College of Massage Therapists of Ontario
Board Meeting Minutes

Tuesday, March 24, 2026
In-person and Videoconference via Microsoft Teams

Public Member Attendees:
R. Cesario
J. DaSilva
M. Gordon
B. Highgate (Virtual)
J. Mathers
J. Patel
H. Shears, Vice Chair
C. Watt (Virtual)

Professional Member Attendees:
S. Adderley, Chair
L. Carnegie
T. Contois
J. Da Ponte
C. Gollob
R. Libby
D. Oehring
S. Wu

Regrets: R. Van Vliet (Morning)

Guests: E. Mathers, Chair, Registration Committee

Staff Attendees: M. Boon, Registrar & CEO
V. Browne, Director, Registration Services
B. Sumpton, Director, Professional Practice
A. Tannenbaum, Director, Professional Conduct
R. MacArthur, Interim Director, Finance
A. Prabakaran, Manager, IT
M. Channapatna, Manager, Finance
C. Eakins, Data Analyst
A. Peco, Tribunal Counsel & Manager
S. Harris, Interim Director, Policy & Communications
S. Summerhill, Executive Assistant to the Registrar & CEO

Recorder: V. Patterson, Manager, Governance

The Board Meeting was Livestreamed.

1. Call to Order

The Chair called the meeting to order at 9:05 AM and R. Libby offered a personal Land Acknowledgement.

2. Declaration of Conflicts of Interest

Board members were asked to declare any conflicts of interest regarding any agenda items. No conflicts of interest were declared.

3. Approval of the March 24, 2026 Agenda

2026 March 24 – MOTION 1: D. Oehring

THAT the agenda of March 24, 2026, be adopted and approved by the Board as presented.

CARRIED

4. Approval of the Consent Agenda

2026 March 24 – MOTION 2: C. Gollob / R. Libby

THAT the Consent Agenda of March 24, 2026 be adopted by the Board as presented.

CARRIED

5. 2025 Unaudited Financial Statements

M. Channapatna, Finance Manager, presented the 2025 unaudited financial statements, providing explanations for items with variances greater than $50K or 10%.

2026 March 24 – MOTION 3: T. Contois / L. Carnegie

THAT the Board approve the 2025 unaudited Statement of Operations and Statement of Financial Position.

CARRIED

6. Spousal Exemption

The Board considered pursuing a legislative exemption allowing RMTs to treat spouses without automatic classification as sexual abuse.

Upon approval of the Board, staff will engage registrants and the public in a 60-day consultation, engage insurers and report back to the Board with findings. These activities will be followed by a submission to the government if required.

2026 March 24 – MOTION 4: C. Gollob / J. Patel

THAT the Board approve drafting and consulting on a legislative change request to the government for a spousal exemption.

CARRIED

7. Registrar's Report

M. Boon, Registrar & CEO provided a report to the board summarizing her activities on behalf of the College including ongoing visits to Ontario RMT colleges and joint Town Halls with the Registered Massage Therapists' Association of Ontario.

7.1 Risk Register

In compliance with the Management and Organizational Risk Policy, M. Boon provided the Board with a Risk Register detailing current and emerging risks along with risk mitigation measures.

7.2 2025 Year End Project Summary and KPIs

C. Eakins, Data Analyst, provided the Board with the summary and status of 2025 projects and workplan including that:

- 10 of 11 projects have been completed;
- there were strong gains in engagement; case management and cybersecurity; and
- significant improvement in case clearance (118%); an increase in in-house (vs externally supported) investigations (88%).

8. 2026 Workplan and Key Performance Indicators (KPIs)

S. Harris, Interim Director, Policy and Communications requested approval of the 2026 Workplan which is focused on three key areas:

- Professional Conduct and Accountability;
- Clear, Fair and Effective Regulation; and
- Trust in Massage Therapy as a Health Profession.

2026 March 24 – MOTION 5: T. Contois / H. Shears

THAT the Board approve the 2026 CMTO Workplan (**Appendix A**).

CARRIED

9. Update: CMTO Website and Communications Content Refresh

S. Harris presented a website refresh and content modernization proposal in place of the CMTO Rebrand exploration project which the Board had approved in December 2025.

2026 March 24 – MOTION 6: M. Gordon / D. Oehring

THAT the Board approve, in principle, reframing the previously approved CMTO Rebrand Investigation to instead focus on a website refresh, communications content update, and exploration of a new operating name.

CARRIED

10. Updating and Consolidating CMTO's Regulatory Documents

S. Harris presented a revised framework to streamline and modernize CMTOs regulatory documents effective September 2026 by:

- Reducing the number of regulatory documents from 36 to 21
- Removing of outdated, redundant, or unused documents
- Converting guides (e.g., advertising, record keeping) into enforceable standards
- Consolidating overlapping standards; and
- Applying minor updates to Code of Ethics (no substantive changes)

2026 March 24 – MOTION 7: J. Patel / R. Libby

THAT the Board approve the proposed changes to CMTO's regulatory documents, as presented in **Appendix B**.

CARRIED

11. Professional Practice Updates

B. Sumpton, Director of Professional Practice provided updates to the Board on the following:

1. Accreditation
   - Approximately 75% of programs are currently accredited, with expectation of over 95% by year end;
   - Only four private programs remain unengaged in the accreditation process;
   - Public programs expected to achieve accreditation within timelines;

   Accreditation process includes:
   - Preliminary accreditation
   - Site visit; and
   - Full accreditation (1-5 year terms depending on performance).

Programs which are not initially successful may reapply after addressing gaps. Accreditation status may influence student choice and program competitiveness.

2. STRiVE

An update on the modernization of STRiVE Quality Assurance Program aligned with CMTO digital strategy.

Key changes are designed to enhance data integration and reporting, improved system useability and incorporate registrant feedback while maintaining a strong focus on competency, risk management and professional standards.

Proposed changes include:

- Transition to new Learning Management System;
- Consolidation from two annual touchpoints to one annual cycle; and
- Improved user experience and system efficiency.

These items were provided for information. A detailed roll-out plan will be presented at the September meeting of the Board.

12. Proposal to Rescind: Temporary Registration for RMTs for National and International Sporting Events in Ontario Policy

E. Mathers, Registration Committee Chair, presented the committee's recommendation to rescind the Temporary Registration for RMTs for National and International Sporting Events Policy.
The policy was introduced in 2017 to allow RMTs from other regulated Canadian jurisdictions to temporarily use the RMT designation in Ontario during major sporting events.

Since being introduced in 2017, the policy has been used three times – and not since 2022. Registration under this policy is voluntary and only required if the practitioner uses the RMT designation in Ontario. The Registrar already has the authority to waive fees and apply temporary conditions, enabling similar outcomes without the policy.

2026 March 24 – MOTION 8: L. Carnegie / H. Shears

> THAT the Board approve the proposed changes to CMTO's regulatory documents, as presented in **Appendix B**.

CARRIED[1]

13. Massage Therapy Graduates/Students Practising Without Being Registered Policy – Review Update

V. Browne, Director, Registration Services provided an update on the ongoing review of the policy addressing massage therapy students and graduates practising without being registered. This review forms part of a broader 2026 initiative to assess all registration policies.

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[1] One objection noted – M. Gordon

Many graduates experience a gap between program completion and registration, due to:

- Limited exam scheduling windows; and
- Rolling program intake and graduation cycles across institutions.

As a result, some graduates and students seek to begin practicing prior to registration.

Key Issues

- Current policy: is not sufficiently clear to students and graduates
- Uses terminology that can be confusing

Proposed direction:

- Shift from a standalone policy to targeted guidance, including:
  - Expanded student guide content; and
  - Clarifications within the Certificate of Registration Policy.

14. Inquiries, Complaints and Reports Committee Report

The ICRC reviews complaints and reports regarding registrant conduct and determines appropriate action, including:

- Referral to discipline;
- Remediation;
- No further action; and
- Referral to Fitness to Practise.

J. Mathers, ICRC Chair provided the Board with a report on 2025 highlights and outcomes. ICRC trends include an increase in high-risk sexual abuse cases which were up by 8% in 2025.

15. New Business

There was no new business.

16. Items for Information

The Board received a number of items for information including:

- 2025 Annual and Committee Reports;
- Governance Policy Updates; and
- Board Meeting Evaluation Survey.

Members were encouraged to read the annual report and review and familiarize themselves with the updated governance policies.

17. In – Camera

The Board adjourned the public portion of the meeting to go in camera at 3:15pm.

2026 March 24 – MOTION 9: J. Mathers / M. Gordon

THAT in accordance with Health Professions Procedural Code s. 7 (2)(d) - where personnel matters or property acquisitions will be discussed, the board end the public session and move in- camera.

CARRIED

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

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S. Adderley, RMT M. Boon

Board Chair Registrar & CEO