



## **Minutes of CAPT Annual General Meeting:**

Friday, November 15, 2013

6:30 – 8:30 pm

Hart House Debates Room

Second Floor

7 Hart House Circle  
Toronto, ON M5S 3H3

### **ATTENDANCE LIST NOT FINALIZED**

**Members Present:** *Elizabeth Bailey, Debbie Barman, Andrew Benedetto, Tony Bergamin, Rosa Bergman, Catherine Berry-Valeriotte, Robin Williams Blake, Patricia Burns, Johanna Beyers, Alex Borovoy, Sarah Byck, Bonnie Campbell, Ursula Carsen, Rian Cassells, Carmela Circelli, Kristine Connidis, Adam Crabtree, Joanne Crabtree, Lisa Darrach, Patricia Deans, Nick Diamand, Louis Dionne, Kusum Dole, Ingrid Dresher, David Fairweather, Vicki Fraser, Wendy Fredricks, Michael Gotthardt, Bayla Goldstein, John Gross, Janis Ellis, Herbert Harms, Robin Hellendorn, Jackie Herner, Bob Holmes, Sandy Iverson, Dana Kelso, Janie Kim, Sylvia Kraus, Jena Ledson, Leah Lucas, Susan Lucas, Sharon MacIsaac-McKenna, Gui Mansilla, Virginia Markson, Shahroze Merali, Ellen Messing, Lorna Milne, Barbara Morris, Gloria Murrant, Susan O'Shaughnessy, Spencer Overgaard-Thomsen,, Eleanor Patterson, Katy Petre, Jan Peyton, Susan Pilon, John Pitt, Nicholas Power, Frederick Prack, Jeri Reason, Rosanne Ritchie, Mung-Ling Tsui, Mary Walton-Ball, Ulla Weimann, David Westbrook, Jan Whitten, Laine Williams, Susan Wood, Mary Ellen Young, Susan Young, Kurt Zubatiuk*

**Regrets:** *Eric Evans, Margery Parsons*

Susan Young welcomed members to CAPT's 13<sup>th</sup> Annual General Meeting. She announced that, as Eric Evans was ill, she would read his President's remarks.

## **1. Opening Remarks: Eric Evans:**

Read by Susan Young on behalf of Eric Evans:

“The CAPT Board has changed a lot since last year. We are in awe of the work that has gone before us and, as a new Board, we have learned much from this example and will continue to learn. But I'm excited by the skills and energy of this Board and I know we have begun to fill these large shoes left to us!

Margery Parson is our Co-President. Susan Young is our Treasurer. Wendy Fredricks is our Secretary, as well as the Chair of the Membership committee. We have two members-at-large: Tony Bergamin and Mary Walton-Ball. Mary came on the Board to fill a vacancy and has now decided not to run for a full term. I want to take this opportunity to thank Mary for her wonderful calm presence and wish her well.

Thanks to our administrative assistant, Vicky Kosharewich, for her amazing hard work. I want to especially thank Vicky for helping me to learn the finer points of how all this works.

Thanks to Jena Ledson, who is our webmaster and the editor of the Networker, as well as a CAPT member. Jena has been coming to the Board as a non-voting member since May because she is involved in so many important duties: coordinating the website activities and its development, publishing the Networker, helping to co-ordinate the renewals with Vicky and many other things.

In the last twelve months, we have been involved with many things, regulation-related and otherwise:

- 2 grandparenting forums to help our members who are to be grandparented into the College of Registered Psychotherapists of Ontario

- a CAPT/OSP forum towards finding common issues in the larger psychotherapy community in Ontario

- a Board retreat in June – The new Board has a lot to learn. Susan Wood presented a history of CAPT to help us continue the vision. The retreat was an opportunity for the Board to identify and explore issues and projects of the organization and to explore the not-for-profit context.

- we streamlined the membership renewal process this year and encouraged you all to use our website renewal system which, besides saving a lot of paper, is more efficient. The Board will continue to look for ways to make these systems work better.

Through the hard work of Susan Wood, our past president, and of the Advocacy & Outreach committee, CAPT has a strong voice in Ontario with the Transitional Council of the College of Registered Psychotherapists and the Ministry of Health and Long-Term-Care, as we move closer to regulation.

I think it is always good for us to remind ourselves of our Mission statement:

*The preservation, investigation, and advancement of forms of Psychotherapy oriented on Psychodynamic lines, that is, that unconscious dynamics exist within normal human consciousness, and that it is possible in therapy to access many aspects of the human psyche in ways that are useful, creative and healing.*

Everything CAPT does reflects this understanding of our shared purpose. While much of our energy has been, and will continue to be, taken up with advocating for our Ontario members through the process of regulation, I have often thought that another project we need to have as an organization is to identify the community of psychodynamic therapists in the entire country.

We have also begun to bring together the community of psychotherapists (as in the CAPT/OSP forum) to find our common interests and become aware of our differences. We are a community of therapists who could easily feel lost in the psychotherapy wilderness without organizations such as ours. While regulation – as in Ontario or Nova Scotia or Quebec – can make it seem that there is an organization at a regulatory level that might speak for us, I have had to remind myself many times that the regulations are there, and rightly so, to protect the public's interest. The philosophy and interests of psychodynamic therapists will continue to need a strong voice in the larger community of therapists - and the public - to advocate for *our* interests and passions. To this end, the Board and committees will continue to identify ways to work toward this ideal.

As part of this, and one reason I'm (in spirit) standing here at all, is the idea that as members of this community with a shared understanding of the work we do, CAPT continually needs fresh ideas and energy and as we grow. I know we have both in our membership. This is exciting and the Board and I look forward to hearing from you.”

**2. Address: Joyce Rowlands, Registrar, College of Registered Psychotherapists of Ontario:**

Susan Wood introduced Joyce Rowlands, the Registrar of the College of Registered Psychotherapists of Ontario (CRPO): “Joyce came from a nursing background and has worked in the area of professional regulation since the mid-1990’s. CAPT first became acquainted with her in 2006 when she was a Senior Project Manager with the Health

Regulatory Professional Advisory Council (HPRAC), examining whether psychotherapy should become a regulated profession in Ontario.

CAPT's representatives at the HPRAC meeting were impressed by Joyce's ability to grasp the true nature of the work of psychotherapy and her contribution to the HPRAC panel's understanding of this complexity. We were happy to write a recommendation for her to become Registrar of the transitional Council and have admired her ability to deal with the mass of complex information in this role.

Joyce has very kindly spoken at a previous CAPT AGM and participated in CAPT's conference last November. She is here today to let us know about things at the transitional Council and to answer our questions."

Joyce thanked Susan Lucas, Susan Wood and Eric Evans for the invitation and thanked Susan Wood for her nice words of introduction. She said that much work has been done toward regulation in the past 4 years and that they are moving into the final leg of this process. She noted that Eric had asked her to do a "state of the nation" address to let members know what's going on. She mentioned that Philip McKenna is a transitional Council member, Chair of the registration committee, and a great strength to their process. The transitional Council and College staff were busy at that time with the details of developing the grandparenting online application form. She announced that pilot testing would begin Dec. 2. The first testers would be practitioner Council members and 10 other people who were quite familiar with the regulation process to date. They would get one week to complete the application and then 2 days extra if they needed it. Joyce asked if members who were familiar with the process would send her an email to volunteer as a tester. She said that the form will be multiple online pages and they will enable the participants in the pilot to access the information they submitted so that when they do the real application it will be easier for them.

Joyce said that, regarding the jurisprudence e-learning module, 2000 people had created user accounts to date and that quite a large number of these had paid the \$60 fee and completed the module. The transitional Council had also done a pilot testing of an online process to review and assess training programs. They were currently recruiting reviewers; experienced educators with a background in curriculum development in the area of psychotherapy. They will have a program to train the reviewers. In addition, they were also looking for volunteers to serve on various committees. Starting in January, they will have several new committees and will be looking for volunteers who are not transitional Council members. Committee members will receive a modest per diem, including preparation for meetings. Joyce reported that the College bylaws had been finalized and were on the web site. This includes fees.

She added that Draft Professional Practice Standards were being circulated for stakeholder feedback and the deadline for comment submissions was Nov. 17.

Joyce said that she didn't think all of the work could be completed by the proposed April 1 proclamation date. She said that they hoped to start pre-registration for all practitioners in February. It's expected that 2000-4000 practitioners will apply through the grandparenting process. Based on the experience of other transitional Councils, this would be impossible to do in 2 or 3 months. The Ministry learned the hard way that hard deadlines don't always work so well, as in the case of the College of Traditional Chinese Medicine. It was a difficult time for everybody and the Ministry doesn't want that to happen again. Joyce said that the Ministry has asked them to tell them when they think they can be ready. They told the Ministry that they'd have a better idea after they'd done the first pilot round of the grandparenting application. Joyce added that proclamation won't happen April 1 and that pre-registration will start in February.

Joyce spoke about another issue that the Ministry had said they will solve. There are 2 protected titles in the legislation: Registered Psychotherapist (RP) and Registered Mental Health Therapist (RMHT). They spent two years doing research and trying to figure out what the two categories should be, differences between them, etc. This wasn't easy. They came to consensus and submitted the original Draft Registration Regulation in January 2012. The Ministry came back to the transitional Council in October and said they didn't agree with the conceptualization of the RMHT category. In their view, those people shouldn't be part of the College. They told us to go back to the drawing board. The transitional Council decided to defer any consideration of that category until after proclamation when a new Council can come up with a fresh look. Joyce noted that this situation creates a problem: some people who are doing the controlled act of therapy some of the time (she recited the definition), will not be in the College but will be out there practising. Joyce reported that the Ministry has to find a solution, an exemption for those people, and that the Ministry had said they'd do their own research and stakeholder consultation. The Ministry had done a wide survey of hospitals and provider agencies to find who would be doing the controlled act. The transitional Council members and staff felt it was likely that the Ministry would get complex and difficult answers and the solution wouldn't be easy. The first attempt at an exemption would have made everybody exempt. Anyone working in a place funded by government would have been exempt. The transitional Council pointed out that some of these people should be in the College. Joyce added that the Ministry hadn't arrived at a solution yet and that senior people in the Ministry were looking at various options. A solution has to be found before proclamation can go ahead.

Joyce reported that two new members had been appointed to the transitional Council: Andrew Benedetto, a CAPT member and Jungian therapist, has attended 17 transitional Council meetings. Dr. Ken Long, of Durham College, was involved in developing competency profiles for both the RP and RMHT categories. Joyce added that they need new strength so they're looking for committee volunteers. The work won't start right away and there will be orientation and training at various points next year.

Joyce addressed the following questions forwarded by Eric Evans:

Q: From a Jungian analyst who graduated in September 2013: "I won't have the 800 direct client contact hours. Should I enter through grandparenting or the regular route?"

A: "Regular. However, if during that 2 year period, if someone met the requirements, they could apply to go through the grandparenting route so they wouldn't have to write the exam. Meanwhile, people can apply. Pre-registration will happen for the regular route as well but we're going to start with grandparenting. So this person could pre-apply through the regular route and then be admitted as a qualifying member. Then he/she could decide to either write the registration exam or wait until he/she has the requirements for grandparenting and then apply through that route."

Q: From an advanced student within a training program, who sees clients in a supervised practice and is a student member of CAPT: "Will I be required to register with the College prior to graduation?"

A: "No. There is an exemption for students in training programs practising under supervision with someone who is a member of the profession. (The current definition is someone with a minimum of 5 years' experience.) Later on, supervisors will be required to take a supervision course. If someone is in the final unit of their program, we're going to encourage that person to apply for registration and they'd go into the qualifying category. And then they'd stay there until they write the exam."

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Joyce took the following questions from the floor:

Q: "Regarding the notarized statement: will the form be given to us?"

A: "Yes. The statutory declaration will be provided. You'll have to complete it, scan it and upload it, or fax it in. The whole application will be submitted online. There will be a new tab on the user account: Registration. There will also be a letter of verification. Someone who is a senior colleague or supervisor will vouch for the fact that you are a practitioner of psychotherapy. We won't be asking in the initial application for all of the paperwork. You need to have the paperwork though because there will be a random audit of people selected by the database system and, if you are selected, we will ask

you to provide back up documentation for certain pieces of information. We realize that some people may not have all of the documentation. We know there will be gaps. We're asking people to show us what they can."

Q:" I'm confused about 800 hours. Does this mean over one's lifetime?"

A: "Yes. A new graduate who wants to apply under grandparenting has to get the 800 lifetime hours in the first 2 years. The currency requirement is 750 currency hours within the previous 3 years prior to proclamation. This 750 number can include lots of things. For the grandparenting clinical experience requirement you need to have 800 direct client hours. There's a lot of information on our web site (and on the CAPT web site)."

Q: "So for currency, we'd need to calculate the hours for exactly the 3 years prior to the date of application? I've been working towards Dec 13. So do I now have to advance it?"

A: "Yes. Presumably you're still practising. It's a moving target because it's 3 years prior to the date of application."

Q: "Regarding the other Colleges that have the controlled act: have they developed their own standards where they add their certificates to practise psychotherapy?"

A: "Each College is handling this in a different way. There are 6 professions who can do the controlled act. Each person in those Colleges is authorized unless there's a restriction on their certificate. Each College will or will not come up with standards for psychotherapy. Occupational therapists have their own standards. Social workers have standards in progress. Nurses and physicians are not developing their own standards. Every College has a quality assurance program where members are asked to inform the College to assure that they're competent to do what they do. However, in the College of Nurses, with regard to any controlled act, there has to be an "order" and that includes the control act of therapy. So nurses can do psychotherapy, use the title with the "Nurse" title, but can't do the controlled act unless they have an order from a physician or someone else who can give them an "order"."

Q: "Will proclamation give the controlled act to all members of all those Colleges?"

A: "Yes. Unless the College puts a restriction on a member's certificate, with the exception of nurses, who will still need to get an order."

Q.: "What do you think the impact might be of a spring election on the process?"

A: "We asked the Ministry. They said they would just proceed, just keep moving forward. Shortly after the approval of our Registration Regulation (and this may happen before year end) the Ministry will have to set a date for proclamation in the psychotherapy act. When that date comes along, the act is proclaimed. Conceivably, another government could delay this."

Q: "Do you have a tentative date for when people can take the registration exam?"

A: "Every new graduate has to apply to us to determine if they're eligible to write the exam. The regular route will be available shortly after February. Once we've looked and decided who's eligible, they can write the exam. It will be available 3 times in the first year, then twice annually thereafter. Once deemed eligible, the applicant will go into the Qualifying category until they write the exam."

Susan Wood thanked Joyce and Tony Bergamin presented her with flowers.

### **3. Minutes from 2012 AGM: Tony Bergamin, Board Member-at-Large**

Tony reminded attendees to sign the attendance list at the back of the room.

Tony moved that the Minutes of the 2012 AGM be approved, seconded by Susan Lucas. The Minutes were approved unanimously.

### **4. Matters arising from 2012 Minutes:**

No matters arising.

### **5. Membership Committee Report: Paul Hancock, McFarlan Rowlands:**

Susan Wood introduced Paul Hancock. She noted that there have been some changes to our policies due to the new bylaws of the college and that Paul would talk about this and answer questions.

Paul stated that, last year, he wrote a speech for our meeting but didn't get to it because of questions. He said that, with the new College, they now know the bylaws for the insurance requirements and have amended all of the CAPT policies effective October 1 to comply with the new bylaw requirement of \$1,000,000 for professional liability. The change was the aggregate within the policy period to \$5,000,000 and they had to bump that sum up. Also, there are new abuse fund coverage requirements. All policies now comply. They anticipate no increase in premium and are 99% sure about this. The insurance company says they've never used the abuse fund. The CAPT program has been stable with 260 participants, the same as last year. Some people retire and new

people come on. There were no claims last term of which Paul was aware. Usually they come through his office but sometimes they go directly to the company. Paul noted that we would see these coverages on our renewals and, in the meantime, we could get an amended certificate if needed.

Paul took questions from the floor:

Q: "Once we're in the College, will our group be the entire group of psychotherapists? If so, will our fees go down because we're in a bigger group?"

A: "CAPT is its own group. If you want to merge with another group, that's one thing. It seems that every group has its own personality. The benefit of keeping each association separate is that each Board can make decisions about coverage for their group. Someone has to be a CAPT member to have our coverage. Bigger groups bring in more claims."

Q: "Will you require that people be members of the College to cover them?"

A: "No. We'll continue to ensure non-regulated members as long as they're in good standing with CAPT."

Q: "My friend is a member of CCPA. They pay half for the same coverages. What do we have to do to bring our fees down?"

A: "We reviewed this a year or so ago and brought premiums down about 30%. Growth in numbers is the way to do it."

Q: "I was at the meeting last year. Last year, we were concerned about how high our fees are and you said you'd be reducing them this year and in 2014. You also took into account that we'd have larger coverage and that we'd have coverage for working with clients by phone not in Canada. And you said that if we had a good claims record there would be a reduction."

A: "The intention is always to reduce the premium. I didn't know that we'd be increasing the aggregate or adding the additional coverage. I'll still attempt to reduce premiums. It's always a balancing act with the company. I thought it best to keep it flat this year then go for a reduction next year. The company initially asked for an increased premium when they increased the coverage. I told them I didn't think it would effect claims."

Q: "Why do we have to have the additional coverage now, before proclamation? Would it be cheaper to add it upon proclamation? And how much do we have to grow the reduce premiums?"

A: "Every year I try to get as much as I can from the company."

Q: "Can we decrease the coverage, and therefore the premium, for the next few months until proclamation?"

A: "We thought the most convenient thing to do would be to handle it now when people were concerned proclamation was coming soon. I'll try for a reduction. But I felt that getting increased coverage with no increased premium was a win."

Q: "Why is the fee so high for out of country coverage?"

A: "Out of country clients are considered on a case by case basis. The policies in Canada will be based in Canada. I'll keep the premiums on my radar when I'm talking to them. The policy says you can't do it. I was happy to get them to cover anything outside of the country."

Q: "I called Jesse last week. I wanted to enquire about working with clients outside the country. She told me that we're not going to be covered."

A: "We do this on a case by case, depending on the situation. The policy's coverage is Canada. Email me and we'll look at the specific situation. I know we do have members that have clients outside the country and we rate them individually. We've had it allowed even when a therapist goes out of country for a while and still practises."

Q: "What if the client is a resident of the other country and not just visiting? Does that create a problem?"

A: "I don't know. I'll enquire."

Q: "Jesse told me that the suit would have to be brought in Canada."

A: "Another thing you'll have to get into is how regulation works outside the province."

Susan encouraged members to email questions to the Board or directly to Paul.

## **6. Treasurer's Report: Susan Young:**

Susan Young presented the treasurer's report (see Treasurer's Report attached) and CAPT's financial statements (see Financial Statements attached). Susan reported that she had reviewed the records for 2011 as well as the records for 2012.

Susan asked that members review the financial handouts, which provided detailed information regarding the different types of financial reviews. She explained that the Board had voted to perform a compilation review for 2012 with a notice to reader.

The members applauded Vicky Kosharewich and Jena Ledson for all of their hard work.

Susan reported that just under 40% of members had set up their profiles on the CAPT web site.

Susan reminded members of the Dec. 1 membership renewal deadline.

Susan Young moved that the 2012 draft financial statements be recorded in the Minutes and motioned that Render & Partners LLP be retained as CAPT's accountant for 2013. Susan Wood seconded. The motion passed unanimously.

CAPT's past treasurer, Eleanor Patterson asked why the financials were in a draft form. Susan responded that once they are recorded and passed by the BOD, that they will be finalized and signed off by the Treasurer and President immediately after the AGM. Susan also said that the Notice to Reader will be posted to the website to provide complete transparency.

Susan advised that she has the financial reports available for the current fiscal year to Oct 31, 2013. Anyone who would like to see them could speak with her after the meeting.

#### **7. Advocacy & Outreach (A&O) Committee Report: Susan Wood**

Susan Wood walked the membership through her PowerPoint presentation (see Advocacy and Outreach Committee Report attached).

During the presentation, the committee members were acknowledged.

Susan has missed only one transitional Council meeting since November 2009.

Susan added that CAPT is also in discussion with the other professional associations about how they're handling 3<sup>rd</sup> party insurance and will keep members informed.

Moving forward, as we get closer to applications, the CAPT A&O committee has agreed to take turns manning the Q & A part of the web site. If members have questions they can post them and the committee will try to reply. Members can also contact Lorna Irwin in the College office and ask her questions as well.

#### **8. Web Site and Networker Report: Eric Evans**

[www.psychodynamic.canada.org](http://www.psychodynamic.canada.org)

Susan Wood read Eric's written report (see Website and Networker Report attached).

Members are invited and encouraged to contribute content for the Networker. CAPT is on Facebook now and members are strongly encouraged to “like” our page.

Susan thanked Jena Ledson for all of the wonderful work she's done.

## **9. Election of Board Members: Nominations Committee**

Tony Bergamin announced that Mary Fulford Winsor would stand for nomination. Alex Borovoy nominated Mary. Alex said that he met Mary 10 years ago at CTP and they graduated the same day. Whenever Alex felt overwhelmed by the amount of work in the CTP program, he would think of Mary. Mary is the mother of three teenage children, has an MFA in design, has worked for over 30 years in theatre as a designer, teacher, manager and mentor. She is a Dora award winner and a published writer in journals like the Canadian Theatre Review. Kevin Adams seconded the nomination

Mary said that she will need help. She said that we need to clarify what we can do, that we need to have a strong voice for ourselves and that this is a great time to do it

The members cast ballots and it was announced that Mary Fulford Winsor had been elected to the CAPT Board of Directors.

Meeting adjourned at 8:50 pm. Reception followed.

At some point it was said that Mary Walton-Ball had decided not to join the board and was thanked for her contribution this past year.