moves the adoption of all reports aside from the President and Treasurers as circulated, 2nd by Heather Baker. Discussion: There is a typo in Communication Director's report – too many "ands" in the report. Motion amended to accept the report acknowledging the typo. All in favor, motion carried.

5. Committee Reports.

- a. Advocacy. Shelley Smith moves the adoption of her report as circulated.
 - b. Equity Diversity Inclusion Accessibility. Natalie Baglole moves the adoption of her report as circulated.
 - c. Licensure. Rhonda booth moves the adoption of her report as circulated.
 - d. Marketing. Jocelyn Barbier moves the adoption of her report as circulated.
 - e. Education. Collen Bateman moves the adoption of her report as circulated.
 - f. Past Presidents. No report submitted as Past President Role was vacant this year.
- All committee reports 2nd by Brittany MacKeen. Discussion. Charlotte Sabean is seeking clarification regarding the buy in with self-regulation Bill and the plan for same. Shelley Smith clarified that the goal of this bill is to create one common act for 22 health professions. The Bill has gone through the first two readings. The next step if it is passed is creating a multidisciplinary college and where NSTRA will fall under. All in favor, motion carried.

6. Election of Officers and Directors. Facilitated by Shelley Smith and is accepting nominations from the floor.

a. President-Elect. Ashley Penton is nominated for the position of President Elect. Ashley accepts the nomination. Shelley puts a call out for nominations from floor x3. The position is awarded to Ashley Penton.

b. Treasurer. Dana Mills is reoffering the position of Treasurer. Dana accepts the nomination. Shelley puts a call out for nominations from floor x3. The position is awarded to Dana Mills.

c. Communications Director. Emily Flinn is nominated for the position of Communications Director. Emily accepts the nomination. Shelley puts a call out for nominations from floor x3. The position is awarded to Emily Flinn.

d. Central Zone Director. No nominations. Shelley smith puts a call out for nominations from floor x3. Coleen Bateman nominates Brittany MacKeen for Central Zone position. Brittany accepts the nomination. The position is awarded to Brittany MacKeen.

e. Southwestern Zone Director. Laura Thomson is nominated for the position of Southwestern Zone Director. Laura accepts the nomination. Shelley puts a call out for nominations from the floor x3. The position is awarded to Laura Thomson.

f. Annapolis Valley Zone Director. No nominations. Shelley puts a call out for nominations from floor x3. Rachel Skanes nominates Brianne Saunders. The position is awarded to Brianne Saunders.

g. Dalhousie Student Director. Sun Lee is re-nominated for the position of Dalhousie Student Director. Sun accepts the nomination. Shelley puts a call out for nominations from floor x3. The position is awarded to Sun Lee.

h. NSCC Student Director. Qi Lao is nominated for the position of NSCC Student Director. Qi accepts the nomination. Shelley puts a call out for nominations from floor x3. The position is awarded to Qi Lao.

- Shelley acknowledged all past board members for their contributions to the board.

7. New Business.

a. Standards of Practice.

- Dawn MacDonald gave an overview and history of NSTRA and CTRA's Standards of Practice. CTRA passed their new Standards of Practice in fall of 2023. NSTRA needs to decide if we are adopting these new standards. Shelley Smith moves that NSTRA adopts CTRA's new Standards of Practice, 2nd by Colleen Bateman. Discussion. Kate Giles introduces herself and acknowledges the work of CTRA. Kate expressed concern that these new SOP's do not reflect the role of TR in Nova Scotia and how Recreation Therapy Associates and Programmers are currently practicing. This is a step backwards. Kate acknowledges we are leaders in Nova Scotia and RTA's work 'in collaboration with' CTRS'. Kate shared her job profile and shares how her job would be impacted by adopting these new standards. She shared examples of leadership within our teams and working on interdisciplinary teams. CTRA is not in alignment with current competencies. She recommends we use this as a framework to develop our own SOP. Jerry Singleton supports Kate and votes down CTRA SOP. He supports the CTRA's CTRS SOP and

offers his assistance to NSTRA to make an amendment to the RTA role. Jerry supports CTRA but recognizes Nova Scotia must move forward. Rhonda Booth supports both Kate and Jerry's perspectives and acknowledges CTRA's new SOP do not reflect the roles of RTA's and programmers however from a licensure perspective stated the government will look at a national standard and if we do not have something to give them that is comprehensive it will impact licensure. Rhonda recommended we accept with an addendum. Jerry Singleton continues discussion to find a middle ground to support CTRA, that we accept and endorse CTRS scope of practice in Canada but not RTA/Programmer standards. Alberta is currently in the same position. We would be losing years of work. Andrew Ritcey shares history of origin of roles of Therapeutic Assistants and Recreation Therapy Associates within Nova Scotia Health and recommends not accepting but amending the motion. He acknowledged the RTA role was meant to be very different from the TA role in comparison to OT/OTA and PT/PTA roles. If we accept, we open the possibility the RTA role could take a step backwards in role/pay scales. Shelley Smith seeks clarification from Rhonda Booth regarding the impact of licensure if we are not following the national standards. Rhonda stated her belief is that if NSTRA does not follow national standards that it might hold us from licensure. Charlotte Sabeen seeks clarification if we defeat this and accept the CTRS role, how do we create something for the RTA role. Rhonda Booth stated we make an addendum. Jerry Singleton supports Andrew Ritcey's remarks, to reject this and make a new motion. Dawn calls question. All in favor, 1 abstention. Motion defeated. Dawn MacDonald reported a special meeting to be called in the coming weeks. Comments from membership to finish now and to call the meeting in 2 weeks' time. Jocelyn Barbier accepts chair. Dawn MacDonald motions in 2 weeks' time NSTRA hosts a virtual special meeting to further discuss, 2nd by Colleen Bateman. Discussion. All in favor, 3 contrary minded, 1 abstention. Motion carried. Jocelyn Barbier passes the chair back to Dawn MacDonald.

b. Strategic Plan 2022-2025. Deferred.

c. NSTRA Awards Acknowledgement. Deferred.

8. Adjournment and next meeting. Dawn MacDonald adjourns the meeting at 11:52hrs, 2nd by Shelley Smith.

Respectfully submitted by,
Jessica Reid (she/her)
Recording Officer



**2023 NSTRA
VIRTUAL SPECIAL MEETING
NOVEMBER 10, 2023
12:00**

1. Call to Order. Dawn MacDonald calls the meeting to order at 12:03hrs following Robert's Rules of Order

Attendees: Ashley Penton, Jessica Titchmarsh, Coleen Lawlor, Charlotte Sabeau, Andrea Waters, Sun Lee, Colleen Bateman, Jessica Reid, Alex, Le Grow, Laura Thompson, Rachel Skanes, Krista Innis, Gary Comeau, Emily MacMullin, Michelle Doubleday, Son Troung, Crystal Watson, Janice Smith, Catherine Lubberts, Jacqueline Connors, Sarah Hankinson, Theresa Weatherbee, Michaela Tracy, Kimberly Woodford, Wayne Levy, Kevin Stairs, Rhonda Booth, Jerry Singleton, Kate Giles, Jocelyn Barbier, Danielle Taylor, Paula Jacobs, Natalie Baglole, Shelly Luddington, Brianne Saunders, Emily Flynn, Andrea Leahy, Allison Flewwelling, Shelley Smith, Brad MacMillan, Marissa Doucette, Brittany MacKeen, Tara Harnish, Jennifer Kirby, Natasha Gunn, Doreen Evely, Dana Mills, Rhonda MacLean, Beth House, Andrew Ritcey, Nicole Martell, Jill Cole, Jayden Stimson, Brenna Sheppard, and Dawn MacDonald.

2. Approval of the Agenda. Dawn welcomed everyone to the meeting. Dawn called the meeting to order at 12:03pm. Dawn explained that no additions could be made to the agenda that do not pertain to the motion to be discussed. Jerry Singelton moved the acceptance of the minutes, and Natalie Baglole seconded. All in favor, agenda passed as circulated.

3. Review of the purpose of the special meeting.

Dawn gave a recap of the proceedings at the AGM. A motion was put forth at the AGM to accept the 2023 edition of the CTRA standards of practice. The concerns during the discussion centered around the role of the Recreation Therapy Assistant role highlighted in the document. It was not felt that the standards reflected the role and the scope of the Recreation Therapy Associate/Programmer in Nova Scotia. On the contrary, concerns were brought forth questioning if nonacceptance could impact our quest for self-regulation. A vote took place and the motion was voted down by the majority of the membership. The discussion then shifted to the next steps regarding the development of the standards of practice for NSTRA. Questions were asked if we should adopt the standards for the CTRS from CTRA and create a separate document for the Recreation Therapy Associate/Programmer role, create an addendum to the CTRA document or develop an original document for NSTRA. The discussions were put on hold due to the time constraints and to give the membership some time to reflect on what they see as the best move forward. The licensure committee was asked to meet and review concerns to be able to provide direction reflective of their expertise regarding on self-regulation and the concerns brought forth. Upon meeting the licensure committee put forth the following motion and rationale for consideration by the membership. We are here today to discuss and vote on their recommendation and motion.

4. Introduction of the motion.

The motion is as follows:

Motion: The Licensure Committee moves that NSTRA establish its own Standards of Practice

Rationale:

- Members of the Committee have reviewed the document 2021 entitled: “NS Regulated Health Professions Standards of Practice and Code of Ethics” developed by NSTRA which identifies the following:

1. 2 regulated professions do not have SOP either provincial or national
2. 11 regulated professions have adopted only provincial SOP
3. 5 regulated professions have adopted national SOP
4. 4 regulated professions have a blended or combination national / provincial SOP

- Members of the committee have not been able to identify that there is any substantiation to the concept that the current application for Licensure would be affected by NSTRA not accepting the 2023 CTRA standards of practice.

- It is the understanding of the committee that NLTRA has decided to move forward with their provincial SOP and not the CTRA 2023 SOP

- The committee has commenced preliminary work for the regulation of RTA in NS. Adopting CTRA 2023 SOP would be inconsistent with the current practice and educational development of RTA in NS.

Andrew Ritcey moves the motion. Rhonda Booth seconds motion. Dawn repeats the motion and opens the floor for discussion. The question was asked if the standards would be just for the associate or both the CTRS and the associate. Clarification was made that the standards would be for the Recreation Therapist, Recreation Therapy Associate/Programmer, and the Therapeutic Associate role if deemed necessary. A Question regarding whether other provinces were adopting the standards of practice was asked. An explanation was given that NFLD was following suit with NSTRA and there is no definite answer with the other provinces as they are in the beginning stages of review and discussion with their membership. A question was asked if we would still following the previously adopted CTRA 2006 standards of practice while we are creating/revising our own. The answer is yes, the CTRA 2006 standards will be followed in the meantime. Membership was reminded that the newly released Standards of Practice document is an open education resource, which means that NSTRA can use this document as a foundational framework if needed as long as CTRA is referenced and given credit for their work in our document. The document created by the licensure committee was reviewed and it was recommended from that group that NSTRA create their own standards of practice. A member spoke to the Mental Health and Addictions group within the Central Zone of NSH. They recently had a meeting and agreed with the licensure committee's recommendation to create stand-alone standards of practice for Recreation Therapy in Nova Scotia. Dawn asked if the membership was ready for the question. Barring no further discussion, the motion was presented for vote. With a vote of 46 in favor and 1 against, the motion was passed and NSTRA

will form a task force to create a standards of practice document for the province of Nova Scotia.

5. **Adjournment.** Dawn called for adjournment of the meeting at 12:22pm, 2nd by Jerry Singleton.

Respectfully submitted by,
Dawn MacDonald (she/her)
President



2023-2024 NSTRA BOARD OF DIRECTORS

<i>President</i>	Jocelyn Barbier
<i>President Elect</i>	<i>Vacant</i>
<i>Past President</i>	Dawn MacDonald
<i>Treasurer</i>	Dana Mills
<i>Membership Director</i>	Emma Clarke
<i>Communication Director</i>	Emily Flinn
<i>Recording Officer</i>	Jessica Reid
<i>Cape Breton Zone Representative</i>	Paula Jacobs
<i>Northeastern Zone Representative</i>	Brad MacMillan
<i>Central Zone Representative</i>	Brittany MacKeen
<i>Annapolis Valley Zone Representative</i>	Brianne Saunders
<i>South Shore Zone Representative</i>	Sarah Hankinson
<i>Southwestern Zone Representative</i>	Laura Thomson
<i>Student Director Ivany Campus</i>	Qi Lao
<i>Student Director Dalhousie</i>	Sun Lee

A message from the President:

It has been another incredibly busy and engaging year for NSTRA, and it is important to recognize and acknowledge our board members, committee chairs and co-chairs and all the volunteers that help the work of the committees. It is clear we continue to have a passionate and engaged membership and all our accomplishments could not be possible without their dedication.

A special thank you to all the board members transitioning to the end of their term – Sun Lee, Qi Lao, Brad MacMillan, Laura Thomson, Sarah Hankinson, Emma Clarke, Paula Jacobs, Dawn MacDonald, and Jessica Reid.



**2024 NSTRA
7TH ANNUAL GENERAL MEETING
AGENDA
OCTOBER 16, 2024, AT 6:00PM**

1. Call to Order and Introductions.
2. Approval of Agenda.
3. Minutes from previous AGM (October 27th, 2023).
4. Minutes from Special Meeting (November 10th, 2023).
5. NSTRA Highlights for 2023-2024 membership year.
6. Board Reports.
 - a. President
 - b. Past President
 - c. President-Elect
 - d. Treasurer
 - e. Recording Officer
 - f. Communications Director
 - g. Membership Director
 - h. Central Zone Director
 - i. Cape Breton Zone Director
 - j. Northeastern Zone Director
 - k. South Shore Zone Director
 - l. Southwestern Zone Director
 - m. Annapolis Valley Zone Director
 - n. Student Directors
7. Committee Reports.
 - a. Advocacy
 - b. Equity Diversity Inclusion Accessibility
 - c. Licensure
 - d. Marketing
 - e. Education
8. Election of Officers and Directors.
 - a. President (2 year term)
 - b. President Elect (3 year term)
 - c. Recording Officer (2 year term)

- d. Membership Director (2 year term)
- e. South Shore Director (2 year term)
- f. Northeastern Zone Director (2 year term)
- g. Southwestern Zone Director (1 year term)
- h. NSCC Student Director (1 year term)
- i. Dalhousie Student Director (1 year term)

9. New Business

- a. NSTRA Awards Announcements

10. Adjournment and next meeting



2024 NSTRA AGM PRESIDENT'S REPORT

Achievements:

- Chaired eleven BOD meetings, ten online via zoom, one all day in-person in June 2024.
- Reviewed recommendations from BOD/sub committees from 2023 AGM
 - Common themes emerged that were also identified as a focus area in the strategic plan, such as a review of by-laws, policies, job descriptions, terms of reference etc. Other themes included onboarding packages for new board members, creating and ensuring our meeting spaces are safe spaces, and continuing to find ways to engage membership.
- Attended a minimum of one meeting for each subcommittee, except the newly formed finance committee, and two central zone meetings.
- Active participant in the marketing committee, and the work connected with Ron L'Esperance and 21FSP to design a roadmap to help NSTRA connect with the public, our workplaces, and spaces, with the purpose of having a higher understanding of Recreation Therapy with some low cost, high value ideas identified.
- Attended education and workshop sessions and participated in many opportunities within the association and the larger community.
 - Attended 'Indigenous Treaty Partners Land Acknowledgement' Workshop
 - Attended career fair at Charles P Allen high school with Communication Director
 - Attended opening of African Heritage Month at Central Library with Recording Officer
 - Attended NSTRA education sessions and EDIA workshops
 - "Beyond Anti-racism, Anti-discrimination and Charters" hosted by Dalhousie University
 - Presented NSTRA Academic Achievement Award at Dalhousie University's Awards Brunch
 - CTRA Conference 2024
- Finalized strategic plan document with Past President and Central Zone Director
- Canadian Therapeutic Recreation Association (CTRA) engagement:
 - Attended CTRA President's meetings
 - Discussion around NSTRA acknowledging the work of CTRA and explaining why NSTRA turned down CTRA's Standards of Practice
 - Attended monthly CTRA TR Month marketing meetings from October-March, supporting TR Month initiatives including awards
 - Discussion began about joint membership with CTRA
 - Worked with CTRA and the conference co-chairs to secure CTRA 2025 Conference in Halifax, NS
- In-person meeting with the Minister of Health and Wellness the Honorable Michelle Thompson for TR Month Proclamation, invited the Advocacy chair to join, had a 30 minute discussion with the Minister about Therapeutic Recreation and Bill 323 -the Regulated Health Professions Act.
- Met with the Minister of Long-Term Care, the Honorable Barbara Adams, with the Past President and the Advocacy chair. We also met with the Department of Seniors and Long-Term Care portfolio with government representative Sarah Melanson. We discussed the CAPABLE pilot program unrolled in NS, and how we can support the current healthcare situation.
- Attended a meeting with Past President and Advocacy chair and representatives of Therapeutic Recreation Ontario (TRO) to discuss 2:1 designation, minimum entrance to practice in NS, scopes/roles/designation which was a follow up meeting to previous discussions from 2023.
- Supported Students through networking events, virtual meet and greets, awards, meetings with faculty to explore ways to support students on internship placements in rural areas, began exploring mentorship opportunities/transition from student to professional and website advancement and development to support current and potential students.
- Wrote advocacy letter regarding job posting with NSH 'Activity Aide' position in Northeastern Zone

in the fall of 2023.

- Supported EDIA committee with a letter about accessibility at Digby Pines, with shared resources for ways to make change.
- Met with EDIA chair and Wisdom 2 Action to plan Community Consultations before creating Anti-Racism Action Plan, which also included supporting the chair in applying for federal grant funding to support this work.
- Applied for the Canada Summer Job Grant with support from the Treasurer.
- Supported an advocacy letter in response to the Advanced Department of Education in Alberta's Aquinas College, advertising an online Recreation Therapy Aide Certificate/Diploma program that is not recognized as the minimum requirement to practice in Nova Scotia.
- Successful year with the Therapeutic Recreation Centre of Excellence (TRoCE) (some members had trouble with login information, and we are hoping to continue to troubleshoot in a timely manner).
- In conjunction with the Past President and other members of the executive committee ensured the roles and responsibilities of a President Elect were met to the best of our ability, as recruitment was unsuccessful.

Recommendations:

- Continue the work identified in the strategic plan
- Website review: updates, changes, additions/subtractions, etc. (identified in both strategic plan, and framework recommended by 21FSP for the marketing committee)
- Develop communities of practice, secure champions in practice areas, develop through website
- Continue comprehensive review of policies, bylaws, terms of reference
- Review onboarding information and develop an onboarding process for new Board of Directors
- Encourage NSTRA to continue to explore grant funding (provincial and federal) with Canada Summer Jobs, MARP, etc.
- Create a google calendar for BOD with important dates, reminders and zoom links incorporated.

Respectfully Submitted,

Jocelyn Barbier (she/her)
President, NSTRA
2023-2024



2024 NSTRA AGM PAST PRESIDENT'S REPORT

Achievements October 2023-September 2024:

- Facilitated a Special Meeting of the Membership regarding the Standards of Practice in November 2024
- Attended 8 out of 11 BOD meetings
- Represented the association and presented on the value and practice of Recreation Therapy with the Allied Collaborative Care group hosted by the Nova Scotia College of Social Workers for two webinars.
- Active member of the Allied Collaborative Care
- Active member of the Advocacy, Licensure, Education and Long-Term Care Task Force.
- Participated in numerous meetings with government partners and legal counsel regarding self-regulation of Recreation Therapy in Nova Scotia.
- Co-created and facilitated membership education session “Repurposing the plan” focused on creating Specific Program Plans and Protocols.
- Attended two meetings with Fragility Nova Scotia regarding the newly implemented Mobility Assistant Program.
- Attended a meeting with Therapeutic Recreation Ontario to discuss concerns associated with their “Two to One” designation for the field of Recreation Therapy in their province.
- Co-chaired the NSTRA 2024 conference planning committee.
- Presented to Seniors and Long-Term Care regarding the role of Recreation Therapy in Continuing Care across the province.
- Active member of the Dalhousie PAC committee as a representative of NSTRA.
- Review bylaws for edits, submitted by-law edits to BOD for consideration
- Co-Chair of CTRA Conference 2025.
- Co-hosted NSTRA Potential Board member FAQ with President (Sept 2024).

Recommendations:

- NSTRA to create a conference planning manual along with an update on policies associated with both local and national conference planning.
- Consider a small increase in membership fees to represent a portion of the cost of inflation.
- Consider accommodation support for the President and Treasurer at the annual conference when held outside their respective zones.

Respectfully Submitted,

Dawn MacDonald (she/her)
Past President, NSTRA
2023-2024



2024 NSTRA AGM TREASURER'S REPORT

Achievements October 2023-September 2024:

- Attended association Board or Executive meetings and reported on finances as required.
- Served on EDIA Committee, Conference Committee, and President's Council.
- Deposited funds as received, arranged for payments as required.
- Checked the post office box weekly.
- Arranged for licensure funds plus accrued interest to be moved into GIC for college fund.
- Established a process of streamlining financial records i.e., receipts, invoices, reimbursements.
- Utilizing Sage software to maintain financial history and current records.
- Utilizing PayPal option for receiving credit card payments and maintaining e-transfer/cheque processing of payments received.
- Met with the Association's accountant to organize financial information and prepare a 2023-2024 Financial Report.
- Completed a review of the Treasurer job description.
- Participated in Strategic Plan work of the Association.
- Preliminary draft work initiated on NSTRA's charitable mission in relation to financial assistance, bursaries, and scholarships.
- Initialized a Financial Committee to act as a working group with terms of reference to support and advise the portfolio of Treasurer.
- Reviewed Bylaws of the Association and submitted edits for approval.

Recommendations:

- Revise financial policies and procedures for various aspects of NSTRA.
- Establish a budget for 2024-2025.
- Continue to explore opportunities with accountant support to enhance efficiencies in the tasks of the portfolio.
- Establish a Treasurer portfolio document that outlines key areas of responsibility for successful Board transition purposes for incoming volunteers.

Respectfully Submitted,

Dana Mills (she/her)
Treasurer, NSTRA
2023-2024



2024 NSTRA AGM COMMUNICATION DIRECTOR'S REPORT

Achievements October 2023-September 2024:

- Received hand over and transition into role,
- Spoke at the student career fair at CPA Highschool to represent NSTRA with President,
- Member on Marketing Subcommittee,
- Attended Board of Directors meetings and reviewed all meeting minutes,
- Developed and promoted December's "*Elf on the Shelf*" contest,
- Attended NSCC Ivany TR student poster presentations,
- Created, promoted, and managed NSTRA's new Instagram account,
- Supported and promoted information from board members, zone directors and subcommittees to both members and public,
- Meetings and communication with President, board members and committees,
- Promoted zone meetings on social media,
- Promoted student networking events,
- Created, managed, and promoted Therapeutic Recreation month "*practice what you preach*" weekly contest,
- Updated admin access on public NSTRA Facebook page,
- Promoted CTRA Award Nomination and CTRA *#Unifiedtr* month content,
- Updated weekly Monday African Heritage Month resources shared on Facebook to Instagram,
- Promoted new Finance Committee on Facebook, Instagram, and email communication,
- Promoted call for papers and registration for NSTRA 2024 Conference,
- Organized and promoted *Spin it Forward* fundraiser at *SpinCo* on April 12 with \$320 raised,
- Emailed members and promoted on social media about *March Licensing Update* from NSTRA Licensure Committee,
- Shared job postings in members only Facebook group,
- Engaged in email correspondence with members,
- Engaged in email correspondence with members of the public,
- Engaged in email correspondence with board members,
- Supported members and public with inquiries,
- Maintained Facebook and Instagram communication with members and public,
- Supported Members only FB page,
- Created NSTRA LinkedIn page in August 2024,

Recommendations:

- Complete and launch "NSTRA Member of the Month",
- Develop clear guidelines on what information and support is for NSTRA members and what is for the public,
- Gather information about Facebook, Instagram, and LinkedIn ads to reach the public.

Respectfully submitted,

Emily Flinn (she/her)
Communications Director, NSTRA
2023-2024



2024 NSTRA AGM MEMBERSHIP DIRECTOR'S REPORT

Achievements October 2023-October 2024:

- Attended 7 meetings out of 11 with the NSTRA Board of Directors
- Conference Committee Member, attended regular meetings, helped with registration and answering some emails.
- Attended 2 Cape Breton Zone Meetings
- Provided materials to Dalhousie Student Director to present at Dalhousie to promote the work of NSTRA
- Ongoing communication with NSTRA members re: membership via email, how to use the website, communication with IT/Blair.
- Supported NSTRA's Public Facebook page and served as an administrator on the NSTRA Members only Facebook Group
- Board Reports, AGM Report
- Received membership forms and regularly updated membership list, zone lists, and mailing list
 - Started new membership list for 2024/2025 season
 - Confirmed membership with conference committee
 - Confirmed membership with treasurer
 - Confirmed mailing list with IT
 - Confirmed membership via email with members

NSTRA Membership Statistics (2023/2024)

NSTRA Professional Members: 181 Total

- CTRS: 102
- Non-CTRS: 64
- Affiliate Members: 11
- Supporting: 4

NSTRA Student members: 107

- Nova Scotia Community College: 49
- Dalhousie University: 46
- University of Lethbridge: 10
- Other: 2

Total NSTRA members from approx. September 2023 to August 2024: 288

Break down of members per zone (2023/2024):

- Cape Breton Zone: 44 members
- North Eastern Zone: 23 members
- South Shore Zone: 29 members
- South West Zone: 18 members
- Valley Zone: 18 members
- Central Zone: 156 members

Recommendations:

- Removing e-transfer option or at minimum “cheques/org paying”. Paypal allows for quick access to account for members as it automatically renews and activates for them. Etransfers, Cheques, etc. take up quite a bit of time for the treasurer and for it to be communicated back to the membership that payment was received. This delays account activation and members becoming “official members”. Many emails are received by Membership and/or Treasurer requesting faster access - have to remind folks that on the website it says up to 25 business days and it is a volunteer role.
 - If members want their organization to pay, they should pay via e-transfer or paypal and have their workplace reimburse them. As many also email right after requesting an invoice, which again falls under the 25 business days.
- Continued website issues, some members cannot navigate the logging in/password situation. Creates frustration and this is how we lose members. Not sure on how to navigate that moving forward?
- Continue to promote student engagement with NSTRA
 - Look into virtual presentations with Dal and NSCC
 - Dal student director presenting on NSTRA Membership and importance (although membership job, I found this difficult to do with working Monday-Friday). The Student Director is already there and in class & can work collaboratively with the membership director (potential for virtual session).

Respectively Submitted,

Emma Clarke (she/her), CTRS
Membership Director, NSTRA
2023-2024



2024 NSTRA AGM RECORDING OFFICER'S REPORT

In 2024, the NSTRA Board met 9 times, 1 in-person meeting in Central Zone and 8 using a paid Zoom account. Zone Representatives and Committee Chairs also used the association's Zoom account to hold their meetings.

Our association continues to grow, and our board and committee members are dedicated to this work. The following highlights are snapshots of their activities:

October 2023

'Harvesting Opportunities' Conference and AGM held in Digby

November 2023

New board members were welcomed and onboarded, a Special Meeting for members was held, the Standards of Practice Task Force and LTC Task Force were founded, a Land Acknowledgement Workshop facilitated by Indigenous Treaty Partners,

December 2023

Reviewed recommendations from AGM BOD reports, Elf on a Shelf Contest

January 2024

Canadian Summer Student Grant submitted, NSTRA Instagram account created, EDIA Resource Bank and Land Acknowledgment launched on NSTRA's website, met with Minister Barbara Adams Re: LTC, participated in Collaborative Care/Interprofessional Education Panel hosted by Nova Scotia College of Social Work,

February 2024

TR Month Proclamation, TR Month networking, social events, and contests took place across the province, Advocating for Change Workshop, President and Recording officer attended African Heritage Month Opening Night, Conference Save the Date launched, EDIA Membership Check-in survey circulated to members,

March 2024

Conference Call for Papers launched, Finance committee established, EDIA Membership Check-in survey results reviewed, review of strategic plan,

April 2024

Academic achievement awards opened, NSTRA officially asked to host the CTRA Conference in June 2025, the SOP Task Force held an in-person meeting,

May 2024

SOP Task Force developed a working definition, guiding principles, and themes, Program Share and Creating an SPP education session,

June 2024

The board held an in-person meeting, policies were reviewed, the president attended the CTRA 2024 conference and AGM,

July 2024

Beyond the Binary Training, conference early bird registration opened, the strategic plan was reviewed,

August 2024

NSTRA Awards launched

September 2024

The board met to prepare for the 2024 AGM and Conference

Recommendations:

- Encourage all members to post to NSTRA's members only Facebook page including job postings, resources, educational opportunities, community events, etc.
- Encourage in-person meetings as possible throughout the year

Respectfully Submitted,

Jessica Reid (she/her)
Recording Officer, NSTRA
2023-2024



2024 NSTRA AGM ANNAPOLIS VALLEY ZONE REPORT

Achievements from October 2023– September 2024:

- Hosted the 2023 NSTRA Conference in Digby
 - Emailed out CEU transcripts to participants
 - Reviewed conference evaluations and shared with BOD
- Accepted Annapolis Valley Zone Director position for an additional 2-year term
- Chaired 4 zone meetings (January, March, May, and August)
- Facilitated zone social for TR month in February
- Accepted position to sit on Finance Committee
- Assisted with development of Standards of Practice
- Regularly attended Board of Director meetings – both virtually and in person – and disseminated information to zone members accordingly

Recommendations:

- Support development of updating policies and procedures
- Recruit additional Recreation Therapy Professionals in the Valley Zone and encourage to attend zone meetings

Respectfully submitted,

Brianne Saunders
Annapolis Valley Zone Director, NSTRA
2023-2024



2024 NSTRA AGM CAPE BRETON ZONE REPORT

Achievements from October 2023 – September 2024:

- Held four zone meetings between October 2023 and October 2024
- Meetings focused on standing agenda inclusive of NSTRA and sub-committee updates, education sessions, TR month activities, 2024 conference, etc.
- Hosted a Learn to Play Pickleball session and zone social for TR month.
- Emailed correspondence with zone members RE: zone meetings, TR month events, NSTRA updates, fielded questions related to membership and NSTRA information, etc.
- Attended monthly Board of Directors Meetings via Zoom and reviewed BOD meeting minutes from all meetings.
- Co-chair for the 2024 NSTRA Conference
- Worked with my conference co-chair and committee to plan 2024 NSTRA Conference; Actions include: booking venue, vendor meetings, email correspondence, promotion, planning conference socials, sponsorship, etc.
- Promoted the benefits of membership to non-members in Cape Breton
- Attended Long-Term Care Taskforce meetings

Recommendations:

- Onboard the new zone director and support their transition into the role.
- Research education opportunities for Cape Breton zone members.
- Host zone meetings.
- Encourage NSCC Marconi TR students to engage in NSTRA events and zone meetings.

Respectively submitted,
Paula Jacobs
Cape Breton Zone Director, NSTRA
2023-2024



2024 NSTRA AGM CENTRAL ZONE REPORT

Achievements October 2023 – September 2024:

- Attended NSTRA Board of Directors monthly meetings
- Responded to emails from Central Zone members
- Met with Education Committee and completed related duties
- Met with Licensure Committee and completed related duties
- Met with Standards of Practice Task Force and completed related duties
- Attended Student Networking Event
- Hosted three in-person Central Zone meetings
- Hosted three Central Zone social events

Recommendations:

- Continue to communicate with Central Zone members
- Continue to host zone meetings and social events
- Promote NSTRA membership benefits to potential new members
- Continue to work towards creation of new Strategic Plan
- Development of TR month planning guide
- Two in-person board meetings to be hosted annually

Respectively submitted,

Brittany MacKeen (she/her)
Central Zone Director, NSTRA
2023-2024



2024 NSTRA AGM NORTHEASTERN ZONE REPORT

Achievements October 2023-October 2024:

- Between October 2023 and October 2024, the NE zone held 5 Zone meetings in-person (with options for virtual participation via Zoom). Meetings focused on standing agenda items as well as additional education components which included Program Sharing sessions, Speech Language Pathology, Embodied Labs (Lewy Body Dementia, Parkinson's and Alzheimer's) Dementia/Mental Health issues in community settings.
- Held a zone 'Fun day' in June which included a hike in Victoria Park, Truro and Lunch at a local restaurant
- Promoted NSTRA memberships, identified potential members and connected with new members
- Participated in TR Month social events
- Attended monthly NSTRA BOD meetings via Zoom and 2 in-person
- Worked as a member of the NSTRA Marketing Sub Committee

Recommendations:

- Continue to communicate with NE zone members. Promote NSTRA membership benefits to potential new members.
- Assist incoming Zone Rep during onboarding process
- Seek out new topics/presenters for future educational components at zone meetings

Respectfully Submitted,

Brad MacMillan (he/him)
Northeastern Zone Representative, NSTRA
2023-2024



2024 NSTRA AGM SOUTH SHORE ZONE REPORT

Achievements October 2023-September 2024:

- Four zone meetings were held.
 - November 24th via Zoom
 - February 6th in person - Mahone Bay
 - July 19th via Zoom
 - September 27th scheduled to be held in person - Rosedale
- Attended monthly NSTRA BOD meetings via Zoom.
- Welcomed new student members as NSCC has a new TR program in the South Shore Zone.
- Held Student Networking Event.
- Held TR month meeting and social.
- Correspondence with South Shore Zone members via email.
- Met with the Marketing Committee.
- Designed Stickers for Marketing Committee to be handed out at zone events, to new students, and at 2024 Conference.
- Created a table of zone's members, where they work and their contact information for professional development.

Recommendations:

- Continue to communicate with SS zone members.
- Promote NSTRA membership benefits to potential new members.
- Continue to work with NSCC Bridgewater to maintain close relationships between NSTRA and new students.

Respectfully Submitted,

Sarah Hankinson (she/her)
South Shore Zone Representative, NSTRA
2023-2024



2024 NSTRA AGM SOUTHWESTERN ZONE REPORT

Achievements October 2023-October 2024:

- Between October 2023 and October 2024, four zone meetings were held.
- Welcomed new members.
- Attended monthly NSTRA BOD meetings via Zoom.

Recommendations:

- Continue to communicate with Southwestern Zone members.
- Continue with zone meetings.
- Promote NSTRA membership benefits to potential new members in the area.

Respectfully Submitted,

Laura Thomson (she/her)
Southwestern Zone Director, NSTRA
2023-2024



2024 NSTRA AGM

DALHOUSIE STUDENT DIRECTOR'S REPORT

Achievements October 2023– October 2024:

- Attended 4 meetings out of 9 with the NSTRA Board of Directors (Missed meetings due to conflict with work schedule.)
- Attended meetings with the Therapeutic Recreation Program Advisory Committee (TR PAC) as an NSTRA Dalhousie University Student Representative.
- Class presentation as a guest speaker on January 31, 2024, for the Foundations of TR course at Dalhousie University (taught by Rachele Manett, CTRS) to introduce NSTRA to the first-year TR students and share experiences as a student member and the student director.
- Planned and facilitated the TR In-person NSTRA Networking Event on February 6, 2024, at the Northwood Halifax Campus with Qi Lao, Ashley Penton, and Brittany MacKeen.
- Attended and organized Marketing subcommittee meetings including 21FSP meetings.
- Attended EDIA subcommittee meetings.
- Ongoing communication with NSTRA members re: NSTRA student member status, event planning, discussion about engaging more Dalhousie TR students.
- Created Dal & NSCC Student Director Guidebook.
- Submitted board reports and an AGM report.

Recommendations:

- Continue to engage students by hosting student events with the NSCC student director and president-elect (i.e., TR month networking event), presenting in class with the membership director, etc.
- Unlike NSCC students, Dalhousie students are not required to join NSTRA; in the past, students paid the extra fee on their Recreation Orientation (Rec-O) payment so that all students automatically registered for the NSTRA membership for the first two years. However, the current Rec-O registration fee (2024) is \$200 due to the high inflation and cost of living. Also, not every student participating in Rec-O is TR, half of the participants are from the Recreation Management program. Therefore, it will be encouraged to take the opportunity to clearly explain to the TR students why joining NSTRA is beneficial and important.
- Check the current membership status and see what year is lacking in the member list. First-year students are always the important target!

Respectfully Submitted,

Sun Lee (she/her)
Student Director Dalhousie University, NSTRA
2023-2024



2024 NSTRA AGM NSCC STUDENT DIRECTOR'S REPORT

Achievements October 2023 – September 2024:

- Attended 8 meetings out of 9 with the NSTRA Board of Directors
- Invited NSCC Ivany students to attend Indigenous Treaty Partners Land Acknowledgement Workshop
- Planned and facilitated the TR In-person NSTRA Student Networking Event on February 6, 2024, at the Northwood Halifax Campus with Sun Lee, Ashley Penton, and Brittany MacKeen.
- Planned and facilitated the Virtual Student Networking Event for NSCC TR Students on Mar. 6, 2024, with Jocelyn Barbier
- Attended marketing subcommittee meetings
- Attended EDIA subcommittee meetings and contributed to EDIA resource bank
- Will collaborate with Dal Student Director on completing the student director guidebook
- Ongoing communication with NSTRA members
- Submitted board reports and AGM report

Recommendations:

- Encouraging feedback from students and professionals for event planning such as Networking events by creating timely surveys or forms and incorporating the feedback
- Continue to improve accessibility, and create a welcoming and safe environment for all especially for Networking and conferences
- Continue to create opportunities such as the Virtual Student Networking Event for NSCC TR Students for more informal networking

Respectively submitted,

Qi Lao (she/her)
NSCC Student Director
2023-2024



2024 NSTRA AGM ADVOCACY COMMITTEE'S REPORT

Purpose

The purpose of this working group is central to the work of the Nova Scotia Therapeutic Recreation Association (NSTRA). We will generate momentum for achieving intervention and treatment by increasing political commitment to recognizing the profession of therapeutic recreation (TR) and by mobilizing resources for investment in health and well-being. We will increase demand for TR as a vital service to be accessible to all, by engaging stakeholders and service providers and enabling better access to such services. By drawing on the strengths of all members of NSTRA, the working group seeks to position therapeutic recreation at the heart of health and community services.

Highlights of the Advocacy Committee October 2023 – September 2024:

- The focus for the past year for Advocacy has been two-fold – Establish a Standards of Practice Document *and* continue with the plan to advance and support the role of Recreation Therapy in LTC (as presented during the 2023 AGM)

Long Term Care Task Force Annual Report

The initial group met 5 times over this past year to discuss initial actions set forth through the Advocacy Strategic Plan.

Initial discussions focused on:

- Preferred titles for Recreation Therapy Staff working in Continuing Care
- Creation of a model of service for Recreation Therapy practice in Continuing Care. The model would focus on the balance between therapeutic and diversional programming
- How to engage members and non-members alike in the work of the Long Term Care Task Force
- Areas of focus for a literature review to highlight the need and proven outcomes of Recreation Therapy in Continuing Care
- How to develop a community of practice for Continuing Care in Nova Scotia
- How the TRCoE (Therapeutic Recreation Centre of Excellence) may support the work of the LTC task force in terms of education and research

Current work being completed:

- Literature review to be completed by December 2024 and circulated to the membership
- A member of the LTC task force will present the initial work regarding suggested ideas for job titles, models of care/service delivery, areas of research, and developing the community of practice to engage members and non-members alike at the 2024 NSTRA Conference. It is the hope to grow the membership of the Task Force and to receive input from conference delegates to guide the remainder of the work

Work to be completed by October 2025:

- Finalize initial documents, and present to the Board of Directors for approval
- Develop a presentation for members and non-members alike to review the work completed by the Task Force

- Develop a presentation for members to use when advocating for and educating about the role of Recreation Therapy in Long Term Care
- Launch the Community of Practice for Continuing Care in Nova Scotia to further identify areas of development, collaboration, and research

Standards of Practice Task Force Annual Report

The Standards of Practice working group was formed in the fall of 2023 with the aim of creating a document(s) outlining practice standards for recreation therapy professionals in Nova Scotia. A call for volunteers went out to NSTRA members and co-Chairs Crystal Watson and Kate Giles were asked to lead the group.

Group members include: Natalie Baglolle, Kim Woodford, Nicole Martell, Brittany MacKeen, Jeessica Reid, Taylor Dugas, Andrea Leahey, Tara Harnish, Angela Nagillah, and Brianne Saunders.

- Group has met via Zoom six times and once in-person during a half-day workshop in April 2024
- We have defined SOP as: Standards of Practice define the minimum competencies and professional conduct expected within a field. They provide a framework for professionals to perform their roles effectively, ethically, and reliably across different settings, ensuring quality outcomes and public protection.
- We have developed five Guiding Principles:
 - Person-Centered
 - Ethical Practice
 - Caring and Just Culture
 - Collaboration and Connection
 - Continuing Education and Professional Growth
- Crystal and Kate will introduce the draft Guiding Principles and SOP's at the upcoming NSTRA Conference and elicit commentary from attendees

Highlights thus far include

- Development of Guiding Principles that align well with NSTRA's Values and Beliefs
- Positive, enthusiastic working group made up of professionals with diverse experience who value one another's' voice - CTRA's, RTA's, educators, clinicians, mentors
- Preparation for NSTRA 2024 Conference - opportunity to share with membership and attendees our work thus far in a collaborative, productive environment

Looking Ahead

- The SoP Task Force looks forward to continuing this work through the end of 2024.

On behalf of the Advocacy Committee, we want to thank the members of both the LTC and SoP Task Forces for their work and dedication.

Respectfully Submitted,

Shelley Smith (she/her), CTRS
Advocacy Committee Chair
2023-2024



2024 NSTRA AGM EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY COMMITTEE'S REPORT

Purpose

The purpose of the Equity, Diversity, Inclusion and Accessibility (EDIA) Committee is to ensure an intentional approach to identifying, advocating, educating, and reconciling the Association's equity, diversity, inclusion and accessibility priorities/goals. NSTRA is a reflection of the students and professionals whose lived experiences, diverse backgrounds, and individual perspectives impact the health and well-being of the community. We strive for representation as a profession that is sensitive to cultural gifts in order to have a stronger capacity to serve in health and human service settings.

Committee members include: Natalie Baglole (co-chair), Jessica Reid (co-chair/board liaison), Dana Mills, Sun Lee, Qi Lao, Hayley Hilchey

Highlights of the EDIA Committee October 2023 – September 2024:

- Met 10 times (monthly since November 2023 with the exception of July 2024).
- Reviewed and updated ToR
- Wrote a letter to Digby Pines advocating for accessibility improvements to built environment following NSTRA conference
- Organized a Land Acknowledgement Workshop with Indigenous Treaty Partner's and drafted NSTRA Land Acknowledgement with membership and ITP guidance
- Ongoing work to develop a NSTRA Event Guide/Checklist. Draft completed.
- Created a working document of EDIA related resources/learning opportunities to share with BoD and membership
- Met with Wisdom 2 Action regarding facilitating Community Consultations prior to creating NSTRA's Anti-Racism Action Plan
- Wrote a grant application to seek out funding for Wisdom 2 Action (Government of Canada' Multiculturalism and Anti-Racism Program- Building Organizational Capacity Grant).
- Reviewed NSTRA's Calendar of Acknowledgement and focused on creating posts and sharing resources/education opportunities/community events attached to same. Made intentional plans for sharing resources/events related to celebration/acknowledgement months (ie. African Heritage Month, PRIDE, National Indigenous History Month).
- Drafted and sent Membership Survey to review EDIA Committee priorities
- Reviewed NSTRA's Diversity and Inclusion Policy
- Participated in NSTRA Strategic Planning sessions
- Collaborated with NSTRA Education Committee to offer Beyond the Binary Training to NSTRA members
- Co-chair Natalie Baglole to participate in panel discussion with Past President Dawn MacDonald as a part of an Interprofessional Provincial Association meeting. These meetings aim to explore the removal of silos in healthcare to decolonize practices. They will be a part of the following panel discussion that is taking place on October 9:

Decolonizing Our Care: A Two-eyed Panel Conversation A special panel with Mi'kmaq elders and providers in dialogue with us on ways to remove silos: What are some concrete steps that we can take to advocate for whole person care that is rooted in community and that addresses intergenerational trauma, systemic bias and ensure better care for all people. This panel will encourage all health care professionals to begin to reflect upon what we can do to decolonize ourselves and our practice.

Recommendations:

- Continue with membership identified priorities:
 - Creating EDIA specific resource bank for members to access
 - Building relationships within historically unrepresented communities
 - NSTRA event planning guide that focuses on inclusion and accessibility of these events/spaces
- Research other organization's anti-racism/anti-oppression action plans
- Explore funding options to include Wisdom 2 Action as facilitators when gathering past or current members' experiences for Anti-oppression and Anti-racism action plans for NSTRA
- Ongoing recruitment for new committee members

Respectfully Submitted,

Natalie Baglole (she/her), CTRS
Jessica Reid (she/her)
EDIA Committee Co-Chairs
2023-2024



2024 NSTRA AGM LICENSURE COMMITTEE'S REPORT

Purpose

The purpose of this sub-committee is to establish regulation practices for Recreation Therapy professionals, including CTRS' and non-CTRS' in the province of Nova Scotia. Phase one will focus on establishing licensure for Recreation Therapists through government processes. Phase two will focus on establishing a regulatory process for all other Recreation Therapy professionals.

Co-chairs: Heather Baker, Shelley Smith, Rhonda Booth

Membership:

This committee has been working diligently to establish regulation practices for Recreation Therapy professionals, including CTRS' and non-CTRS' in the province of Nova Scotia. We would like to acknowledge the committee members efforts towards this goal; Andrew Ritcey, Gary Comeau, Brittany MacKeen, Colleen Bateman, and Dawn MacDonald, as well as our President Jocelyn Barbier. Thank you all for your belief in this undertaking.

Highlights:

- The committee continues to meet on a regular basis and as need arises. Outside of the monthly meetings, committee members are involved in a variety of other meetings with key stake holders to move our mandate further toward completion. This year saw intensive work with 21 FSP to support our regulation agenda. Their guidance has helped to focus the committee's efforts forward. The provincial government's progress on updating the Health Regulations Act has formed the nucleus of the committee's work this year. Scope of Practice documents have been created to help inform decisions makers of our profession's contributions to the health and well-being of the people of Nova Scotia. The committee continues to work with our lawyer, other health care partners, policy analysts and other officials in our quest for licensure.

Recommendations/Looking Ahead:

- The committee will continue to strive for regulation. The government is likely to soon release information on the first group of health professions being updated through the new Act. We will likely not be in the first wave.

Respectfully Submitted,

Rhonda Booth, CTRS
Heather Baker, CTRS
Shelley Smith, CTRS
Licensure Committee Co-Chairs
2023-2024



2024 NSTRA AGM

MARKETING SUBCOMMITTEE'S REPORT

Purpose

The purpose of this working group is to provide promotional engagement and support to aid in the work of the Nova Scotia Therapeutic Recreation Association. We will recognize the work of the association and recreation therapy professionals within the province of Nova Scotia. We will work to create opportunities to share information about the NSTRA, creating materials to be shared to engage with stakeholders, rights holders and service providers. We will support other subcommittees, working groups and zones, in need of promotional engagement to aid in advocating for recreation therapy services, increasing membership and promoting the work of membership and the association.

Committee members include: Jocelyn Barbier, Sun Lee, Brad MacMillan, Emily Flinn, Sarah Hankinson, Qi Lao

Highlights of the marketing committee:

- Held meetings with regular email communication between meetings.
- Launched NSTRA Instagram and LinkedIn for additional promotions and sharing NSTRA updates/news, monitored by the communication director.
- Worked closely with CTRA during TR month (February 2024) by promoting TR month and sponsoring an award with a \$50 gift card from a local NS business.
- Supported member contests (Elf on the Shelf, TR month contest) via Facebook and Instagram.
- Supported student networking events.
- In communication with the licensure committee and their work with 21FSP, EDIA, advocacy committees, and conference committees as needed.
- Supporting the conference committee in providing swag for the conference.

Recommendations:

- Continue collaborating with NSTRA committees and the board of directors to continue to develop and share materials with stakeholders and rights holders as identified/needed, specifically licensure and advocacy, aligning with the strategic plan.
- Begin to implement the roadmap from the work with 21FSP.
- Recruit new members to volunteer to support the work of the subcommittee.
- Explore fundraiser opportunities in the 2024/2025 membership year.

Respectfully Submitted,

Sun Lee (she/her)
Marketing Subcommittee Co-chair
2023-2024



2024 NSTRA AGM

EDUCATION COMMITTEE'S REPORT

Purpose

The purpose of this working group is central to supporting the continued education of the members of the Nova Scotia Therapeutic Recreation Association (NSTRA). We will increase the accessibility of TR specific education opportunities to our members. In addition, we have the potential to create revenue for the NSTRA to support the continued efforts of the association.

Committee members include: Brittany MacKeen (co-chair), Colleen Bateman (co-chair), Catherine Lubberts, and Dawn MacDonald.

Highlights of the Education Committee:

- Committee met six times this year
- Committee held three education sessions in 2024 – Unlocking Potential: Strategies for Repurposing Program Plans (CEU approved) and Advocating for Change: Highlighting the Expertise and Experience of TR Professionals in Nova Scotia (CEU approved)
- Collaborated with EDIA Committee to offer Moving Beyond the Binary education session
- Committee submitted a survey to membership to develop 2024/2025 work plan
- Collected and collated education survey results
- Provided CEU certificates and attendance certificates to participants of education sessions
- Co-Chairs met with Blair to determine plan for posting previously recorded education sessions
- Plan to launch online catalogue during TR month 2025

Recommendations:

- Establish process for NSTRA website to process payments for education sessions
- Creation of education session protocol for succession planning
- Update terms of reference

Respectfully Submitted,

Colleen Bateman (she/her)
Brittany MacKeen (she/her)
Education Committee Co-Chairs
2023-2024



2023-2026 NSTRA STRATEGIC PLAN

Membership Retention & Growth		
1.1 NSTRA will prioritize accessibility, safer spaces, and welcome all voices as a core element, offering resources and education to ensure a welcoming and non-threatening environment where all members can express themselves in person and online during workshops, events, and conferences		
1.2 NSTRA will develop a manageable communication strategy		
1.3 NSTRA will continue to offer regular education sessions to support the work of personal and professional development as healthcare workers and TR practitioners		
1.4 NSTRA will identify opportunities and partnerships for membership within and surrounding the sector including online resources and libraries adding value to membership		
1.5 NSTRA will create resources that outline the benefits of membership		
Development of Standards of Practice		
2.1 NSTRA will review the new CTRA standards and vote on acceptance/ non-acceptance		
2.2 NSTRA will strike a committee or task force to develop/define the standards		
2.3 NSTRA will develop an education plan and resources for those that affect the delivery of therapeutic recreation services		
Organizational Development		
3.1 Through an EDIA lens, NSTRA will conduct in depth review of any current documents, roles, and procedures that are used by the Board of Directors, sub committees, and membership		
3.2 NSTRA will develop an orientation program for new Board of Directors members		
3.3 NSTRA will develop a calendar to include dates for members registration, conference information, AGM, awards, etc.		
3.4 NSTRA will explore communities of practice		
Advancement of the Profession		
4.1 NSTRA will build resources to promote the profession, build impactful community relationships and share resources with membership		
4.2 NSTRA will explore a mentorship program for students and new graduates		
4.3 NSTRA will review healthcare systems to identify opportunities for therapeutic recreation to enhance service delivery or fill gaps		
Licensure		
5.1 NSTRA will continue to promote the importance of licensure and work with interest holders, rights holders, collaborators & community partners to complete this process.		
5.2 NSTRA will create resources as needed to share the importance of licensure and its impact on the profession and clients.		

