

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

**Tuesday, December 2, 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  
R. Van Vliet  
A. Van Zelst

**Regrets:** C. Watt

**Guests:** N. Leris, Registrar, College of Kinesiologists of Ontario  
H. Westaway, Council President, College of Kinesiologists of Ontario  
J. Da Ponte, RMT  
K. McCarthy, Governance Committee Chair

**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  
M. Channapatna, Manager, Finance  
C. Eakins, Data Analyst  
A. Peco, Tribunal Counsel & Manager  
F. Ng, Coordinator, Corporate Services

**Recorder:** V. Patterson, Manager, Governance

45 *The Board Meeting was Livestreamed.*

46

47

48 1. Call to Order

49

50 The Chair called the meeting to order at 9:00 AM.

51

52

53 2. Declaration of Conflicts of Interest

54

55 Board members were asked to declare any conflicts of interest regarding any agenda items.

56

57 S. Adderley and H. Shears declared a conflict with agenda item 7 – Election of 2026 Board  
58 Chair and Vice-Chair.

59

60

61 3. Approval of the December 2, 2025 Agenda

62

63 **2025 December 2 - MOTION 1: T. Contois / C. Gollob**

64

65 THAT the agenda of December 2, 2025 be adopted and approved by the Board as  
66 presented.

67

**CARRIED**

68

69 4. Approval of the Consent Agenda

70

71 **2025 December 2 - MOTION 2: J. Mathers / J. McGill**

72

73 THAT the Consent Agenda of December 2, 2025 be adopted by the Board as  
74 presented.

75

**CARRIED**

76

77

78 5. By-Law No. 2 and No. 6 Revisions

79

80 K. McCarthy, Governance Committee Chair asked the Board to approve a recommendation  
81 to remove the contractor provision from By-Law No. 2 and No. 6.

82

83 **2025 December 2 - MOTION 3: R. Van Vliet / R. Libby**

84

85 THAT the Board approve the removal of the contractor provision from By-  
86 Law No. 2 and No. 6 to expand the pool of eligible candidates to serve on the  
87 Board and its committees.

88

**CARRIED**

89

90

91 A discussion took place regarding additional recommendations under consideration for the  
92 by-laws. The Board noted concerns that the proposed criminal charge threshold for  
93 automatic disqualification may be too broad and could have unintended impacts on  
94 professional members.

95  
96 The Governance Committee Chair thanked the Board for its feedback and advised that the  
97 committee will review the concerns raised before returning the item to the Board for  
98 decision.

99  
100 6. Revisions to Committee Terms of Reference

101  
102 K. McCarthy presented recommended amendments to the Terms of Reference (TOR) for the  
103 Equity, Diversity and Inclusion (EDI) and Governance Committees.

104  
105 EDI

106  
107 The current TOR was written when the committee was founded in 2023 and included  
108 anticipated duties and responsibilities. The recommended updates reflect the work  
109 currently being undertaken and an update to the composition of the committee to create  
110 flexibility.

111  
112 The Board requested that the language:

- 113  
114 • Up to three (3) non-Board Public Members

115  
116 Be amended to:

- 117  
118 • One to three (1-3) non-Board Public Members

119  
120 **2025 December 2 - MOTION 4: R. Libby / J. McGill**

121  
122 THAT the Board approve the revisions to the Equity, Diversity and Inclusion  
123 Committee Terms of Reference as amended.

124  
125 GC

126  
127 It was recommended that the composition of the Governance Committee be revised to  
128 provide flexibility.

129  
130 The Board requested that the recommended composition:

131  
132 No more than two (2) members may be Registered Massage Therapists

133  
134 Be amended to:

135  
136 One to two (1-2) members may be Registered Massage Therapists.

137 **2025 December 2 - MOTION 5: M. Gordon / Ashley Van Zelst**

138  
139 THAT The Board approve the revisions to the Governance Committee Terms of  
140 Reference as amended.

141  
142 Having declared a conflict of interest with item 7, S. Adderley asked K. McCarthy to Chair  
143 the meeting.

144  
145 *\*\*S. Adderley and H. Shears recused themselves and left the meeting.*

146  
147  
148 7. Election of the Board Chair and Vice Chair

149  
150 K. McCarthy presented the election candidates for 2026 Board Chair and Vice Chair.

151  
152 **2025 December 2 - MOTION 6: J. Mathers / C. Gollob**

153  
154 THAT Sean Adderley be elected Board Chair for 2026.

155 **CARRIED**

156  
157  
158 **2025 December 2 - MOTION 7: J. Mathers / C. Gollob**

159  
160 THAT Howard Shears be elected Board Vice Chair for 2026.

161 **CARRIED**

162  
163  
164 *\*\*S. Adderley / H. Shears returned to the meeting and K. McCarthy turned the meeting back*  
165 *to the Chair.*

166  
167  
168 8. Appointment of 2026 Committee Members

169  
170 K. McCarthy provided an overview of the work and considerations undertaken by the  
171 Governance Committee to arrive at the draft committee slate.

172  
173 **2025 December 2 - MOTION 8: R. Libby / D. Oehring**

174  
175 THAT the Board approves the proposed 2026 Committee Slate as presented.

176  
177 **CARRIED**

178  
179 S. Adderley thanked K. McCarthy for his work over the past three years in helping to  
180 establish the foundation for the Governance Committee.

183  
184  
185  
186  
187  
188  
189  
190  
191  
192  
193  
194  
195  
196  
197  
198  
199  
200  
201  
202  
203  
204  
205  
206  
207  
208  
209  
210  
211  
212  
213  
214  
215  
216  
217  
218  
219  
220  
221  
222  
223  
224  
225  
226  
227  
228

9. Amendment to By-Law No. 8: Request for Circulation

V. Browne, Director of Registration Services, asked the Board to consider approving a request to circulate proposed changes to By-Law No. 8 – The Register and Registrant Information.

Amendments include:

- Sharing Registration numbers with insurers
- The removal of Massage Therapy education information from the Register including the place and year of graduation.

**2025 December 2 - MOTION 9: J. Mathers / J. McGill**

THAT the Board approves that the proposed amendments to *By-Law No. 8: The Register and Registrant Information* be circulated to registrants and other interested parties for a minimum of 60 days.

**CARRIED**

10. 2025 Q3 Financial Report

M. Channapatna, Finance Manager, presented the Q3 Financial Report, providing explanations for items with variations greater than 50K or 10%.

**2025 December 2 - MOTION 10: C. Gollob / H. Shears**

THAT the Board approve the unaudited 2025 Q3 Financial Statements as presented.

**CARRIED**

11. Proposed 2026 Operating Budget

R. MacArthur, Interim Director, Finance presented the proposed 2026 Operating Budget.

**2025 December 2 - MOTION 11: L. Carnegie / M. Gordon**

THAT the Board approve the proposed 2026 operating budget as presented.

**CARRIED**

12. Registrar’s Report

M. Boon, Registrar and CEO provided the Board with her detailed report of actions and meetings taken on behalf of CMTO in Q3 and presented the Organizational Risk Register.

229  
230  
231  
232  
233  
234  
235  
236  
237  
238  
239  
240  
241  
242  
243  
244  
245  
246  
247  
248  
249  
250  
251  
252  
253  
254  
255  
256  
257  
258  
259  
260  
261  
262  
263  
264  
265  
266  
267  
268  
269  
270  
271  
272  
273  
274

12.2 2025 Q3 Project Summary & KPIs

C. Eakins, Data Analyst, Corporate Services, presented the 2025 Q3 Project Summary & KPIs.

**2025 December 2 - MOTION 12: M. Gordon / J. McGill**

THAT the Board approve the 2025 Q3 Project Summary and KPIs Report.

**CARRIED**

13. Sexual Abuse Seminar Update

R. Ahluwalia, Director, Policy & Communications, reported on the third annual Prevention of Sexual Abuse Seminar held on November 14. The seminar addressed the high proportion of sexual abuse complaints involving male practitioners and included participation from twelve RMT/MT regulators and staff from three additional health regulatory colleges. Attendees took part in facilitated discussions on misogyny, gender-based violence, and sexual abuse in the profession. Guest contributors included Landon Kenny and panelists Amanda Baskwill, Gabe Flimminio, and Archna Patel.

14. Executive Committee Report

At every meeting of the Board, a committee report is highlighted, giving members an opportunity to learn more about the committee, its work and its challenges.

S. Adderley provided a report on the business undertaken by the Executive Committee in Q3.

15. Regulatory College Speaker Series

As part of CMTOs strategic focus on engagement, N. Leris, Registrar and H. Westaway, Council President of the College of Kinesiologists of Ontario (COKO) presented to the Board.

The goal is to increase understanding of other Health Professions and regulators in Ontario and learn about the strategic priorities of other regulatory colleges.

COKO's presentation included many areas of common interest between CMTO and COKO including the number of cross-registered registrants and ways in which the two patient care providers work to protect the public interest.

275 16. CMTO Rebrand

276

277 R. Ahluwalia presented a request for Board approval to initiate a project exploring a  
278 potential CMTO rebrand. A recent communications audit indicated that the term “College”  
279 may cause public confusion about CMTO’s role, and that CMTO’s current visual identity is  
280 outdated. The project aims to improve public clarity, strengthen trust and credibility, and  
281 support a more collaborative, transparent, and service-oriented image. The review will  
282 include extensive public consultation, and findings will be brought back to the Board for  
283 consideration of any proposed changes.

284

285 **2025 December 2 - MOTION 13: R. Van Vliet / J. Patel**

286

287 THAT the Board approve the preliminary investigation, as outlined in the  
288 Recommendation, into a potential renaming and rebranding of CMTO’s public-  
289 facing identity.

290

**CARRIED**

291

292

293 17. Professional Practice Updates

294

295 Bryn Sumpton, Director of Professional Practice, shared updates on three key regulatory  
296 programs: Remediation Project Update, Accreditation and STRIVE.

297

298

299 18. Updating and Consolidating CMTO’s Regulatory Documents

300

301 The Board received an overview of proposed updates to CMTO’s regulatory documents,  
302 which outline expectations for professional conduct, client safety, ethical care, and  
303 interactions between registrants and CMTO.

304

305 Amongst others, the Board raised concerns regarding the requirement for written patient  
306 consent for treatment under clothing, noting that such situations often arise mid-treatment  
307 and that written consent may be impractical. Alternatives involving verbal consent were  
308 discussed.

309

310 The Board requested that the item be returned to a future meeting for further  
311 consideration.

312

313

314 19. New Business

315

316 There was no new business.

317

318

319

320

321 20. Items for Information

322

323 The Board received the September 30 Board Survey results for information.  
324 In response to a survey question, V. Browne outlined how massage therapists from  
325 unregulated provinces—such as Alberta, Nova Scotia, and Quebec—may qualify to practice  
326 in Ontario. Individuals who completed training at a CMTCA-accredited school in an  
327 unregulated jurisdiction may have their education recognized as equivalent and may be  
328 eligible to challenge the registration examinations.

329

330 Alternatively, applicants may undergo an education and credential assessment that reviews  
331 their prior training and any subsequent professional development to determine equivalency  
332 to Ontario’s requirements.

333

334 It was also noted that applicants from other jurisdictions may be eligible for advanced  
335 standing in Ontario for massage therapy programs.

336

337

338 21. In Camera

339

340 The Board adjourned the public portion of the meeting to go in camera.

341

342 **2025 December 2 - MOTION 14: M. Gordon / L. Carnegie**

343

344 THAT in accordance with the Health Professions Procedural Code Section 7 (2) (d)  
345 where personnel matters or property acquisitions will be discussed, the Board  
346 end the public portion of the meeting and go in-camera.

347

**CARRIED**

348

349

350 *Minutes from the in-camera meeting will be kept separately.*

351

352 The Meeting Adjourned at 4:10 PM.

353

354

355

356

357

358

359

360 \_\_\_\_\_  
361 S. Adderley, RMT  
Board Chair

\_\_\_\_\_  
M. Boon  
Registrar & CEO