



Annual Report 2021-2022



WHO WE ARE

This non-profit organization is a board made up of practicing Registered Massage Therapists and a paid Administrator. The board (Executive) is made up of a mixture of experience and most importantly volunteers who give their time for the greater good of Massage Therapy in Newfoundland and Labrador.

WHAT WE DO

There are two main functions for the NLMTA. Firstly the NLMTA facilitates professional liability insurance (<http://lmicanada.com/>) to its members which is legally necessary to practice. Secondly, the Association was put in place to support its members. Advertising, managing a website that connects RMT's with the public, answering questions, and providing guidance when needed.

Board Members (Executive and Directors) as of September 30th, 2022

Pat Mennie – Administrator	Ashley Parsons – President
Caitlyn Hill – Vice President/Secretary	Sara Lynn Lawlor – Director
Lisa Day – Director	Deidre Baker - Director
Denise Hapgood – Director	

To learn more about our board members visit: <https://nlmta.ca/board-members/>

NLMTA
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Presidents Report

Ashley Parsons

Another year in the books – This year there has been move movement with our research committee on their bid to open the conversation on compensation for RMT's with WorkPlaceNL, CMTA movement on HST exemption and the NLMTA testing out a new way to keep our membership up to date/engaged – text!

We all know that this board is volunteer run, and the commitment has to fit with the members lives in order for it to make sense! This year, as with the CMTNL, we are seeing a shift in our board members. Caitlyn Hill has completed her 9 years serving on the board, it's a pretty special accomplishment and I would like to say a huge thank you to her for that commitment. Saralynn Lawlor, and Denise Hapgood have also decided to step back, both have been instrumental in the last few years as our NL representatives for the CMTA.

This opens up new opportunities for you, our membership, to make the choice to join us. An email has been sent out, and happy to answer any questions any member may have about what's involved, what the benefits are and what areas you could get involved in! The Board does not survive without RMT's who are willing to step up – consider it, join us!

We will keep moving forward – Pat and I are working closely to ensure the smooth day-to-day NLMTA functioning, making sure that your questions are answered timely, your suggestions considered and the future is bright! May it be a productive, safe and rewarding year to come.

Administrators Report

Happy Fall Everyone!

We have 492 members for the year 2021 – 2022:

467 – Paid Active

25 - Paid Inactive

32 – Gone - Retired/moved/new profession or personal reasons.

We still have 15 Members unpaid, the CMTNL have been notified and I have made several calls and sent emails to the unpaid members but didn't get a response from anyone.

We had 124 new members join the NLMTA in 2021 – 2022:

70 – From Western Canada (mostly BC)

54 - From NL

Thank you to the members who sent the correct 2022 – 2023 renewal form with the correct answer to the security question. Again, this year 80 + members did not download 2022 – 2023 renewal form. I received renewal forms from 2016 – 2021 also a number of New Member Applications.!!! Only renewal forms for 2023 - 2024 will be accepted next year.

We have tried to make the renewal process as simple as humanly possible. How? Fillable forms / noting on forms when payments are due / breakdown of fees including late fees also the answer to the security question for E/transfers – It is highlighted on the renewal forms.

If anyone knows how to make it simpler, please let us know!!! No, we will not be mailing out renewal forms to save money on postage. (NLMTA fees have not increased in over 20 years - we're working within our means)

Some members give different "year joined" also different Registration # than the previous year. Please use the correct year and Registration #.

Have a wonderful Christmas and wish you all great things in 2023.

Take care and stay well!!! Pat

Committee Reports

Research Committee

Chair – Lisa Day

Hello Colleagues,

I hope you all continue to fare well during these, what seem to be never ending uncertain times. I am hopeful the days will get better for us all. Our committee has been busy again this year as research continues to become increasingly important.

Some things we have accomplished so far this year:

- We are happy to report that we have continued our partnership with Memorial University and Dr. Kim Cullen, who is also an Assistant Professor with the School of Human Kinetics and Recreation and is cross appointed to Division of Community Health and Humanities, Faculty of Medicine. Last year our goal was to work toward fostering our relationship with WorkPlaceNL and focus on filling the gaps we feel are present regarding Massage Therapy.
- In order to do this we had to start the first stage of the process, which was creating a Letter of Intent to be submitted to WorkPlaceNL. The end goal would allow us to be the recipients of a research grant to help answer the questions WorkPlaceNL has regarding Massage Therapy, our scope of practice, how we can discuss the return to work process for both WorkPlaceNL and the person receiving benefits. This may sound like a “simple” task (just putting a letter together) but it in fact has its own extensive process. This included, continuing to collect research papers and adding to the bibliography, treatment plans and how they differ from WorkPlaceNL vs. Insurance companies. How the same looks in other jurisdictions and Provinces, serious injuries as well as multiple traumatic injuries, and also, how to equate and understand what “serious” means. The efforts of this letter also included developing a budget. All in all it was a significant amount of work which came together over several meetings of the research committee, along with Dr. Cullen.
- To date, I would like to report that the Letter of Intent was completed and submitted in July of 2022. We received correspondence from WorkPlaceNL in October. They stated that they would like for us to follow up with them to answer some questions that still remain unclear for them. We have been assured by Dr. Cullen that this is also a normal part of the process, as they have suggested some revisions for us to make so we can re submit. This is actually a good sign that they are in fact interested. The meetings with the committee and Dr. Cullen will continue and as soon as it has been revised we will submit again.
- Once the Letter of Intent has been accepted, we will move on to Phase 2 of the project, where the committee will comprise a 4500 word proposal to be submitted as well. This will then go to the Research Board division of Work Place NL for their review, and we will wait for progression from there.
- * The committee continues to meet once a month to work on all of the above and also discuss initiatives we would like to see in the future. We are still planning on working towards MCP coverage, as time allows of course, as we are all volunteers who are actively running our own businesses.
- * We continue to cultivate our relationships with other provinces who are working towards similar goals.
- * Student engagement is a priority for us and we look forward to sharing with them. Due to Covid, our networking has been limited but we look forward to resuming those goals this year.

As highlighted, some of these are long term goals that will require time, patience and perseverance but we are confident that we will get there. Once again, I would be remiss if I did not extend a sincere thank you to the committee members for their help, efforts and dedication, I would not be able to achieve this alone.

As always, we would like to extend an invite to interested members. If you feel called to take part, you may do so by contacting me or indicate your interest on your renewal form.

Take good care everyone, hope to see you all the AGM.

Lisa Day, RMT
NLMTA Director/Research Chair

Public Relations Committee

Currently no Chair - Nothing to Report at this time.

Communications Committee

Chair – Ashley Parsons

We've been continuing to streamline communications to our membership. MailChimp, Facebook, and this year we started using Txtsquad, a Newfoundland based text app in an attempt to get the important information to you, our membership, how you want to receive it. We had 93 members agree to add their cell numbers to get text updates when we got up and running. Of course we are volunteer based, and want to ensure that there's not 'too many texts' being sent, instead having them be helpful around renewal time and AGM time for now! It's a work in progress. But I feel it's a valuable tool to increase engagement which is a big part of what we do. The feedback has been great, and we've had members use it to get their questions answered as well! – If you haven't registered yet for texts and you want to, send your name and cell number to info@nlmta.ca and we'll get you signed up.

Looking at our website, we've had a member bring up some issues around our 'Find a Therapist' feature so we've started to engage our tech support person - Albert Norman to figure out how to make this, and the website in general more user friendly! We are always trying to improve, and if you have any suggestions we're always open so please reach out!

Volunteer Needed Alert! We also have our official Facebook page, which Caitlyn Hill has kept an eye on the last couple of years. As Caitlyn takes a step back from the board, we'll need someone to fill her shoes. Strengthening our social media presence, does that peak your interest? Please let us know!

Continuing Education Committee

Chair – Denise Hapgood

Not available at this time.

CMTA REPORT 2022

CANADIAN MASSAGE THERAPY ASSOCIATION

DENISE HAPGOOD AND SARA LYNN LAWLOR

Committee Reports

GST/HST Committee – each Province asked to submit the letter of support template provided on their letterhead for submission as a unified front to the Federal Government. Completed 1st November 2022.

Insurance Committee – the Canadian Life and Health Insurance Association (CLHIA) is a huge supporter of National regulation and can provide a letter to any province that might need support in their push towards regulation.

Some issues that remain on the table with the client service reps and planners are; student billing, practice standards and competencies of massage therapists in Canada (clear definition of what they accept as standards).

North West Territories (NWT) update – they have decided to dissolve their Association but Government has told them that they have to be regulated, their regulation document is written and they are hoping to be regulated in a year.

Organization for Health Action (HEAL) Committee – concerns of healthcare provider shortages across the Nation. A survey developed and sent out to the membership.

Survey Results

Sexual assault study results

538 responses - 479 women, 90% of sample

20-40 yrs of age

80% of respondents did experience sexual harassment

22% of respondents did experience sexual assault

72% verbal incidents

77% during treatment

95% of perpetrating clients were men 31-54 years of age

63% discharged the client

84% told someone; a colleague, clinic owner or a spouse

Need for public education and in-depth training about how to deal with inappropriate client behaviour.
Management team will continue to work with UNB to develop supports for therapists.

Did You Know...

Massage therapy Foundation (MTF) - founded in 1990; focus on research, education and community service.

International Journal of Therapeutic Massage and Bodywork (IJTMB) – free journal to communicate research

White paper – MTF ergonomics project, ergonomic tips for a healthier massage therapy career.

www.massagenet.org - practice based research network, for massage therapists to become involved in research. Research perch free to help RMT's put research into practice.

Poster abstracts - view online.

Next Meetings

Quarterly meetings to be posted on basecamp.

Face to face in the Fall 2023 - Saskatchewan.

CMTCA

Sara Sexton - CMTCA Representative for Newfoundland and Labrador

As of Oct 2022, there have been 20 preliminary accreditations and 15 full accreditations in the regulated provinces. In the non regulated regions there have been 3 preliminary accreditations and 6 full accreditations. There are currently 63 programs going through the process nationwide.

Ontario has been the biggest supporter of the process with 44 programs having gone through or now in the process. The CMTCA has a strong group of surveyors and a robust in person training process. Webinars are also ongoing through the fall for educators and surveyors.

We currently have all funding agreements signed and continue to provide quarterly financial reports to our shareholders as well as annual auditing with a multi-year strategic plan in place until the end of 2024.

Our standards review is an ongoing process with the staff, executive director and chair having group meetings regularly; the goals we have set are on target.

The CMTCA had the opportunity to attend the CLHIA(Canadian Licensed Health Insurance Association) Conference from October 12,13 14 th in Winsor, Ontario , with a booth set up to answer questions and address what accreditation means for health education professionals and in particular Massage therapists and their role in health care . This was an important opportunity to represent the CMTCA to CHLIA and one that will lead to more in depth and fruitful discussion.

Looking forward there is great interest in developing a national exam and what steps need to be taken next to get national interest and support. This will be a major project that will take a great amount of time, expertise and money; however, it will be the key to growing national unity within our profession and an examination tool that will determine standardized competencies and performance indicators.

This has been an excellent learning experience for me and I have enjoyed the work of reviewing and understanding what accreditation provides to an educational program and its staff and instructors. The students and future RMTS that come after the granting of accreditation will benefit the most.

I hope to hear that the programs here in NL undergo accreditation. My term of office will be completed at the CMTCA AGM in April of 2023 so I thank you for your interest in the important work of this organization.

Regards, Sara Sexton RMT, CMTCA representative For NL

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

Financial Statements

Year Ended September 30, 2021

(Unaudited)

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

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Year Ended September 30, 2021

(Unaudited)

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Fred Earle

Chartered Professional Accountant

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of Newfoundland & Labrador Massage Therapists' Association Inc.

I have reviewed the accompanying financial statements of Newfoundland & Labrador Massage Therapists' Association Inc. (the Association) that comprise the statement of financial position as at September 30, 2021, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

My responsibility is to express a conclusion on the accompanying financial statements based on my review. I conducted my review in accordance with Canadian generally accepted standards for review engagements, which require me to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, I do not express an audit opinion on these financial statements.

Conclusion

Based on my review, nothing has come to my attention that causes me to believe that the financial statements do not present fairly, in all material respects, the financial position of Newfoundland & Labrador Massage Therapists' Association Inc. as at September 30, 2021, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.

St. John's, Newfoundland and Labrador
November 3, 2022



CHARTERED PROFESSIONAL ACCOUNTANT

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

Statement of Financial Position

September 30, 2021

(Unaudited)

	2021	2020
ASSETS		
CURRENT		
Cash	\$ 228,901	\$ 178,606
Term deposits	11,336	11,097
Accounts receivable	3,857	12,302
Interest receivable	31	103
	<u>\$ 244,125</u>	<u>\$ 202,108</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 11,127	\$ 9,828
Employee deductions payable	1,998	2,278
Deferred income (Note 3)	137,873	97,965
	<u>150,998</u>	<u>110,071</u>
NET ASSETS		
General fund	<u>93,127</u>	<u>92,037</u>
	<u>\$ 244,125</u>	<u>\$ 202,108</u>

ON BEHALF OF THE BOARD

Director

Director

The notes are an integral part of these financial statements

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

Statement of Revenues and Expenditures

Year Ended September 30, 2021

(Unaudited)

	2021	2020
REVENUE		
Membership Fees	\$ 134,770	\$ 149,205
Interest income	166	139
Other income	-	1,114
	<u>134,936</u>	<u>150,458</u>
EXPENSES		
Insurance	47,256	42,152
Salaries and wages	32,520	31,883
Advertising and promotion	19,134	16,674
Office	6,943	9,343
Rental	5,819	4,469
Membership fees	5,010	760
General and administrative expenses	3,774	3,982
Telephone	3,520	3,215
Meetings, conferences and travel	2,730	5,905
Bank charges	2,599	2,223
Professional fees	2,415	2,185
Website	2,076	-
AGM	50	1,627
Repairs and maintenance	-	388
Training & workshops	-	1,210
	<u>133,846</u>	<u>126,016</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 1,090</u>	<u>\$ 24,442</u>

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

Statement of Changes in Net Assets

Year Ended September 30, 2021

(Unaudited)

	2021	2020
NET ASSETS - BEGINNING OF YEAR	\$ 92,037	\$ 67,595
Excess of revenue over expenses	1,090	24,442
NET ASSETS - END OF YEAR	\$ 93,127	\$ 92,037

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

Statement of Cash Flows

Year Ended September 30, 2021

(Unaudited)

	2021	2020
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 1,090	\$ 24,442
Changes in non-cash working capital:		
Accounts receivable	8,445	(9,015)
Interest receivable	72	(103)
Accounts payable	1,299	5,862
Deferred income	39,908	(28,000)
Employee deductions payable	(280)	101
	<u>49,444</u>	<u>(31,155)</u>
Cash flow from (used by) operating activities	<u>50,534</u>	<u>(6,713)</u>
INVESTING ACTIVITY		
Term deposits	<u>(239)</u>	<u>(35)</u>
INCREASE (DECREASE) IN CASH FLOW	50,295	(6,748)
Cash - beginning of year	<u>178,606</u>	<u>185,354</u>
CASH - END OF YEAR	<u>\$ 228,901</u>	<u>\$ 178,606</u>
CASH CONSISTS OF:		
Cash	<u>\$ 228,901</u>	<u>\$ 178,606</u>

NEWFOUNDLAND & LABRADOR MESSAGE THERAPISTS' ASSOCIATION INC.

Notes to Financial Statements

Year Ended September 30, 2021

(Unaudited)

1. DESCRIPTION OF BUSINESS

The Newfoundland & Labrador Massage Therapists' Association was established as a corporation by the Newfoundland Corporations Act in 1990 as a not for profit corporation without share capital. The association commenced operations on that date.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with accounting standards for not-for-profit organizations in Canada. Outlined below are those policies considered particularly significant for the Association.

Fund accounting

Newfoundland & Labrador Massage Therapists' Association Inc. utilizes fund accounting for financial reporting purposes. The financial statement elements are segregated into funds according to the organizations activities.

Revenues and expenses related to program delivery and administrative activities are reported in the General Fund.

Revenues and expenses related to funds for which the Board or contributors have placed and restrictions on their use are reported in the Restricted Fund.

Cash and cash equivalents

Cash is defined as cash on hand, cash on deposit, and short-term deposits with maturity dates of less than 90 days, net of cheques issued and outstanding at the reporting dates.

Revenue recognition

Membership fee revenue is recorded using the accrual basis of accounting. Fees are recorded as income in the year to which they apply.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates include providing for amortization of capital assets and goodwill. Actual results could differ from these estimates.

Contributed services

The Newfoundland & Labrador Massage Therapists' Association and its members benefit from contributed services in the form of volunteer time for various committees. Contributed services are not recognized in these statements.

Corporate income tax

The Organization is not-for-profit and is not subject to corporate income tax.

(continues)

NEWFOUNDLAND & LABRADOR MASSAGE THERAPISTS' ASSOCIATION INC.

Notes to Financial Statements

Year Ended September 30, 2021

(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

3. DEFERRED INCOME

Deferred income represents membership fees collected in advance. Fees collected during September 30, 2021 fiscal year but the membership period covered for this revenue is the period ended September 30, 2022. These revenues will be recognized as revenue in the year to which the fees relate.

4. FINANCIAL INSTRUMENTS

The organization's main financial instrument risk exposure is as follows

Credit Risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Organization is exposed to credit risk from member fee income. Given the nature of the Organization's activities including requirement of members to be licenced, the organization does not have material exposure to credit risk.

Liquidity Risk

The organization's liquidity risk represents the risk that the organization could encounter difficulty in meeting obligations associated with its financial liabilities. The organization is, therefore, exposed to liquidity risk with respect to its accounts payable and accrued liabilities. The organization manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient cash available to meet its obligations and liabilities.

Fair Value

The Organization's carrying value of cash and cash equivalents, accounts receivable, and accounts payable approximates its fair value due to the immediate or short term maturity of these instruments.

5. SUBSEQUENT EVENTS

On March 11, 2020, the World Health Organization declared the outbreak of a novel coronavirus (COVID-19) as a global pandemic which continues to spread in Canada and around the world, resulting in government imposed emergency measures to combat the spread of the virus.

These emergency measures, including periodic lockdowns and ongoing capacity restrictions, in conjunction with increased costs associated with additional personal protective equipment and other safety measures, have impacted the Organization's operations.

While the Company has been able to mitigate the short-term impact of COVID-19, it is not possible to reliably estimate the severity and long-term impact COVID-19 may have on the Company's financial results, conditions, and cash flows.