

**College of Massage Therapists of Ontario
Board Meeting Minutes**

Monday, December 1, 2025

In-person and Videoconference via Microsoft Teams

Public Member Attendees:

M. Gordon
B. Highgate
J. Mathers
J. Patel
H. Shears, Vice Chair

Professional Member Attendees:

S. Adderley, Chair
L. Carnegie
T. Contois
C. Gollob
R. Libby
J. McGill
D. Oehring
A. Van Zelst

Regrets:

C. Watt
R. Van Vliet

Guests:

T. Fearon, Equity, Diversity and Inclusion Committee Chair
N. Singh, Enterprise Canada
C. Ellis, Enterprise Canada

Staff Attendees:

M. Boon, Registrar & CEO
V. Browne, Director, Registration Services
B. Sumpton, Director, Professional Practice
A. Tannenbaum, Director, Professional Conduct
R. Ahluwalia, Director, Policy & Communications
R. MacArthur, Interim Director, Finance
F. Ng, Coordinator, Corporate Services

Recorder:

V. Patterson, Manager, Governance

The Board Meeting was Livestreamed.

45 1. Call to Order

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47 The Chair called the meeting to order at 2:00 PM.
48 A roll call was conducted and C. Gollob offered a personal Land Acknowledgement.
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51 2. Declaration of Conflicts of Interest

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53 No conflicts were declared.
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56 3. Approval of the December 1, 2025 Agenda

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58 **2025 December 1 - MOTION 1: J. Mathers / R. Libby**

59
60 THAT the Agenda of December 1, 2025 be adopted by the Board as presented.
61

62 **CARRIED**

63 4. CMTO EDI Commitment Statement

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65 T. Fearon, Equity, Diversity and Inclusion Committee Chair presented a recommended
66 update to the CMTO EDI Commitment Statement.
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68 The purpose of the recommended updates is to better align with the EDI strategy and
69 incorporate new learning and changing perspectives. It is more detailed and slightly longer
70 than the original EDI Statement which the Board committed to in 2024.
71

72 The new statement highlights that CMTO is going to take meaningful steps to learn about
73 the public, their staff and registered massage therapists and incorporate the knowledge into
74 future work.
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77 **2025 December 1 - MOTION 2: R. Van Vliet / R. Libby**

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79 THAT the Board approve the proposed CMTO Equity, Diversity and Inclusion
80 Commitment Statement as presented.
81

82 **CARRIED**

83 5. Draft Strategic Plan 2026-2030

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85 **2025 December 1 - MOTION 3: R. Libby / J. McGill**

86
87 THAT the Board approve the 2026-2030 Strategic Plan as presented on page 5 of
88 Appendix A.
89

90 **CARRIED**

91 6. Adjournment

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94 The Board adjourned the public portion of the meeting at 2:35 PM.

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96 **2025 December 1 - MOTION : B. Highgate / A. Van Zelst**

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98 THAT the December 1, 2025 Board meeting be adjourned.

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CARRIED

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S. Adderley, RMT

110 Board Chair

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M. Boon

Registrar & CEO