

# Annual Report 2016



[rmtbc.ca](http://rmtbc.ca)



# Safe, Effective Health Care

## OUR MISSION

To promote the health and wellness for British Columbians and to advocate and serve RMTBC members while advancing the art, science and practice of massage therapy.

## OUR VISION

To be a global health care leader by advancing the science and practice of massage therapy.

## OUR VALUES

In supporting our members and serving our stakeholders, the RMTBC is committed to the following core values:

- Integrity
- Accountability
- Collaboration
- Excellence



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# BOARD OF DIRECTORS, 2016

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Anne Horng  
PRESIDENT



Damon Marchand  
Vice President



Walter Ament  
SECRETARY/TREASURER



Theresa Draper  
Director



James Johnston  
Director



Michael Reoch  
Director



Alison Coolican  
Officer



Sandra Coldwell  
Officer



Stefania Huzyk  
Officer



Vlad Efimoff  
Officer



## MESSAGE FROM THE PRESIDENT ANNE HORNG



In this, my first year as Board Chair, I have been challenged and have grown from both an administrative and a political standpoint in what has been a very busy and very educational time.

What is evident to me is that it is most important to all of us that every member – from seasoned to newly credentialed – be challenged and encouraged to maintain the highest level of professionalism. As RMTs, we must be vigilant about our professionalism and our professional image as health care providers. It is, in my view, important to reflect often upon the concept of professionalism and how it can serve public and client safety, as well as enhance and advance our image as health care providers of choice.

This year, the Board initiated two important reviews of the profession, from a national perspective. We are supportive of a national accreditation process for massage therapy educational programs. Of that there is no doubt. However, given the number of private training institutions, we remain vigilant to the consistency and effectiveness of the education accreditation processes. We are pleased that the Canadian Massage Therapy Council for Accreditation accepted many of our recommendations developed by the RMTBC, after it undertook a review, for the CMTCA's new accreditation process.

The Board also had concerns that the very foundation of our accreditation process and educational program curriculum -- the Interjurisdictional Competency Document and Performance Indicators -- was not keeping pace with what similar documents being used in other health care professions. Therefore, to remain competent guardians of the profession, the Board has undertaken a review of that document. Those findings will be shared with other national organizations representing massage therapy over the next while. On behalf of the Board, I want to thank Dr. John Collins for providing his expertise to the reviews of documents and processes.

After careful review, including consultation with several insurance experts and lawyers, as well as our members who required insurance assistance, the Board discovered that our current Liability Insurance did not fully meet members' needs. Our insurance broker explored many options for us and the Board is confident that the new liability insurance package meets and exceeds the needs of members, and leads the profession in coverage.

This year, RMTBC said good-bye to one of its Board Members. Mike Reoch will be taking what we hope is a short break as a Board member to spend more time with his family and his practice. Mike will be missed, not only as a Board Member but as our Communications Chair for the past six years. During his time, RMTBC has enjoyed an increase in profile due to his efforts at marketing and promoting the profession, to the benefit of all RMTs. Thank you, Mike, for your dedication and service to the profession.

RMTBC is honoured to continue to provide increased levels of services and resources to members. We invite and encourage you to call the office for assistance with professional or practice needs. We are there for members – to serve you.

A handwritten signature in black ink, appearing to be 'AH' followed by a checkmark-like flourish.

MESSAGE FROM THE EXECUTIVE DIRECTOR

BRENDA LOCKE



**The RMTBC has seen significant changes over the past years, and 2015/16 has been a pivotal time for the profession in British Columbia.**

The 2015 RMTBC Summit helped the Association focus our work to better align ourselves with the requirements of government. Last year we presented to the Select Standing Committee on Health and were pleased to see that many of the recommendations in the final report related to RMTs and our presentation. Of particular note was to increase the use of alternative models of health care delivery including interdisciplinary teams and to amend regulation to flexibility and expanded scopes of practice.

The Association will continue to encourage and support the Professional Practice Groups (PPG). These PPGs, will lead much of our focus in terms of professional development including conferences, workshops and our magazine for example. Currently we have 7 PPGs (Mental Health, Pain, Geriatric, Lymphatic, Sport, First Nations and Women’s Health), we encourage members that are interested in one of these preferred areas of practice to participate in one of the PPGs.

Cycle 10 was an extraordinarily busy year. This year alone we held over 79 Continuing Education Courses. I cannot thank our office staff enough for the all the work that went into providing those course to members. In addition over 600 members attended our Road Show events held throughout the province that included a continuing education component on Cultural Awareness.

I want to especially thank Harriet Hall for this past years work as our Professional Practice Coordinator. More than ever, providing the number of courses required for members was a challenge that was met. Harriet is moving on from this position in 2017 after over 7 years as our Professional Development Coordinator and wish her well on her new ventures.

The Association acted as an intervener in 2016. The activity related to the CMTBC’s Inquiry Committee and what it can do under s.35 of the HPA before any of the allegations against an RMT are proven. It was about how the Committee must weigh the still unproven evidence against an RMT in deciding whether to implement any interim sanctions against the RMT (that is, before anything is proven), while the disciplinary process proceeds against the RMT.

This decision was important for every practitioner regulated under the Health Professions Act in BC – not just RMTs. Nonetheless, the RMTBC intervened and stood alone in its intervention on behalf of all HPA registrants. This question of law had not been considered before in Canada and this was the test case. The RMTBC understood that new law would be created and that it would affect every HPA registrant (including every RMT) in British Columbia. It was important because the Court of Appeal made it clear for the first time that an Inquiry Committee in these circumstances cannot proceed without giving a registrant the opportunity to respond to the evidence against them in the first instance, as it did in this case.

More than ever before members are using the resources we have at the office to assist them in their practice. We are constantly updating and improving our resources form members, many times those changes are based on legal issues or changes to our bylaws. Of note was a significant change to our consent form and lease template. This year we piloted a “Clinical Practice Meeting” that is an opportunity for members to hear directly from legal, insurance and accounting experts. We encourage the members to utilize the many resources we have for you; Alison – Clinical Practice, our Librarian – Kristina Oldenburg. Or simply call if you have questions, we have professionals available to assist when and where necessary.

As our Association has grown to over 3,400 members, we have seen our office and needs grow too. I am thrilled to welcome Gordon MacDonald, in our new position of Associate Director. Gordon comes to us with a background in health care and education. I want to thank all of our staff for their dedication to the Association Dave, Nancy, Alison, Claire, Angus and Gordon. I would also like to thank our contractors who



BRENDA LOCKE CONT....

contribute so much; Harriet Hall – Professional Practice Coordinator, Bodhi Haraldsson, Director of Research, Kristina Oldenburg – Librarian, Maureen Fleming – Communications, Events and Marketing Advisor and Pamela Clarke – Social Media. Our Association and members also faced many challenges this year and I would like to thank our Scott Nicoll for helping us through those times.

Mostly, I would like to thank the RMTBC Board of Directors for having the faith in me to work on your behalf, it is a privilege to work with such thoughtful, dedicated and professional people.

All in all, it was an exciting year and in many ways a transitional year for the Association. I look forward to advancing our professional profile with the public and government.

Brenda Locke  
Executive Director



MESSAGE FROM ASSOCIATE DIRECTOR  
GORDON MACDONALD



Reducing operating costs and improving services and resources to members is a priority that we've focused on this past year. Several administrative and automation enhancements were introduced to provide improved service to our members and other stakeholders. In 2016, we introduced a new self-managed phone system which has resulted in a 12% reduction in service costs. By using technology, we've created functionality for staff to access their messages and e-mails from anywhere outside of the office resulting in improved response time to member inquiries. We also saved more money by consolidating telephone and web services to one service provider.

We began developing, in 2016, our new and expanded website, which will go live in mid 2017, and which will allow for easier navigation by both members and the public. Enhanced functionality allows for the delivery of webinars and other on-line resources. A major change will be the ability for staff to directly manage content and layout without the use of outside contractors. This change permits greater flexibility at a reduced cost. The new site will also have areas specifically assigned to the Professional Practice Groups, which will be taking a greater role in developing clinical resources for members.

Over the last seven months, the RMTBC also made significant enhancements to our current database, so we can more accurately manage CEC courses, events and the collection of information important to our members. These changes now allow for better collection of metrics important to the membership such as the growth of the membership, geographic location of members and the ability to generate reports on the same. Improvements also resulted in the development of accurate listings of educational service providers as well as improved administration of course and event information for the distribution of attendee/participant certificates and class lists. A further improvement was the automation of the creation of receipts for CEC and other tasks. This resulted in a significant reduction in labour costs associated with the former manual process while improving member response time. The introduction of these enhancements also resulted in improved member registration for the 2016-2017 registration year. The ability for members to renew their memberships directly through the website resulted in improved response times for members as well as smoother administrative processes within the office. The 2016-2017-member registration period saw the largest number of members use the on-line renewal system as compared to previous years.

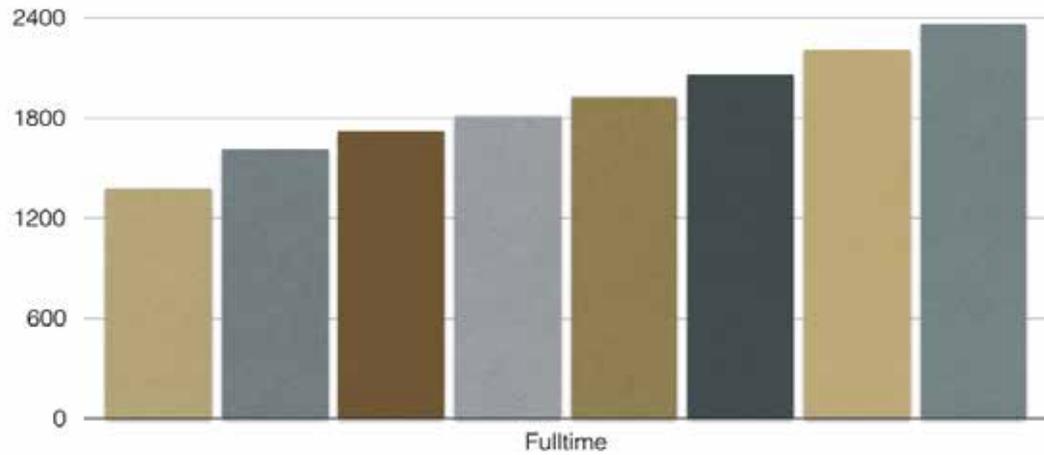
A new affinity program with Sandman Signature Hotels and Suites was introduced this past fiscal. The new program provides members discounted rates at all Sandman Hotels across BC. The agreement also provides a reduced rate for the Association to rent meeting space for conferences and workshops.

Metrics are an important element of any organization, particularly where growth continues to occur within the membership. The following metrics demonstrate the tremendous growth that has occurred within the profession over the last eight (8) years:

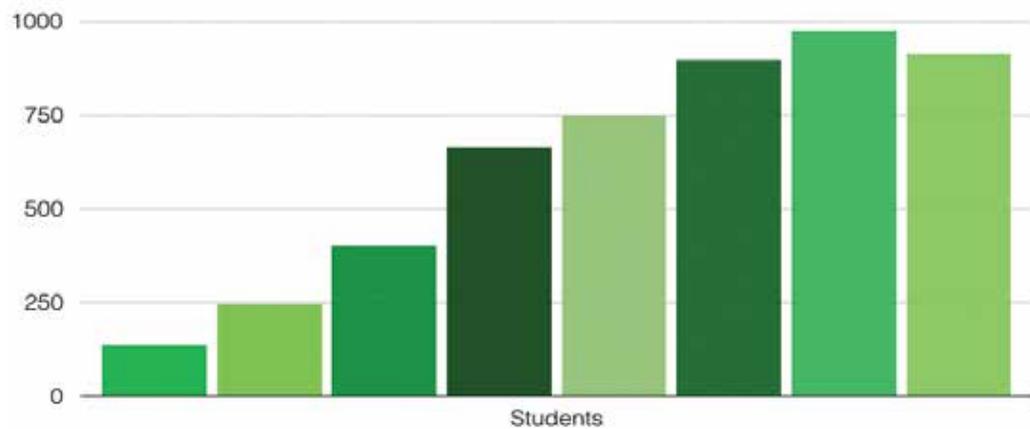
|               | 2009/2010 | 2010/2011 | 2011/2012 | 2012/2013 | 2013/2014 | 2014/2015 | 2015/2016 | 2016/2017 |
|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Associate     | 24        | 24        | 28        | 27        | 31        | 33        | 33        | 32        |
| Full Time     | 1378      | 1614      | 1716      | 1805      | 1919      | 2058      | 2202      | 2358      |
| Honorary      | 1         | 3         | 3         |           | 3         | 3         | 3         | 3         |
| New Grad Fall | 243       | 121       | 186       | 206       | 239       | 280       | 240       | 153       |
| Part Time     | 358       | 406       | 418       | 441       | 471       | 431       | 431       | 403       |
| School        |           |           | 2         |           | 3         | 3         | 4         | 8         |
| Senior        | 68        | 94        | 106       | 127       | 152       | 152       | 185       | 194       |
| Student       | 136       | 245       | 403       | 662       | 748       | 895       | 974       | 914       |
| Grand Total   | 2208      | 2504      | 2857      | 3270      | 3563      | 3862      | 4078      | 4062      |



## Full-Time Membership, 2016



## Student Membership, 2016



### SECRETARY/TREASURER

### WALTER AMENT



We are delighted that membership continued to grow in 2016. We encourage you to review the financial reports in this document which show a very healthy and strong association. Member benefits and increased affinity programs are continuously improving and we hope you are constantly checking our website for news as well as our weekly e-newsletter for these announcements.

Thank you to Nancy Bohonoski, our bookkeeper and David Pel & Company, our Certified General Accountants for their diligent and timely financial information and records.

COMMUNICATION

MICHAEL REOCH

In the past year, the Communications Department has achieved:

- **Magazine:** The newly enhanced RMT Matters rolled out its first issue in October with a focus on the PPG Groups. Feedback was very positive.
- **Weekly E-Newsletter:** In late 2016, we rolled out a new look for our weekly newsletter, making it much easier to read. We are continuing to make it appropriate for all systems, phones, and tablets.



- **RMTBC Logo Tweak:** We worked on creating a more complete brand identity for the Association with a logo that incorporated the full name of Registered Massage Therapists' Association of B.C. It is vital that we promote the Association as a whole and not just the profession. Through the increased iteration of the Association we represent value to the RMT professional.



- **Ad Campaign:** In June of 2016 we created 5 - 10 second commercials to air during the Summer Olympics on CBC. This campaign was and continues to be themed 'My RMT Got Me Back...' The commercials were a tremendous success and were seen by several thousand throughout the province. We continued the campaign in October during Massage Awareness Month on CTV News and in Metro Newspaper with print ads.



- **Website:** We contracted The Jibe Communications in early 2016, to redesign our website with the goal of making it more user friendly and allowing for more in-house administration, while adding several new features. The Jibe will have the new website in ready mid-2017.
- **Trade Show Banners:** In keeping with the 'My RMT Got Me Back' ad theme, we developed new pull up banners for use at trade shows, health fairs, etc.
- **Trade Shows and Advertising:** We continue to search and attend relevant trade shows that provide exceptional opportunities to profile the association and the profession. This movement will expand aggressively in 2017.



## RESEARCH DIRECTOR BODHI HARALDSSON

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**Manual Therapy Conference: An Interdisciplinary Approach to the Science and Practice:** In April of 2016 we held a very successful two day conference attended by 200 that was two years in the making, researching topics and relevant speakers.

**Scholarships Awarded in 2016:** The Association rewarded three (3) scholarships in 2016; Eric Purves, Rob Hemsworth and Deetria Egali each receiving a masters study scholarship.

The balance of 2016 was taken up with research on and participation in the March 31, 2017 Symposium on Mental Health and the Body.

## PPG COUNCIL CHAIR HARRIET HALL

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Harriet Hall PDP, RMT Interim Contractor for RMTBC. My work has focused on the Professional Practice Groups. Below are the highlights:

**Assisting the new executive from PPG Lymphatic Health** to get their group established. This group is running splendidly with 10 active and involved members working on their documents and other projects (library, Therapy Provider benchmarks, learning centre). They pioneered the use of Basecamp 3. This communication platform is now being used by all the PPG, for communication and work / project sharing.

**Assisting PPG Mental Health with their start up process.** They are in their formative process and are looking forward to much growth.

**Organized and held seven (7) individual teleconferences** with two (2) executive members (now designated as Co-Chairs) to discuss: documents, membership policy and lists, necessities, communication platforms, library lists, positive and constructive input on all things PPG related.

**Organized and held a full Council Teleconference with one Chair from each group.** Introductions and a short verbal report of each group's highlights was followed by discussion: annual face-to-face council meeting, joint chairs, regular meetings of individual groups, Facebook / Basecamp, Membership, meet and greets, Biennial conference 2018, surveys, magazine articles / deadlines, outreach and mentorships, professional development possibilities, per diems, and potential collaborations..

### Continuing Education:

- Working with Dave DeCamillis on a Preceptorship Program, that may prove useful to various members and an offer by him to assist the PPG
- Developing a project to bring Prof. Dr. Andry Vleeming to Vancouver in the fall of 2017 for a workshop on Lumbopelvic Pain which would fit well with Women's Health and Pain PPGs.
- Assisting Women's Health with organizing a pro-section of the female pelvis.

## ADDITIONAL HIGHLIGHTS

2016 was a busy year for increased membership and outreach efforts to grow the profile of our organization. Highlights included:

- **Manual Therapy Conference.** This very successful conference saw over 200 attendees taking in two days of presentations and workshops from renowned practitioners from around the world speaking on the most recent developments in the field. The conference also had a very well received exhibitor component with attendees commenting on their relevance and expertise.



Eyal Lederman, Walt Fritz, and Ravensara S. Travillian on a panel addressing the Manual Therapy Conference

- **Road Shows throughout the province.** This year we were pleased to meet with over 600 of our members in Nanaimo, Abbotsford, Prince George, Nelson and Burnaby. These road shows are part of our ongoing effort to ensure everyone is aware and knowledgeable about what the association is doing for its members. This included presentations on insurance, affinity and loyalty programs and continuing education opportunities. An integral part of the day's presentation continues to be Damian John's Cultural Awareness Course. More road shows are scheduled for 2017.
- **Gordon MacDonald joining the association as Associate Director.** In July of this year we were delighted to announce that Gordon joined the RMTBC. Gordon's expertise has had a profound effect on staff, office organization and increased member knowledge and accountability of regulatory practices. Gordon brings us a wealth of experience in health care, human resources and professional insulation and we look forward to working with him as we continue to firmly establish the RMTBC in the greater health care milieu in B.C.
- **Select Standing Committee.** On July 7, 2016, the RMTBC presented to the Legislative Select Standing Committee on Health for the Province of BC. The Standing Committee was empowered to identify potential strategies to maintain a sustainable health care system for British Columbians. Building on the RMTBC Summit of November 2015 the association presented to the committee how registered massage therapists could assist government in developing strategies to improve the delivery of patient centred care to the province's residents. The RMTBC endorses the provincial government's 2014 Health Care priority document. We believe that the future sustainability of our health care system depends on all health professions working collaboratively to develop interdisciplinary teams which provide appropriate patient centred care to residents across British Columbia.
- **National Executive Directors Meeting.** RMTBC was pleased to host the Canadian National Meeting of provincial association Executive Directors in September. Thirty of our colleagues got together to discuss regulatory bodies, best practices and growing the profession. In addition our colleagues toured the Coal Harbour PainPro Clinic and were very impressed with the professionalism in B.C.



## Professional Practice Group Summary

### Pain PPG



PPG Pain currently has eight active members, with Laura Dunkley and Eric Purves as co-chairs. In October 2016 we presented a course entitled Chronic Pain Management for RMTs as part of the RMTBC professional education series, in partnership with PainBC. This course will be offered again in multiple locations throughout BC in the near future. RMTs who have completed the course may elect to be added to PainBC's referral network of 'Pain Champions'. This network includes physiotherapists, pharmacists, and mental health professionals who have completed advanced training in pain management through PainBC. Chiropractors will soon be added to the network as well.

We are working towards an advanced practitioner in pain management. Our PPG will be modeled after the Pain Science Division of the Canadian Physiotherapy Association. We communicate regularly with the founding executive of this group, some of whom are still active members. We are continuing our curriculum development with the goal of creating the designation reflective of Advanced Practice in Pain Management. The PainBC course is an important first step towards this designation.

We are compiling a list of courses, workshops, and other education that supports the biopsychosocial framework of pain management. We welcome members who have done research in this area. All active RMTBC members may join the PPG and check out what we have to offer before committing to taking a course. And as always, we welcome your inquiries, suggestions, and feedback.

### Lymphatic Health PPG



The PPG-LH was created in the fall of 2016 by a group of RMT's driven to build a platform that advances lymphatic education and training. This group was formed to establish a starting point for health care professionals interested in furthering their knowledge and skills as well as to inspire more therapists to train in lymphatic health treatment.

The ultimate goal of the PPG-LH is to unify RMT's toward standardized lymphatic care in BC and how it relates specifically to individual conditions and pathologies.

With regards to the specific condition of lymphedema we will be keeping in line with the best practice standards set out by the Canadian Lymphedema Framework (CLF).

In the short-term we will use our data base to attract professionals interested in lymphatic health and this will help grow our core. Our accomplishments this far include:

- Recruitment of over 15 active RMT PPG-LH members
- Activation of the PPG-LH Facebook page "PPG Lymphatic Health RMTBC"
- The creation of a Basecamp group which includes:
  - Current research and reading materials on lymphatic health
  - Suggestions on accredited lymphatic courses and schools
  - PPG-LH Terms of Reference, Policies and Procedures, Membership Application and Background documents.
  - The ability to contact other PPG-LH members

We are now extending an invitation to anyone interested in furthering their lymphatic training and knowledge. Please see our Membership Application or contact [ppglymphatichealth@rmtbc.ca](mailto:ppglymphatichealth@rmtbc.ca) for details.

## First Nations PPG



Co chair Damian John, FNPPG  
Hadih. 'Anih, ludab ba suhke.  
Hello. Come sit at the table!

It's been an interesting time since we last saw one another. The PPGs are in full force and this is a great thing for our profession in relation to RMTs and the public. I believe it broadens our capacity as therapists, our identities as therapists, and our potential relationships as therapists. High fives all around.

What has our PPG been up to. 2016 was a full on education year filled with cultural awareness training in the form of our RMTBC roadshows. As the lead on this, I found them to be very full days, thoughtful days, and a great start in broadening how we as therapists work with the awesome diversity of patients that come through our doors. A great start in putting relational education at the forefront and respecting all the data that is supporting holism, the biopsychosocial, and decolonization.

At the forefront of our minds as the FNPPG we've been pondering how to develop training for massage therapists in order that we are more trauma informed. I have attended one course through the justice institute, the first of seven modules, that is all about trauma informed care for our First Nations communities. The thoroughness and depth of this course is very apparent and after doing the first module I am convinced of the necessity to add this type of training to our pre and post education as health and wellness practitioners.

We have also been mulling over the idea of decolonization from the perspective of giving credibility to forms of learning, sharing, administrating, health etc., that are not based on modern western models. We feel this is a very important area of thought and practice to dive into in order to better diversify, innovate, and grow health and wellness in our province and as a human collective. Questioning, even interrogating the norms, the whys and how's and when's and where's is an important aspect of this idea and the FNPPG is a strong advocate for further developing it in the registered massage therapy framework.

Looking to this next year, the mental health symposium is an incredible place for us to start as a profession. To further our working knowledge as it relates to our work as massage therapists is vital to our growth and development within the profession as we strive towards better, more ethical, thoughtful, and kind work. We hope that this is a starting point for many positive endeavours moving forward.

## Gerontology PPG



After a year of information gathering and finding our footing as a group, PPG Gerontology is ready to put our ideas into action. We are now up and running in Basecamp (thanks to Brenda and Harriet). We are actively discussing a number of topics, including "RMTs working in a long term care facility", "social issues in gerontology", and "developing a gerontology certificate for RMTs". The Basecamp dialogue has revealed that some of our members have a lot of experience working at care facilities. With these discussions, we expect to produce some new articles for *Massage Matters* in the weeks and months to come.

As a group, we will continue to post new research articles, news articles, conferences, and courses to Basecamp that relate to massage therapy and gerontology. We will also continue to apply for continuing education credits by CMTBC for any courses or conferences that we see as applicable and beneficial to our profession.



## Women's Health PPG

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The Women's Health Professional Practice Group was relatively inactive for the duration of the reporting period. The number of registered members remains low at thirteen (13) including the executive, with only several of those being registered in the last year. While quite a few new members have joined the Facebook group, this hasn't translated to increased membership or discussion within the group. Happily, one enthusiastic RMT has stepped into an executive role within the PPG; Kathryn Gaudet now joins Holly Henry as a Co-Chair of the group. The executive members are hopeful that in the coming months and years, membership will increase and the group will begin to have more dialogue and meetings about the activities and future of the group. RMTs who have an interest in and passion for women's health are always encouraged to join and contribute ideas, and urged to consider not what the group can do for them, but what they can do for the group.

## Sport PPG

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In 2016, we focused on developing the back end administrative aspects of the group such as: applications, processes and systems, membership criteria, communication strategies, logistics and accessibility.

We also invested a lot of time into liaising with SportMedBC, the provincial authority for sports therapy in BC (a not for profit association), and all the allied healthcare professionals that work through SportMedBC such as chiropractors, athletic therapists, physiotherapists, coaches, etc.

We learned a lot from the other HCP in the province, their criteria for working with athletes at events, and how the RMT profession compares, and worked on strategies to help move our PPG in the right direction.

We researched availability and accessibility of courses that are prerequisites for therapy provider status, for all members across the province.

We have moved from developing the administrative aspects of the group to focusing on the membership aspects of the group, and we are looking forward to an exciting year.

We are looking at another face to face meeting with our members and offering a few courses throughout the year.

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

**Financial Statements  
(Unaudited)**

**September 30, 2016**

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

**Financial Statements  
(Unaudited)**

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**September 30, 2016**

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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, 2016 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 17, 2017

A handwritten signature in dark ink, appearing to read "Crowe MacKay LLP", written in a cursive style.

Chartered Professional Accountants

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

**Statement of Operations  
(Unaudited)**

| <b>For the year ended September 30,</b>                  | <b>2016</b>      | <b>2015</b>        |
|--|------------------|--------------------|
| <b>Revenues</b>  |                  |                    |
| Memberships  | \$ 1,409,761     | \$ 1,327,563       |
| Workshop revenue   | 380,235          | 77,913             |
| Conference revenue                                       | 109,400          | -                  |
| Contribution to Legal Defense Fund                       | 52,061           | -                  |
| Interest income  | 11,861           | 18,290             |
| Other income   | 7,606            | 13,457             |
|  | <b>1,970,924</b> | <b>1,437,223</b>   |
| <b>Expenditures</b>                                      |                  |                    |
| AGM  | 5,288            | 39,259             |
| Accounting and legal                                     | 193,613          | 77,840             |
| Amortization   | 8,797            | 9,652              |
| Communications   | 347,870          | 244,646            |
| Conference   | 95,696           | 1,844              |
| Credit Card Processing Fees                              | 40,929           | 41,582             |
| Equipment rental   | 4,806            | 2,699              |
| Member Assistance Program                                | 60,934           | 62,420             |
| Member's life insurance premium                          | 43,895           | 101,475            |
| Office   | 97,606           | 74,522             |
| Per diem reimbursements                                  | 70,675           | 70,225             |
| Rent   | 55,503           | 56,699             |
| Research   | 110,323          | 127,047            |
| Salaries and benefits                                    | 395,617          | 382,773            |
| Telephone  | 17,696           | 18,998             |
| Travel   | 53,579           | 57,024             |
| Workshops  | 337,221          | 149,480            |
|  | <b>1,940,048</b> | <b>1,518,185</b>   |
| <b>Excess (deficiency) of revenues over expenditures</b> | <b>\$ 30,876</b> | <b>\$ (80,962)</b> |

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

**Statement of Financial Position  
(Unaudited)**

| <b>September 30,</b>                              | <b>2016</b>         | <b>2015</b>         |
|---|---------------------|---------------------|
| <b>Assets</b>                                     |                     |                     |
| <b>Current</b>                                    |                     |                     |
| Cash  | \$ 893,456          | \$ 410,705          |
| Short-term deposits (note 3)                      | 1,052,582           | 1,001,900           |
| Accounts receivable                               | 23,842              | 23,263              |
| Prepaid expenses                                  | 2,250               | 2,280               |
|   | <b>1,972,130</b>    | <b>1,438,148</b>    |
| Long-term deposits (note 3)                       | 30,000              | 22,955              |
| Property and equipment (note 4)                   | 17,606              | 22,490              |
|   | <b>\$ 2,019,736</b> | <b>\$ 1,483,593</b> |
| <b>Liabilities</b>                                |                     |                     |
| <b>Current</b>                                    |                     |                     |
| Accounts payable and accrued liabilities (note 5) | \$ 101,699          | \$ 72,918           |
| Deferred revenue (note 6)                         | 974,026             | 497,540             |
|   | <b>1,075,725</b>    | <b>570,458</b>      |
| <b>Net Assets</b>                                 |                     |                     |
| Internally Restricted (note 7)                    | 845,247             | 781,325             |
| Unrestricted                                      | 98,764              | 131,810             |
|   | <b>944,011</b>      | <b>913,135</b>      |
|   | <b>\$ 2,019,736</b> | <b>\$ 1,483,593</b> |

Approved on behalf of the board:

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

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

**Statement of Financial Position  
(Unaudited)**

| September 30,                                     | 2016                | 2015                |
|---|---------------------|---------------------|
| <b>Assets</b>                                     |                     |                     |
| <b>Current</b>                                    |                     |                     |
| Cash  | \$ 893,456          | \$ 410,705          |
| Short-term deposits (note 3)                      | 1,052,582           | 1,001,900           |
| Accounts receivable                               | 23,842              | 23,263              |
| Prepaid expenses                                  | 2,250               | 2,280               |
|   | <b>1,972,130</b>    | <b>1,438,148</b>    |
| Long-term deposits (note 3)                       | 30,000              | 22,955              |
| Property and equipment (note 4)                   | 17,606              | 22,490              |
|   | <b>\$ 2,019,736</b> | <b>\$ 1,483,593</b> |
| <b>Liabilities</b>                                |                     |                     |
| <b>Current</b>                                    |                     |                     |
| Accounts payable and accrued liabilities (note 5) | \$ 101,699          | \$ 72,918           |
| Deferred revenue (note 6)                         | 974,026             | 497,540             |
|   | <b>1,075,725</b>    | <b>570,458</b>      |
| <b>Net Assets</b>                                 |                     |                     |
| Internally Restricted (note 7)                    | 845,247             | 781,325             |
| Unrestricted                                      | 98,764              | 131,810             |
|   | <b>944,011</b>      | <b>913,135</b>      |
|   | <b>\$ 2,019,736</b> | <b>\$ 1,483,593</b> |

Approved on behalf of the board:

\_\_\_\_\_ Director

\_\_\_\_\_ Director

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

**Statement of Cash Flows  
(Unaudited)**

| <b>For the year ended September 30,</b>                 | <b>2016</b>         | <b>2015</b>         |
|---|---------------------|---------------------|
| <b>Cash provided by (used for)</b>                      |                     |                     |
| <b>Operating activities</b>                             |                     |                     |
| Excess (deficiency) of revenues over expenditures       | \$ 30,876           | \$ (80,962)         |
| Item not affecting cash                                 |                     |                     |
| Amortization  | 8,797               | 9,652               |
|   | <b>39,673</b>       | <b>(71,310)</b>     |
| Change in non-cash working capital items                |                     |                     |
| Accounts receivable                                     | (579)               | 5,971               |
| Prepaid expenses  | 30                  | 3,876               |
| Accounts payable and accrued liabilities                | 28,781              | 34,802              |
| Deferred revenue  | 476,486             | (42,961)            |
|   | <b>544,391</b>      | <b>(69,622)</b>     |
| <b>Financing activity</b>                               |                     |                     |
| Term deposit to mature after one year                   | (7,045)             | 30,000              |
| <b>Investing activity</b>                               |                     |                     |
| Purchase of property and equipment                      | (3,913)             | (9,217)             |
| <b>Increase (decrease) in cash and cash equivalents</b> | <b>533,433</b>      | <b>(48,839)</b>     |
| <b>Cash and cash equivalents, beginning of year</b>     | <b>1,412,605</b>    | <b>1,461,444</b>    |
| <b>Cash and cash equivalents, end of year</b>           | <b>\$ 1,946,038</b> | <b>\$ 1,412,605</b> |
| <b>Cash and cash equivalents consist of:</b>            |                     |                     |
| Cash  | \$ 893,456          | \$ 410,705          |
| Short-term deposits                                     | 1,052,582           | 1,001,900           |
|   | <b>\$ 1,946,038</b> | <b>\$ 1,412,605</b> |

## Registered Massage Therapists' Association of British Columbia

### Notes to the Financial Statements (Unaudited)

September 30, 2016

#### 3. Term deposits

The term deposits bear interest from 1.10% to 3.05% per annum, and mature between January 14, 2017 and November 13, 2018.

|   | 2016                | 2015                |
|---|---------------------|---------------------|
| Term deposit # 43, 1.40% interest, maturity date Nov 26, 2015 | \$ -                | \$ 551,900          |
| 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              |
| Term deposit # 10, 3.05% interest, maturity date Oct 16, 2017 | 22,955              | -                   |
| Term deposit # 45, 1.30% interest, maturity date Jan 14, 2017 | 1,029,627           | -                   |
| <b>Short-term deposits</b>                                    | <b>1,052,582</b>    | <b>1,001,900</b>    |
| Term deposit # 41, 1.10% interest, maturity date Nov 13, 2018 | 30,000              | -                   |
| Term deposit # 10, 3.05% interest, maturity date Oct 16, 2017 | -                   | 22,955              |
| <b>Long-term deposits</b>                                     | <b>30,000</b>       | <b>22,955</b>       |
|   | <b>\$ 1,082,582</b> | <b>\$ 1,024,855</b> |

Term deposit #10 in the amount of \$22,955 (2015 - \$22,955) is held as a collateral for the line of credit (Note 8).

#### 4. Property and equipment

|                         | 2016              |                             |                   | 2015              |
|-------------------------|-------------------|-----------------------------|-------------------|-------------------|
|                         | Cost              | Accumulated<br>amortization | Net book<br>value | Net book<br>value |
| Video Library           | \$ 3,261          | \$ 2,853                    | \$ 408            | \$ 510            |
| Furniture and equipment | 44,001            | 31,151                      | 12,850            | 14,780            |
| Computer equipment      | 46,428            | 43,466                      | 2,962             | 6,729             |
| Computer software       | 7,169             | 5,783                       | 1,386             | 471               |
|                         | <b>\$ 100,859</b> | <b>\$ 83,253</b>            | <b>\$ 17,606</b>  | <b>\$ 22,490</b>  |

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**Registered Massage Therapists' Association of British Columbia****Notes to the Financial Statements  
(Unaudited)**

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**September 30, 2016**

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**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.

## Registered Massage Therapists' Association of British Columbia

### Notes to the Financial Statements (Unaudited)

September 30, 2016

#### 3. Term deposits

The term deposits bear interest from 1.10% to 3.05% per annum, and mature between January 14, 2017 and November 13, 2018.

|   | 2016                | 2015                |
|---|---------------------|---------------------|
| Term deposit # 43, 1.40% interest, maturity date Nov 26, 2015 | \$ -                | \$ 551,900          |
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| Term deposit # 10, 3.05% interest, maturity date Oct 16, 2017 | 22,955              | -                   |
| Term deposit # 45, 1.30% interest, maturity date Jan 14, 2017 | 1,029,627           | -                   |
| <b>Short-term deposits</b>                                    | <b>1,052,582</b>    | <b>1,001,900</b>    |
| Term deposit # 41, 1.10% interest, maturity date Nov 13, 2018 | 30,000              | -                   |
| Term deposit # 10, 3.05% interest, maturity date Oct 16, 2017 | -                   | 22,955              |
| <b>Long-term deposits</b>                                     | <b>30,000</b>       | <b>22,955</b>       |
|   | <b>\$ 1,082,582</b> | <b>\$ 1,024,855</b> |

Term deposit #10 in the amount of \$22,955 (2015 - \$22,955) is held as a collateral for the line of credit (Note 8).

#### 4. Property and equipment

|                         | 2016              |                             | 2015              |                   |
|-------------------------|-------------------|-----------------------------|-------------------|-------------------|
|                         | Cost              | Accumulated<br>amortization | Net book<br>value | Net book<br>value |
| Video Library           | \$ 3,261          | \$ 2,853                    | \$ 408            | \$ 510            |
| Furniture and equipment | 44,001            | 31,151                      | 12,850            | 14,780            |
| Computer equipment      | 46,428            | 43,466                      | 2,962             | 6,729             |
| Computer software       | 7,169             | 5,783                       | 1,386             | 471               |
|                         | <b>\$ 100,859</b> | <b>\$ 83,253</b>            | <b>\$ 17,606</b>  | <b>\$ 22,490</b>  |

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**Registered Massage Therapists' Association of British Columbia**
**Notes to the Financial Statements  
(Unaudited)**


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**September 30, 2016**


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**5. Accounts payable and accrued liabilities**

|  | 2016              | 2015             |
|--|-------------------|------------------|
| Accounts payable and accrued liabilities | \$ 99,189         | \$ 68,360        |
| Government remittances payable           | 3,292             | 4,281            |
| GST payable (receivable)                 | (782)             | 277              |
|  | <b>\$ 101,699</b> | <b>\$ 72,918</b> |

**6. Deferred revenue**

Deferred revenue is comprised of \$974,026 (2015 - \$497,540) relating to prepaid membership fees, workshop fees and other unearned amounts received in the current year that are related to expenses to be incurred in the subsequent year.

**7. Internally Restricted Net Assets**

The Association has established a \$22,955 (2015 - \$22,955) Member Restricted Contingency Fund, expenditures from which must be approved by the Members.

The Association has also internally restricted \$740,080 (2015 - \$740,080) 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 a \$30,151 Research Fund (2015 - \$18,290). Purpose of the Fund is to finance the Research Foundation which will be established.

The Association has established a Legal Defense Fund in the amount of \$52,061 for insurance and legal related matters for members.

**8. 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 4.20% 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, 2016, the outstanding balance is \$nil (2015 - \$nil).

**9. Interfund Transfers**

During the year, the following amounts were transferred from the Unrestricted Fund

- \$nil (2015 - \$479,880) to the Prudent Reserve Fund
- \$11,861 (2015 - \$18,290) to the Research Fund
- \$52,061 (2015 - \$nil) to the Legal Defense Fund

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## Registered Massage Therapists' Association of British Columbia

### Notes to the Financial Statements (Unaudited)

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September 30, 2016

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#### 10. 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.

#### 11. 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.

##### (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.

## PIN CEREMONY, 2016

### 10 Years

Clavia Alleyne, John Angrignon, Liana Bakker, Sarah Bangma, David Baroff, Tanya Bayda, Lianne Beaudry, Kyla Beck, Helen Beishuizen, Jessica Bevan, Robert Bideshi, Robert Booth, Keith Bootsma, Heather Boyer, Carolyn Brett, Jenna Brown, Jesse Brown, Stephen Brown, Renee Brunel, Gabe Brunello, Renee Caines, Maribeth Callahan, Nancy Camarneira, Kathleen Campbell, Diane Casteel, Paula Cherchas, Susanna Chin, Jannie Chow, Jamie Clark, Yvonne Connors, Katie Craig, Danica Crawford, Matthew Crotty, Pamela Dand, Lisa Day, Pam Dhillon, Angela Dickson, Nicole Duperron, Patricia Dyck, Shawna Erickson, Elizabeth Esposito, Nancy Fedeyko, Melanie Fedyk, Matthew Fleet, Jennifer Free, Michelle Gaudet, Bryan Gay, Kim Goetzinger, James Goldfarb, Alicia Goldney, Paul Gonske, Carly Grigg, Deborah Helsdon, Asha Holloway, Nicole Hoyer, Brooke Hulke, Charmaine Hunter, Caroline Iwasaki, Sharon Jackson, Aimee Jensen-Huot, Alan Johnson, Stephania Johnson, Breanne Johnston, Samantha Jones, Stephanie Jost, Elli Klaus, Jessica Knox, Joel Knox, Jennifer Koebnick, Myra Komjati, Asta Kovanen, Kristin Ladouceur, Lawrence Lam, Vincent Lam, Taylor Laviolette, Yenina Lillelund, Phashan Llewellyn, Chelsy Low, Kristin MacDonald, Forrest MacIvor, Kimberley Matthias, Amie McColl, Elisa McCoy, James McGettigan, Joanne McNamara, Collin McTaggart, Melanie Meyer, Tanya Middleton-Dean, Alison Mitchell, Jennifer Morgan, Andrew Morrison, Katie-Ellen Myrfield, Elizabeth Nessi, Sabrina Neufeld, Denise Nicholson, Lori O'Hare, Kathleen Owens, Jody Palfy, Catherine Patterson, Brandon Pendergraft, Andrea Pierotti, Jessica Planeta, Josh Pratt, Ellissa Prendergast, Colleen Pritchard, Marcia Reoch, Mike Reoch, Edward Romagnoli, Alwenn Rosch, Sue Rowland, Holly Saunders, Anita Schaufelbuhl, Nicole Scott, Jennifer Shelest, Harmony Shire, Ryan Shortridge, Michelle Silver, Amy Singh, Wesley Skakun, Lindsey Sloan, Jody Smith, Justin Smith, Greta Starr, Nicole Stephen, Nicole Stratton, Amy Sullivan-Turnbull, Dana Suzukovich, Daniel Tang, Harry (Lee) Taschuk, Kathleen Taylor, Kasey Thompson, Eeva Valiharju, Catherine Walton, Shanna Wighton, Robin Wilson, and Kindra Wirch.

### 15 Years

Audra Alderson, Leigh Andrew, Kelly Ayre, Hilary Barnard, RMT BC, Julie Botterill, Darrelle Butler, Britta Calabrigo, Marion Campbell, Angela Caruth, Colin Charron, Gisele Clark, Monica Cleland, Adrienne Clever, Jeffery Colley, Yusuf Daud, Emily deMontigny, Dennis Desrochers, Lisa Donahue, Sonia Donaldson, Angela Duncan, Katie Dykshoorn, Heidi Ezzat, Dave Gifford, Kylie Hall, Kelly Hamilton, Kirsten Hammond, Jill Harvey, Jason Hawkins, Sarah Hodson, Jodi James, Tony Jan, Anna Katerelos, Rebecca Kingdon, Courtney Komonasky, Christophe Lacour, Teresa Lamb, Dove Lang, Joseph Lattanzio, Richard Lee, Vincent Lee, Joshua Lloyd, Kristi Maguire, Anne May, Wendi McKay, Janice McKeown, Karen McLean, Angela McLeod, Christine Miller, Lisa Milloy, Cheri Moore, Marnie Myall, Benedict Ngui, Glenn Norman, Heidi Ogden, Kelly Orcutt, Kelly Pearce, Kelly Pearson, Chrystal Peters, Allison Petroff, Nadejda Petrova, Carolyn Pigott, Jeanette Pike, Garret Priest, Michealla Redeker, Heidi Ridinger, Heather Roberts, Susan Rowe, Elizabeth Schaeffer, Ryan Seitz, Parminder Serown, Levi Sheck, Neena Sidhu, Sherilyn Smith, Lorelei Snider, Anita Sparrow, Ingrid Stenersen, Tasha Stewart, Kevin Stigners, Reva Strachan, Heather Thompson, Lindsay Todd, Miko Tomasevich, Lylanya Volk, Kimberly Ward, Lisa Watson, Stephanie Wilcott, Carole Wong, Alexis Wright, Alia Zaver, and Sheri Zebroff.

### 20 Years

Susan Adam, Elizabeth Anderson, Beth Atkinson, Melissa Burkholder, Christine Campbell, Alison Chernoff, Paul Chernoff, Jill Chrysler, Kent Clark, Deirdre Collier, Anne-Marie Cote, Claire Cote, Jennifer Crichton, Christine Cumpstone, John Dowler, Diane Edwards, Deetria Egeli, Mary Etey, Teressa Euley, Bonnie Evoy, Sandra Fedele, Karen Fedoruk, Kara Fernandes, Matthew Furlot, Dayna Furukawa, Alison Gel, Paul Gibbons, Anuraj Gill, Heather Gittens, Heather Good, Danielle Gower, Julie Gower, Pamela Hands, John Haner, Elizabeth Hannaford, Kristine Hansen, Casey Haynes, Kevin Heath, Jennifer Herbert, Linda Hoy, Shelley Jackson, Scott Johnson, Jason Joly, Karm Kaila, Lisa Kalanchey, David Kazakoff, Michelle Kegaly, Denise Koroll, Susan Kowalchuk, Jennifer Kuys,





Pandora Lake, Barbara Lambert, Susan Law, Deborah Lebel, David Li Lam, Iain Little, Dawna Longley, Lori Main, Angela Malpass, Tara Mang, Damon Marchand, Allen McAllister, Linda McLaren, Norbert Miller, Venies Moncrieffe, Erika Moore, Brian Mount, Mardon Nordine, Victor Pelz, Jennifer Pendray, Sheri Piacente, Lora Postma, Lyle Ralston, Diane Resetar, Elena Robertson, Michelle Robichaud, Marita Sanchez, Tamara Schulz, Kathy Sheck, Carina Skog, Shawn Slingerland, Andrea Smith, Lesli Smith, Lynn Stuart, Beverly Stuckenberg, Kendra Super, Rory Switzer, John Tai, Shona Thomas, Lene Tonnisen, Sandra Trattles, Helene Urcullu, Marci Viggiani, Corinne Von Dehn, Denise Vowles-Biegler, Tracy Walther, tqm Wendt, Anita Wilson, Dave Wolynec, Shelley Would, and Anka Zizic.

### 25 Years

Steve Anderson, Yvon Beaudoin, Sharon Beausoleil, Debbie Bisgaard, Dianne Bosch, Robert Bosch, Laara Chodura, Dave Coombes, Estelle Cormier, Leslie Crawford, Dialekth Darras, Grace Dedinsky-Rutherford, Maria d'Estimauville, Malcolm Elliott, Karen Fleming, James Fofonoff, John Forde, Trevor Garrecht, Nicolle Gillis, Laura Haaksma, Robert Hackwood, Brenda Hall, Brita Hobkirk, Teresa Koelewyn, Daryl Kuss, Arlene Ladd, Andrew Lewko, Leanne Lloyd, Matthew Longman, Lisa Medler, Cheryl Morch, Sean Murphy, Maureen Murray-Kitson, Jocelyn Murrell, Joanne Nicolato, Jason Peck, Christopher Quirk, Julie Redlin, Melanie Roberts, Ethel Scherr, Susan Scotnicki, James Smith, LaDonna Smith, Douglas Sutherland, Leanne Teron, Andrew Teufel, Darcel Tompkins, Marina Vilker-Birchfield, Marsha Warman, Gael White, and Heather Williams.

### 30 Years

Dawn Blake, Joanna Bravo, Mavis Brown, John Chow, Sandi Epp, Steve Ferris, Beverley Harshenin, Juergen Krejan, Terence Magel, Mary McDonagh-Hoppenrath, Sheila McGrath, Gail Olive, Linda Sangwine, Karen Warren, Julia Winter, and Louise Wood.

### 35 Years

Stephen Biollo, Susan Brookes, Sandra Coldwell, Wendy Fairbanks, Valerie Farnsworth, Shawna Karras, Glenn LeBlond, Erika Lynds, Virginia McMillan, Lillian Olivant, Susan Smith, Jeannie Squarebriggs, Glenn Timms, and Lionel Webb.

### 40 Years

Janet Lemmon and Harreson Tanner.