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CONFERENCE / AGM EVENT

Inn At The Quay, 900 Quayside Drive, New Westminster, BC, Canada V3M 6G1

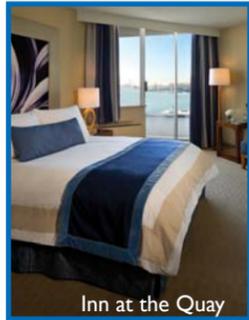
RMTBC Conference & AGM Event April 15 - 18, 2016

April 15, 2016

3:00 pm	CMTBC AGM
5:00 pm	Refreshment & Networking
6:00 pm	RMTBC AGM
	AGM Minutes
	AGM Board Reports
	AGM Resolutions & Financials
	AGM Finished
7:30 pm	Pin Celebration with Refreshments
8:30 pm	CLOSING

CONFERENCE ON PAGE 26

HOW DO I GET TO THE "INN AT THE QUAY" IN NEW WESTMINSTER, B.C.



900 QUAYSIDE DRIVE, NEW WESTMINSTER, B.C.



MANUAL THERAPY CONFERENCE AT THE AVIL CENTRE

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 Website: [www.innatwestminsterquay.com].



CONFERENCE SCHEDULE, 2016

	Friday, April 15	Saturday, April 16	Sunday, April 17	Monday, April 18
6:30 am		YOGA	YOGA	
7:15 am		Registration & Breakfast	Registration & Breakfast	Registration & Breakfast
8:00 am		Opening Remarks	Opening Remarks	
8:30 am		Keynote: Eyal Lederman "A Process in Manual Therapy: Beyond the Structural Approach"	Keynote: Walt Fritz, "Research Can Change Your Approach to Assessment and Treatment and Assist your Evolution as a Health Care Professional"	Fritz: Advance Approaches... Hilton: Returning to Function... Lederman: Movement Rehab... Travillian: Trama & PTSD...
9:45 am		Break	Break	Break
10:15 am		Keynote: Sandra Hilton "Importance of Assessment and Treatment of Complex Pelvic Pain Disorders in Women and Men"	Keynote: Ravensara Travillian, "Working with Trauma and PTSD Affected Patients in the Clinical Environment"	Fritz: Advance Approaches... Hilton: Returning to Function... Lederman: Movement Rehab... Travillian: Trama & PTSD...
11:30 am		Buffet Lunch	Buffet Lunch	Buffet Lunch
12:45 pm		Breakouts: 3 concurrent groups at 45 min. each 1) C. Blickenstaff, Edge Work, N. Vizniak, IASTM, R. Hemsworth, Stand. Assess. 2) C. Moyer, Modern Psychology A. MacKenzie, Facial Manipul.™ B. Fulton, Placebo Effect 3) D. De Camillis, S. Chapelle Exp. Research. J. Sloan Care of Frailty D. John Cultural Awareness	Breakouts: 3 concurrent groups at 45 min. each 1) C. Blickenstaff, Edge Work, N. Vizniak, IASTM, R. Hemsworth, Stand. Assess. 2) C. Moyer, Modern Psychology A. MacKenzie, Facial Manipul.™ B. Fulton, Placebo Effect 3) D. De Camillis, S. Chapelle Exp. Research. J. Sloan Care of Frailty D. John Cultural Awareness	Fritz: Advance Approaches... Hilton: Returning to Function... Lederman: Movement Rehab... Travillian: Trama & PTSD...
3:00 pm		Break	Break	Break
3:30 pm	CMTBC AGM	Panel: Pelvic Floor Health, an Interdisciplinary Approach to Assessment, Diagnosis & Treatment, with Sandra Hilton, Paula Jaspas, Sarah Bjorgan. Moderator: Holly Henry, Chair RMTBC, PPG WH	Panel: "Contemporary Manual Therapy in the Biopsychosocial Model!" with Walter Fritz, Ravensara Travillian, Eyal Lederman and Moderated: Bodhi Haraldsson, RMTBC Research Director	Fritz: Advance Approaches... Hilton: Returning to Function... Lederman: Movement Rehab... Travillian: Trama & PTSD...
5:00 pm	Break			
6:00 pm	RMTBC AGM			
7:30 pm	"Pins" Celebration	Social	Closing Remarks	Manual Therapy Conference Ends
8:30 pm	AGM Ends			

Registered Massage Therapists' Association of British Columbia

**Notes to the Financial Statements
(Unaudited)**

September 30, 2015

13. Financial instruments (continued)

(c) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association is exposed to interest rate risk from the interest rate differentials between the market rate and the rates used on these financial instruments.

**BOARD CHAIR
REPORT**

Anne Horng



2015 was a very busy year for the Board as well as the RMTBC.

I have to start my report by thanking Joseph (Joey) Lattanzio for his more than 10 years of dedication to our board and especially the last two years as President. During this time, Joey demonstrated his passion for this profession by promoting Registered Massage Therapy through the Sears Kid Cancer Ride and countless other public community events.

This year two other Board members decided to stand down from the Board.

Magdalen Farley stepped down from the Board after more than five years as a vocal and active member of the RMTBC. We will miss Magdalen's candor and work on several committees including the Mentorship and Patient Relations Committee.

Vlad Efimoff stepped down after 3 years on the Board. Vlad's objectivity and experience contributed greatly to the development of the associations' recent strategic plan. He continues to be an active member of the First Nations Professional Practice Group.

We thank all of them for their commitment to the profession and the RMTBC.

Your Board has risen to some challenges this year. The October Summit offered some insight to the Board when considering its future direction. Among the many issues raised was the desire to see this profession move to a bachelor's degree for entry to practice. There is no question, when considering past surveys of members as well as the information gleaned at the Summit, that today's patient presents with more complex health challenges than earlier. The expectations of patients and of other allied/referring health care professionals make it clear that if we shall move the profession forward, an undergraduate degree is essential.

The issue of a bachelor's degree brings me to another concern that was raised: the lack of public education for Registered Massage Therapy programs in BC's colleges and universities. While Ontario and Alberta have several offerings for massage therapy training in the public sector schools, BC's offering is lacking (other than one public school that runs the program through its continuing studies department).

Over the last two years, the Association has been concerned about the number of inquiry and discipline cases before the CMTBC regarding professional misconduct. This trend has become a prime interest and concern of the Association, both in talking with our insurers and our lawyer. To that end, we developed the "Men's Night" CE course to address those issues of a sensitive nature regarding patient boundaries. That course has now morphed into one that welcomes all RMTs and is called Patient/Therapist Interpersonal Communications: Defensive Best Practices.

2015 was a positive year on the national scene. Not only have we seen Regulation in New Brunswick, two other provinces now have Regulation for RMTs on their agendas. The Governments

Board Chair Report

continued...

Anne Horng

of Saskatchewan and Manitoba are now considering legislation and how to implement such legislation in their respective provinces. But with all legislation, nothing is simple and everything takes an extraordinary amount of time. The good news will be that once this regulatory hurdle is jumped, RMTs will no longer be required to collect GST from patients.

I am excited about this year's Manual Therapy Conference: An Interdisciplinary Approach to the Science and Practice. It is particularly positive that the CMTBC will be holding its Annual General Meeting in conjunction with our Conference and AGM. The growth in our profession has been extraordinary and our attendees, along with the quality of speakers, are a testament to the Mission and Values of this association.

Regards,
Anne Horng, RMT

**SECRETARY /
TREASURER**

Walter Ament



As the Secretary, I would like to report that since the last AGM, the Board has met both face to face and by conference calls. There are many challenging issues that affect our profession and require the time and attention of Board members and the RMTBC staff. Many of these items are covered in other reports; however, it would be prudent that members inform themselves of all the issues by checking the web page regularly.

As Treasurer, I am pleased to advise that membership climbed again last year resulting in an increase of revenue for the year ended September 30, 2015. The financial report is available for members to review and is in this booklet. Rest assured that our financial position is healthy. Dues have not increased since 2006 and the premium for our liability insurance has varied little while we get better coverage than other plans. Member benefits and affinity programs continue to improve. I urge you to check out these programs especially the health and disability programs.

Our finances are watched over very diligently by our Bookkeeper Nancy and the Executive Director Brenda. David Pel & Company Inc. our Certified General Accountants continue to provide accurate and timely financial information and records. Additionally, another accounting firm then reviews all statements. So I can assure the membership that your dues are being prudently managed for the well-being of all the members and in accordance with your wishes.

Registered Massage Therapists' Association of British Columbia

**Notes to the Financial Statements
(Unaudited)**

September 30, 2015

11. Interfund Transfers

During the year, \$479,880 (2014 - \$50,000) was transferred from the Unrestricted Fund to the Prudent Reserve Fund.

As well \$18,290 (2014 - \$nil) was transferred from the Unrestricted Fund to the Research Fund.

12. Comparative amounts

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.

13. Financial instruments

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments.

The financial instruments of the Association and the nature of the risks to which it may be subject are as follows:

(a) Credit risk

Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. The Association is exposed to credit risk in its cash and cash equivalents as the majority of its cash and cash equivalents are held at one financial institution. The Association limits its credit risk by placing its cash with major financial institutions.

The Association is also exposed to credit risk in the event of non-performance by counterparties in connection with accounts receivable. The Association does not obtain collateral or other security to support the accounts receivable subject to credit risk but mitigates this risk by dealing only with what management believes to be financially sound counterparties and, accordingly, does not anticipate significant losses for non-performance.

(b) Liquidity risk

Liquidity risk is the risk that the Association cannot repay its obligations when they become due to its creditors. The Association's exposure to liquidity risk is dependent on the receipt of funds from its related sources, whether in the form of revenue or advances. The Association reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due; monitors and manages its cash balance to ensure adequate cash flow is available to repay trade creditors as payments become due.

Registered Massage Therapists' Association of British Columbia

**Notes to the Financial Statements
(Unaudited)**

September 30, 2015

6. Accounts payable and accrued liabilities

	2015	2014
Accounts payable and accrued liabilities	\$ 68,360	\$ 30,209
Government remittances payable	4,281	7,263
GST payable	277	644
	\$ 72,918	\$ 38,116

7. Deferred revenue

Deferred revenue is comprised of \$497,540 (2014 - \$540,501) relating to prepaid membership fees, workshop fees, insurance premium and other unearned amounts received in the current year that are related to expenses to be incurred in the subsequent year.

8. Internally Restricted Net Assets

The Association has established a \$22,955 (2014 - \$22,955) Member Restricted Contingency Fund, expenditures from which must be approved by the Members.

The Association has also internally restricted \$740,080 (2014 - \$260,200) as Prudent Reserve for other contingencies. The amounts are not available for other purposes without the approval of the Board of Directors.

The Association has established an \$18,290 Research Fund (2014 - Nil). Purpose of the Fund is to finance the Research Foundation which will be established soon.

9. Commitments

The Association leases an office under a lease expiring in July 2016. The minimum lease and property rental payments for the next year are:

2016	\$ 40,130
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10. Bank loan

The Association has a line of credit authorized to a maximum of \$22,000, and bears interest at bank's prime lending rate plus 1.50% per annum. The line of credit is secured by a term deposit of \$22,955 held in the name of the Association. As at September 30, 2015, the outstanding balance is \$nil (2014 - \$nil).

**COMMUNICATION
CHAIR**

Michael Reoch



Over the past year RMTBC has effectively grown our communications strategy to strengthen the voice and presence of our members.

There perhaps was no voice that positively projected the profession more than that of The Honourable Judith Guichon, Lieutenant Governor of our Province of British Columbia, who proclaimed October 19th –25th as “Registered Massage Therapy Awareness Week”. This is a proclamation we haven't had for several years and one that we intend to pursue annually to recognize the profession.

To stay true to the definition of communication –“the imparting or exchanging of information or news.” It is imperative that we continuously listen. Whether it's listening to evidence based research, patients, others involved in the health care profession or the RMTBC membership, what we hear and learn affects what we become as an association. It remains to be seen, but it's likely that the greatest influencing factor from the past year may be the RMT Summit held in the fall. Some of what we learned from the Summit combined with membership surveys and of course our 2014 Public Survey will drive and/or adjust the associations communications plan.

The RMTBC's social media presence has grown over the past year as we've employed new strategies using additional mediums to communicate with members and the general public alike on behalf of our members. We're pleased to see the open rate on members' newsletters increasing with the introduction of two consistent and defined versions. One newsletter which concentrates on RMTBC general matters, and the other is dedicated to CEC opportunities. We've also received positive feedback on the recently rebranded RMT Matters magazine that has distinctive sections and article contributions from more RMTs within and beyond the BC borders.

As your association we represent the profession in person through a variety of opportunities which include school presentations, various tradeshow and events such as the Vancouver BMO Marathon. This year too, we advertised on Global News, CBC television and paid social media ad sites.

We feel that it is also our responsibility to help our members communicate with patients. We've done and are continuing to do this through updating forms and publications RMTs regularly use with our brochure series that is just an ask away for any member. More than ever members are taking advantage of the opportunity to “borrow” the RMTBC Community Health Fair kit which we ship throughout the province so that members can present themselves and all RMTs in a professional manner.

The Association has taken on an important role in knowledge transfer; not only in terms of research, but recently in terms of ethics and boundaries. Patient Relations is critical to whom we are as professionals and the association has developed, with the assistance of the College of Physical Therapists, a series of booklets aimed at educating RMTs about their role as a health care professional. The latest in the series has a Consent to Treatment booklet combined with the Consent Form has recently been distributed to all RMTs.

If you need or want the Registered Massage Therapists' Association of British Columbia to communicate for you in any particular way, we want to hear from you. We're here to listen. We're here to communicate.

RESEARCH CHAIR

Bodhi Haraldsson



Research Programs

Masters grant

With its mandate to advance knowledge and understanding of massage therapy profession, the RMTBC granted its first \$14,000 scholarship to Robert Hemsworth. The RMTBC recognizes the vital importance of developing research capabilities in highly qualified master's students among its membership. It is through research that the profession and practice of massage therapy are advanced, enhancing the profession's and the public's understanding of massage therapy and its therapeutic value.

RMTBC offers a scholarship of \$14,000 annually, to RMTs in qualified master's programs. The degree program and proposed course of study, including the research component, must have a clear relationship to massage therapy. These scholarships contribute to the profession by advancing knowledge through the candidates' research, and by helping financially support developing scholars in the field.

Case studies award

Beginning last fall, we transitioned from a competition of each graduating class from each school to a biannual competition between all the schools. In addition, we raised the award sums substantially. First Prize: \$2000, Second Prize: \$1000, Third Prize: \$500.

Canadian Massage Therapy research Foundation (CMTRF)

RMTBC along with Massage Therapists Association of Saskatchewan began the work to set up a research foundation charity. This work is ongoing, and we hope that by end of this year it will be ready to accept donations and fund the projects.

Librarian report

The research department is excited to have test-launched our Current Awareness Tool (CAT), an online collection of summarized research articles, arranged into categories relevant to massage therapists. This product will be public-facing; patients, insurers, and other healthcare professionals can see the growing body of evidence for the treatments offered by registered massage therapists. Logged-in members of the RMTBC can request the full text of articles that interest them. We will refine this site based on member feedback. RMTBC members provided initial comments of the CAT's structure, and articles were found, summarized, and added by Amanda Wanner, a health librarian.

We continue to offer the health science article databases on the library website, for RMTs wishing to research a specific condition. This includes librarian support for practitioners requiring assistance with searching efforts. We continue our membership in the Electronic Health Library of British Columbia, a provincial consortium that negotiates excellent discounts on our behalf.

RESEARCH LIBRARIAN

Kristina Oldenburg



Registered Massage Therapists' Association of British Columbia

Notes to the Financial Statements (Unaudited)

September 30, 2015

3. Member Direct Services

Member direct services are expenses that are specifically designated for members of the Association. It includes a portion of the legal and accounting expenses, the monthly life insurance premium, the Member Assistance Program and promotional materials for the members.

4. Term deposits

The term deposits bear interest from 1.40% to 3.30% and mature between November 13, 2015 and October 16, 2017.

	2015	2014
Term deposit # 39, 1.40% interest, maturity date Nov 21, 2014	\$ -	\$ 350,000
Term deposit # 43, 1.40% interest, maturity date Nov 26, 2015	551,900	544,280
Term deposit # 44, 1.40% interest, maturity date Nov 27, 2015	420,000	-
Term deposit # 41, 3.30% interest, maturity date Nov 13, 2015	30,000	-
Short-term deposits	1,001,900	894,280
Term deposit # 10, 1.55% interest, maturity date Oct 16, 2017	22,955	22,955
Term deposit # 41, 3.30% interest, maturity date Nov 13, 2015	-	30,000
Long-term deposits	22,955	52,955
	\$ 1,024,855	\$ 947,235

Term deposit #10 in the amount of \$22,955 (2014 - \$22,955) is held as a collateral for the line of credit (Note 10).

5. Property and equipment

	2015		2014	
	Cost	Accumulated amortization	Net book value	Net book value
Video Library	\$ 3,261	\$ 2,751	\$ 510	\$ 638
Furniture and equipment	42,861	28,081	14,780	13,138
Computer equipment	46,428	39,699	6,729	9,149
Computer software	4,396	3,925	471	-
	\$ 96,946	\$ 74,456	\$ 22,490	\$ 22,925

Registered Massage Therapists' Association of British Columbia

**Notes to the Financial Statements
(Unaudited)**

September 30, 2015

2. Significant accounting policies (continued)

(e) Use of estimates

The preparation of the financial statements in conformity with Canadian standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

(f) Impairment of long-lived assets

The Association tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected undiscounted future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent carrying value exceeds its fair value.

(g) Financial instruments

Financial assets originated or acquired or financial liabilities issued or assumed in an arm's length transaction are initially measured at their fair value. In the case of a financial asset or financial liability not subsequently measured at its fair value, the initial fair value is adjusted for financing fees and transaction costs that are directly attributable to its origination, acquisition, issuance or assumption. Such fees and costs in respect of financial assets and liabilities subsequently measured at fair value are expensed.

The company subsequently measures the following financial assets and financial liabilities at amortized cost:

Financial assets measured at amortized cost include cash, accounts receivable, short and long term deposits.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

At the end of each reporting period, management assesses whether there are any indications that financial assets measured at cost or amortized cost may be impaired. If there is an indication of impairment, management determines whether a significant adverse change has occurred in the expected timing or the amount of future cash flows from the asset, in which case the asset's carrying amount is reduced to the highest expected value that is recoverable by either holding the asset, selling the asset or by exercising the right to any collateral. The carrying amount of the asset is reduced directly or through the use of an allowance account and the amount of the reduction is recognized as an impairment loss in operations. Previously recognized impairment losses may be reversed to the extent of any improvement. The amount of the reversal, to a maximum of the related accumulated impairment charges recorded in respect of the particular asset, is recognized in operations.

**PROFESSIONAL
DEVELOPMENT
COORDINATOR**

Harriet Hall



The RMTBC's vision statement reflects the commitment of our organization to advancing our profession through quality Professional Development Courses for Registered Massage Therapists. As PD Coordinator, my job is to facilitate quality course delivery with an emphasis on evidence based curriculum at a preferred rate for RMTBC members.

Last year 40 courses were organized and hosted by RMTBC with both local and international instructors including: Osteopathic and MET -Sleeper, Enthesis- De Camillis, Anatomy Trains – Iwaschuk, Clinical Reasoning –Vizniak, Functional Fascial Taping –Alexander, Fascial Manipulation Level I –Stecco, Neurophysiology of Pain – Pearson, Dermoneuromodulation –Jacobs, Lumbopelvic Pain -Vleeming. In cooperation with physiotherapists in Chicago and Ontario we co-hosted a course featuring Dr. Bronnie Thompson that explored biopsychosocial aspects of Pain.

At the AGM 2015 in Kamloops May 2015 the theme was Professional Accountability. The focus was on issues related to patient relations, contemporary record keeping, duty to report, men's information and cultural safety.

We are making an effort to provide more courses outside the Lower Mainland with several successful courses held in Nanaimo, Victoria and Prince George. Efforts are being made to do more courses in the Interior and Kootenays. RMTBC was a congress partner, supporting financially and in kind, the 4th International Fascial Research Congress (FRC4) in Washington DC September 2015. We are an endorsing organization for the Interdisciplinary World Congress Low Back Pelvic Pain Congress in Singapore October 31 – November 3 2016. This allows RMTBC members to get a reduction in the registration fee.

The website page for our Professional Education Series is being updated with more information about our sponsored courses and the instructors presenting them. You can also find a complete listing of everything being offered by checking out the Professional Education Series, Other Courses and the Electronic Calendar.

The Professional Practice Groups continue to evolve. We now have 5 established: First Nations, Gerontology, Pain, Sports and Women's Health. Each has its own Facebook Group where members discuss related matters. 2015 will see the PPG Council meeting more often. We are developing a more informative web page to highlight these groups.

EXECUTIVE DIRECTOR

Brenda Locke



Over the years, we have been talking about the growth of the profession and the Association. The RMTBC hit a milestone in 2015 with our 3,000th member. There are now more RMTs in British Columbia than Physiotherapists and our ranks show no sign of slowing down - a phenomenon that we must monitor. You have every reason to wear your pin with pride when attending meetings and events in your community. You are part of a vital, meaningful, effective and growing profession.

As our ranks continue to grow, new issues and challenges become part of the work we do every day to assist members and advocate for the profession as a whole. The addition of a Practice Resource position has quickly become a busy department for our members. Alison Chernoff, RMT, is there to help with the day-to-day issues, challenges and questions RMTs may encounter in their own practices. And when Alison doesn't have the answer, it is time to refer to our support team: our lawyer Scott Nicoll; our accountant David Pel, or for regulatory matters, Gordon MacDonald.

In 2015, the Ministry of Health called upon all Health Care Regulators and Associations. The challenge put to the professions was to assist government in addressing challenges within BC's health care system specific to three key areas: surgical wait times, rural health, and patient-centred care. In developing the response, the RMTBC solicited information from RMTs through a survey as well as at the Summit we held in October 17, 2015.

Last September, the Canadian Massage Therapy Alliance (CMTA) met in Shediac, New Brunswick, to discuss issues that are important to all provinces. Certainly high on the agenda was the development of the newly regulated province New Brunswick. Regulation is the top priority for the CMTA and it was good to hear that the governments of Saskatchewan and Manitoba are looking to regulate massage therapy in their respective provinces. But, as with all government legislation, it is a slow process that can be halted at any time, particularly if governments are in the midst of an election.

As part of the CMTA Insurance Committee, I attended the Canadian Life and Health Insurers Conference (CLHIA) as well as the Canadian Health Care Anti-Fraud Association (CHCAA). In both conferences, the insurers expressed concern over the increased billing of massage therapy treatments, as well as the spa sector of the profession and the massage "clubs." Because massage therapy services are the highest of all the billing services (outside of dental and pharma) to third party insurers, we will continue to work with the insurers to address their concerns.

2015 was a year of collaboration as we met and worked with other allied health professions in an effort to develop better inter-professional collaboration. I hope to continue to grow those relationships with other BC health care associations and to work on issues of common concern.

Malpractice insurance is vital to our Association and ensuring that our members are served by our insurer is important to us and to you. This year, after much consideration, the Association changed our broker to Wilson M. Beck Insurance Services Inc. We will be working with them to offer you, our members, an even better insurance product and more timely service through our new broker.

And now, 2016 is starting off to be another exciting year for our Association and our profession. The RMTBC is committed to serving our members' needs as individuals and as a profession-at-large. We will continue to look for those opportunities that allow our members to flourish as a valued and important part of British Columbia's regulated health care profession.

Executive Director

Registered Massage Therapists' Association of British Columbia

Notes to the Financial Statements (Unaudited)

September 30, 2015

1. Nature of operations

The Registered Massage Therapists' Association of British Columbia is organized to provide its members educational and practice related services and to promote the interests of its members with the public and government bodies. The Association is incorporated under the Society Act of British Columbia, is a not-for-profit organization and is non-taxable under the Income Tax Act.

2. Significant accounting policies

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant policies are detailed as follows:

(a) Fund accounting

The Association follows the deferral method of accounting for contributions.

The Internally Restricted Fund includes a contingency reserve fund and a prudent reserve fund to provide for unusual or unexpected events and circumstances.

The Unrestricted Fund accounts for the Association's general operations of providing educational and practice related services, conferences, and other general sources of income.

(b) Revenue recognition

Membership fees are recognized as revenue when received or the amount to be received can be reasonably estimated and collection is reasonably assured. Grants received for a specific project or purpose are accounted for as deferred revenue and are recognized in income as related costs are incurred. Revenue from other sources is recognized when the amount is estimatable and collection is reasonably assured.

(c) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and bank deposits.

(d) Property and equipment

Property and equipment are recorded at cost and are being amortized over their estimated useful lives on a declining balance basis. The annual amortization rates are as follows:

Video Library	20%
Furniture and equipment	30%
Computer equipment	30%-100%
Computer software	100%

Registered Massage Therapists' Association of British Columbia

**Statement of Cash Flows
(Unaudited)**

For the year ended September 30,	2015	2014
Cash provided by (used for)		
Operating activities		
Excess (deficiency) of revenues over expenditures	\$ (80,962)	\$ 136,003
Item not affecting cash		
Amortization	9,652	7,540
	(71,310)	143,543
Change in non-cash working capital items		
Accounts receivable	5,971	(13,043)
Prepaid expenses	3,876	22,337
Accounts payable and accrued liabilities	34,802	(49)
Deferred revenue	(42,961)	111,643
	(69,622)	264,431
Financing activity		
Term deposit to mature within one year	30,000	-
Investing activity		
Purchase of property and equipment	(9,217)	(18,731)
Increase (decrease) in cash and cash equivalents	(48,839)	245,700
Cash and cash equivalents, beginning of year	1,461,444	1,215,744
Cash, end of year	\$ 1,412,605	\$ 1,461,444
Cash consists of:		
Cash	\$ 410,705	\$ 567,164
Short-term deposits	1,001,900	894,280
	\$ 1,412,605	\$ 1,461,444

See accompanying notes

7

May 2, 2015
RMTBC
AGM MINUTES

Coast Kamloops Hotel
Kamloops, B.C

CALL TO ORDER: 8:15

Scott Nicoll, Presiding Chair called for quorum of the meeting in accordance with RMTBC Bylaws

5.5 A quorum at a general meeting is 5% of the Active Members of the Association.

Brenda Locke, Executive Director reported that there were 136 eligible members present, required was 142.

At 8:45 am the Chair declared the meeting did not meet quorum and was therefore cancelled.

Chair then ordered that the AGM must reconvene according to RMTBC Bylaws.

5.6 If within 30 minutes from the start time for a general meeting a quorum is not present, the meeting, if convened on the requisition of members, shall be terminated; but in any other case, it shall stand adjourned to the same day in the next week, and if, at the adjourned meeting, a quorum is not present within 30 minutes from the time appointed for the meeting, the members present shall constitute a quorum.

Scott Nicoll Presiding Chair

Call to Order: 9:00AM

Proceeded with meeting at 9:35AM.

Quorum not being attained, as Scott Nicoll the chair declares the members in attendance in person or by telephone call in as quorum pursuant to Bylaw 5.6

1st Motion Walter Ament moved to amend the AGM Agenda to Acceptance of the AGM agenda as amended

- To dispense with the reading of the minutes of the prior AGM of March 28th, 2014
- To accept the minutes of the prior AGM of March 28th, 2014
- The four previously moved motions by Walter Ament regarding financial matters
- The election of the directors
- The Adjournment

Joseph Lattanzio second. Carried

2nd Motion Walter Ament moved the acceptance of the AGM agenda as amended.
Alison Coolican second. Carried

3rd Motion Walter Ament moves to dispense with the reading of the minutes of the prior AGM of March 28th, 2014. Leslie Smith second. Carried

4th Motion Walter Ament moves to accept the minutes of the prior AGM of March 28th 2014.
Leslie Smith second. Carried

5th Motion Walter Ament moves acceptance of the 2013/2014 Financial Review as presented.
Joseph Lattanzio second. Carried

6th Motion Walter Ament moves the RMTBC appoint the Crowe Mackay LLP to prepare the financial statements for the 2015/16 fiscal year. Joseph Lattanzio second. Carried

7th Motion Walter Ament moves the approval of the first quarter Financial Statement for the 2014/2015 year (October, November, and December 2014). Seconded by Joseph Lattanzio Carried

Continued...

May 9, 2015
AGM MINUTES

8th Motion Walter Ament moves RMTBC Risk Management Resolution:
Whereas the RMTBC membership growth has been significant in the past 6 years;
Whereas the RMTBC has incurred additional financial commitment to meet that growth;
Whereas managing risk is important to the stability of any business, but particularly important for a not-for-profit;
Whereas good management practices for a not-for-profit advise that it is prudent to secure 6 months of current operating funds.

That the RMTBC internally restricts 6 months of operating funds to ensure the security and sustainability of the association. Joseph Lattanzio second. Carried

Election of Directors – Stefania Huzyk acclaimed as RMTBC Director for a two-year term ending 2017.

9th Motion Adjournment

Joseph Lattanzio moves to adjourn the 2015 Annual General Continuation Meeting.
Walter Ament seconds. Carried

Anne Hornig, RMTBC Board President

Date



Registered Massage Therapists' Association of British Columbia

**Statement of Financial Position
(Unaudited)**

September 30,	2015	2014
Assets		
Current		
Cash	\$ 410,705	\$ 567,164
Short-term deposits (note 4)	1,001,900	894,280
Accounts receivable	23,263	29,234
Prepaid expenses	2,280	6,156
	1,438,148	1,496,834
Long-term deposits (note 4)	22,955	52,955
Property and equipment (note 5)	22,490	22,925
	\$ 1,483,593	\$ 1,572,714

Liabilities

Current		
Accounts payable and accrued liabilities (note 6)	\$ 72,918	\$ 38,116
Deferred revenue (note 7)	497,540	540,501
	570,458	578,617

Net Assets

Internally Restricted (note 8)	781,325	283,155
Unrestricted	131,810	710,942
	913,135	994,097
	\$ 1,483,593	\$ 1,572,714

Commitments (note 9)

Approved on behalf of the board:

Director

Director

See accompanying notes

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Registered Massage Therapists' Association of British Columbia

**Statement of Changes in Net Assets
(Unaudited)**

For the year ended September 30, 2015

	2015		
	Total	Internally Restricted	Unrestricted
Balance, beginning of year	\$ 994,097	\$ 283,155	\$ 710,942
Deficiency of revenues over expenditures	(80,962)	-	(80,962)
Internal transfers (note 11)	-	498,170	(498,170)
Balance, end of year	\$ 913,135	\$ 781,325	\$ 131,810

	2014		
	Total	Internally Restricted	Unrestricted
Balance, beginning of year	\$ 858,094	\$ 233,155	\$ 624,939
Excess of revenues over expenditures	136,003	-	136,003
Internal transfers (note 11)	-	50,000	(50,000)
Balance, end of year	\$ 994,097	\$ 283,155	\$ 710,942

See accompanying notes

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**PROFESSIONAL
PRACTICE
GROUPS
(PPG)**



Sport PPG

The Professional Practice Group – Sport (PPG-Sport) really came together in 2015 and has set the stage for a very active 2016.

We had our inaugural face-to-face meeting in November 2015 that saw 32 RMTs come together! It was great to see such a good turn out and was a very productive meeting. Members were provided the latest research and best practices in concussion management (workshop provided by SportMedBC) and we had some fun designing vision boards and discussing plans and options for the future. I think we were all encouraged about the level of knowledge and passion that everyone brought, and it was inspiring to know that exists in our peers. Our next meeting is currently being planned.

As Chair I had the privilege of attending the Dave Battison Pediatric Sports Medicine Symposium in the summer last year which provided several workshops including "The Integrated Support Team," "Nutrition, Performance, and Health," "Physical Literacy," "Orthopedic Injuries in the Young Athlete," "Return to Sport, and Rehab Progression," among many others. We eagerly await drawing on connections made, and knowledge gained to plan future opportunities for PPG members and to further help RMTs advance in the sport therapy world.

I also continue to be involved on the Board of Directors for SportMedBC and as that organization continues to grow it places BC RMTs in a beneficial place to influence and learn from the other leading practitioners and organizations in sport. We continue to review and develop education and training preferred when dealing with competitive/elite athletes, and the entire PPG-Sport membership is being involved in this process. We are also adding all PPG-Sport members who are pursuing the therapy provider level to the SportMedBC online directory.

I'd like to thank all the members of the PPG-Sport for your involvement and passion, and a little extra thanks to Jamie Johnston & Jenny Slauenwhite for your help with the first meeting and the Facebook group. For anybody interested in being part of the PPG-Sport please review the information available through the RMTBC website or the PPG-Sport Facebook group and submit your membership application form to ppgsport@rmtbc.ca.

Anita Wilson, PPG-Sport Chair



Gerontology PPG

The PPG Gerontology was started in autumn of 2015. We are excited and happy to announce that over 15 RMTs are engaged in a conversation on related issues. There are some great research articles and conferences on improving care for the elderly and frail. And we have come up with some good tips for treating our elders. Other discussions include our responsibilities in reporting elder abuse and how to approach institutions to work on the elderly. We welcome new members and input. Jean August, RMT and Peter Behr, RMT, Co-Chairs.



First Nations Health PPG

What have the First Nations professional practice group been up to this year?

Most importantly, we have rolled out awareness training for our membership and current students. One of our foundations as a group is to help create context as it pertains to modern First Nations and Massage Therapy, or more broadly, health and wellness care. In creating context through education opportunities, we begin to help set the foundation for a profession that prides itself in being highly empathetic, curious, and kind, most especially without client base.

We have offered several training opportunities in becoming more culturally robust and will continue to offer these in the near future

We were pursuing funding that would have looked at bringing healthy touch to First Nations communities from the perspective of decreasing domestic violence, but we were not successful in this bid. Still, it has helped us identify an area in which touch might be profoundly useful in rural and remote communities. In an odd sidebar, the mayor of Victoria wrote an amazing letter of support for this project that says to me we are on the right track, stimulating thought on touch and health and accountability all over. High five!

This year, we plan to continue with education of our membership and we also hope to get into more First Nations communities, to help more broadly educate the public on the benefits of Registered Massage Therapy.

We've a lovely Facebook page now and are happy to see its numbers growing. It's a great place to share knowledge and ideas I'm finding, despite being technologically allergic.

I look forward to another full year with the First Nations PPG and the RMTBC.

Be well everyone and Mussi from all of us.

Damian John, BA, RMT, First Nations Chair

Women's Health PPG

Over the past year, the Women's Health PPG has gained a new chairperson who has been working to develop the group's internal documents, including Terms of Reference, Policies and Procedures, and a Membership Application. Currently, an informal meeting for those interested in membership is being organized in order to establish the desired direction for the group and discuss requirements for membership.

The chairperson is excited to explore all avenues of women's health, including but not limited to the childbearing year, paediatrics, geriatrics, oncology, athletes, and pelvic and breast health. Interested members are encouraged to share their ideas for other topics that pertain to women's health, and forward details regarding relevant continuing education courses to the chairperson so that other members may be notified of upcoming opportunities.

It is the hope that in the coming years, relationships with other organizations and professions that focus on women's health may be formed in order to build a strong referral base for those who are passionate about working with the female population.



Registered Massage Therapists' Association of British Columbia

**Statement of Operations
(Unaudited)**

For the year ended September 30,	2015	2014
Revenues		
Memberships	\$ 1,327,563	\$ 1,248,184
Workshop revenue	77,913	280,875
Conference revenue	-	121,361
Interest income	18,290	17,640
Other income	13,457	75,466
	1,437,223	1,743,526
Expenditures		
Accounting and legal	77,840	124,163
AGM	39,259	-
Amortization	9,652	7,540
Communications	201,127	245,443
Conference	-	96,190
Credit Card Processing Fees	41,582	39,704
Equipment rental	2,699	4,180
Insurance	2,200	1,425
Member Direct Services (note 3)	205,214	64,720
Office	74,523	80,750
Per diem reimbursements	70,225	71,625
Rent	58,542	59,006
Research	127,047	150,535
Salaries and benefits	382,773	357,517
Telephone	18,998	14,737
Travel	57,024	48,904
Workshops	149,480	241,084
	1,518,185	1,607,523
Excess (deficiency) of revenues over expenditures	\$ (80,962)	\$ 136,003

See accompanying notes



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Review Engagement Report

To the Directors of Registered Massage Therapists' Association of British Columbia

We have reviewed the statement of financial position of Registered Massage Therapists' Association of British Columbia as at September 30, 2015 and the statements of operations, changes in net assets and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

Vancouver, Canada
 March 10, 2016

Crowe MacKay LLP
 Chartered Professional Accountants



Pain PPG

It has been a busy year for the PPG Pain Board. The year started with establishing documents including:

- Terms of References
- Policy
- Member application
- Backgrounder
- Letterhead
- Sign-up form
- A new Logo

These will set a foundation for the group that we will use to:

In February, PPG Pain had a presence at the 2015 San Diego Pain Summit where a meeting was held and a board was elected. Micheal Reoch will continue as Chair, Laura Dunkley as Vice Chair, Eric Purves as Secretary Treasurer. Diane Casteel, Arnold Warkentin, and Trish Perritt are members at large. While at the summit, PPG Pain members networked with attendees.

There was a round table meeting of PPG groups at the RMTBC AGM in Kamloops. Going forward PPG groups will have meetings at AGMs.

PPG Pain has continued to attract internationally recognized Educators to BC. We have established courses with Dr. Bronnie Thompson, OT and Diane Jacobs, PT. as well as being involved in Greg Lehman's Pain Science and Biomechanics course.

PPG Pain now has a working relationship with PainBC to create a members survey and pain education program for RMTs in BC.

**2016
 PIN CEREMONY**

10 Year

Jessica Adams, Lindsey Ail, Andrea Allegretto, Danielle Arens, Myron Bedford, Elizabeth Belfry, Marcus Blumensaat, Nancy Brock, Heidi Brown, Michelle Brown, Darcie Burns, Curt Chambers, Daniel Cohen, Errol Corrigan, Melissa Creelman, Denise Drisdelle, Sarah Edmonds, Roberta Engle, Kyla Feddersen, Kelly Forrest, Nathan Garrison, Tyler Godding, Greg Gower, Jessika Greysen, Rebecca Hanemaayer, Tracy Hansen, Charlene Haun, Melanie Hess, David Hurd, Karin Jacobson, Laura Johnson, Amy Kinnis, Steven Kliem, Amanda Kokesch, Glenn Kukkee, Diana Lauren, Craig Lawrence, Sarah Lehbauer, Sarah Lewis, Heidi Low, Andrea Marshall, Bruce Martell, Kelse Matichuk, Alisa Mawle, Joelle McCartie, Jessica McKenzie, Victoria Mierau, Kristi Millner, Shoko Nagai, Desiree (Nichola) Owens, Alisha Patterson, Tiffany Pelletier, Allan Portelance, Tanya Porter, Bart Prinsen Geerligs, Eric Purves, Brenda Roberts, Graham Robertson, Lorraine Robinson, Danielle Ronin, Warren Russell, Tania Sanchez, Dawn Sells, Shem Sharifi, Jennifer Slauenwhite, Rebecca Stewart, Rebecca Taylor, Natalie Wade, Angela Yip

2016
PIN CEREMONY

15 Year

Alex Albrich, Shari Andrews, Jean August, Aaron Baker, Jennifer Bond, Sharon Buzik, Jennifer Clark, Annie Clarke, Sarah Cleijssen, Christie De La Perrelle, Sharon Don, Nina Edwards, Lawrence (Lon) Fraser, Sabrina Frazier, Daniel Fung, Cynthia Gillanders, Jennifer Goodson, Erin Hannah, Tru Hartwood, Silvia Hickey, Dorit Hoffmann, Loni Horsley, Julie Howatson, Susan Jenner, Christy Kirk, Wayne Kirton, Kristina Lee, Debra Logan-Westlake, Justin Paul Madder, Diane Mahoney, Anita Markson, Jennifer McGeorge, Kristin Millward, Jane Najvar, Barbara Price, Anna Ricard, Patricia Schmunk, Delina Somani, Carina Spano-Von Szombathy, Toni Svoboda, Deanna Taylor, Candice Timm, Kirsten Truesdell, Nicolas Tyrrell, Doris Van Koll, Jennifer Wick, Nicole Wiseman, Bradley Wong.

20 Year

Anne Adkins, Adbhuta Ananda, Teri Babcock, Tim Benoit, Barry Bereziak, Michael Berger, Lory Bloomquist, Kim Brandt, Dee-Ann Brielsman, Carla Buchanan, Debra Christie, Matthew Cipes, Korenna Corby, Katherine Couch Burroughs, Garfield Crooks, Suzie Cutt, Catherine Di Cecca, Katrina Douglass, Leanne Dupont, Delia Enevoldson, Darlene Fair, Rhonda Farnham, Corry Fraser, Christina Graham, Lois Griffey, Chris Hagey, Lucy Huey, Shon Hunter, Holli Husband, Lori Johansson, Paula Johnston, Laura Jordan, Mike Jurkowski, Kristin Maya Kalmakov, Stewart Katz, Melanie Klapstock, Claudia Knaack, Renate Kroesa, Jonathan Kromhoff, Lalita Kuehn, Elizabeth Kurjata, Jo-Anne Lacroix, Linda Lalonde, Teresa Lam, Dan Last, Tania Lauren, Catherine Leigh, Scott Litchfield, Audra Lobo, Heidi Long (Waymark), Diana Lussier, Hody Lye, Jason MacDonald, Denise Mackinnon, Glenn MacRae, Doug Makuch, Robert McClure, Jennifer McKinney, Vanora Millar, Jennifer Moss, Sherri Muir, Andrew Nemeth, Doris Neufeld, Lara Podmorow, Karl Podolski, Melanie Pollard, William Redfern, Violet Reynolds, Bev Roberts, Susan Ruth, Trish Schiedel, Murray Schwabe, Stephen Shumka, Karen Smith, Todd Smith, Dawn Sparks, Michelle Stigners, Kate Sulis, Gio Tarampi, Andre Tee, Lana Tucker, Yasmine Tuokko, Greg Wartak, Marianne Wasylcia, Barbara Wells-Klein, Will Wendowsky, Melissa West, Tonia White, Leslie Williams, Darwin Wong, Jennifer Wood, Michelle Wood, Colleen Wyld, Marion Young.

25 Year

Eva Andersson, Attila Apt, Karin Bergen, Nynke Bokma-Mitten, Janet Brooks, Marla Brown, Janet Butler, Tessa Chemiavsky, John Coelho, Cliff Dickson, Sally Gardner, Linda Gysel, Harriet Hall, Teresa Hall, Petra Hasenfratz, Michele Hawes, Kim Kirk, Jacqueline Koldyk, Kevin Kroschinsky, Bronislav Kvapil, Melba Lewis, Gennesa Mann, Jane Margetson, Laurie McEwen, Catherine McLellan, Margo Northey, Cindy Nylund, Blaire Pardee, Leanne Reynolds, Krystaal Shai-Patterson, Glenn Steele, Heather Taylor, Rick Tkach, Albert Wong.

30 Year

Bill Brummund, Leslie Croll, Judy Crowhurst, Phyllis De Rousie, Mike Dixon, Kaarina Engelbrecht, Henry Epp, Connie Erickson, Alyson Ferguson, Runa Fiander, Colleen Fraser-Wight, Stephen Inaba, Barbara Kops, Monica Ma, Kim Milbers, Janet Phelps, Sandra Rathwell, Fran Shelest, Craig Smart, Fiona Taylor, Jane Theriault, May Ann Waterfield, Dianna Weaver, Kathleen Wood.

35 Year

Lyle Bellamy, Jennifer Berry, Adrian Cato, Barry Davison, Donna Hemingson, Dana Janssen, Sandy Meservia, Suelina Quan, Barbara Rady, Dale Roscovich, Ann Sleeper, Leslie Smith.

40 Year

Joanna Campbell.

**Registered Massage Therapists'
Association of British Columbia**

**Financial Statements
(Unaudited)**

September 30, 2015

Registered Massage Therapists' Association of British Columbia

**Financial Statements
(Unaudited)**

September 30, 2015

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