

Canadian Society of Respiratory Therapists  
Société canadienne des thérapeutes respiratoires

# Annual Report

## 2005



**Establishing a foundation for providing  
national leadership through advocacy,  
service and unity for respiratory therapists  
in Canada**

*Dear Members of the Canadian Society of Respiratory Therapists,*

*The Canadian Society of Respiratory Therapists thanks you for your support. Your commitment towards your professional association serves to demonstrate both pride in your profession and professionalism. You are supporting the advancement of respiratory therapy in Canada and adding your voice with that of countless colleagues to defend the professional interests of Canadian respiratory therapists.*

---

Since the implementation of the CSRT's new Strategic Plan back in March of 2004, the CSRT has begun to move away from its original mandate as a regulatory body toward its new mandate as a professional association. The underlying principle of a professional association is to serve its membership. It is an organization set up to meet the professional needs of its members, but it is not a union. It is an organization that strives to enhance the professional reputation of its members, but it is not a regulatory body.

**THE CANADIAN SOCIETY OF RESPIRATORY THERAPISTS IS A PROFESSIONAL ASSOCIATION WITH THE MISSION OF PROVIDING NATIONAL LEADERSHIP THROUGH ADVOCACY, SERVICE, AND UNITY FOR RESPIRATORY THERAPISTS IN CANADA.**

The CSRT's primary goals include:

- Providing services which contribute to a better professional practice life for CSRT members
  - Raising the profile of and advocate for the profession of respiratory therapy
  - Assisting members in demonstrating their professionalism
  - Becoming the primary source of professional development education
  - Becoming the primary source of information related to the practice of respiratory therapy
  - Contributing to improving the science and practice of respiratory therapy
- 

*Please read on and find out how the CSRT is applying its resources to accomplish its mission and achieve its goals.*

## President and Executive Director's Report 2005-2006

Over the past year the profession of respiratory therapy and the Canadian Society of Respiratory Therapists both experienced a period of change unequal to any period in our collective history. The health system environment in which we operate continues to evolve and your Board of Directors has ensured that the CSRT was and remains positioned to ride the tidal wave of change. As we continue to see provinces working toward self-regulation and become aware of the development of national initiatives that would benefit from respiratory therapists' input, the CSRT will regularly re-evaluate activities to ensure that the changing needs of the respiratory therapists in Canada are met.

Never before has so much attention, from provincial and federal governments and from the general public, been placed on the health system. The question of health human resources has generated particular interest. Health human resource planning, primary health care reform, and promoting further emphasis on interdisciplinary care teams are just a few of the major issues the CSRT has tackled in the past year.

Rising costs and constant demands for better services are highlights of the current status of the Canadian healthcare system. Respiratory therapists are now in a perfect position to demonstrate on a large scale exactly how they can benefit the Canadian healthcare system. Further and better use of your skills and competencies will help to address wait time issues, improve the cost effectiveness of care, and improve patient health outcomes. The key policy makers within the Canadian healthcare system need proper information and advice from groups

that can assist in the decision making process. The CSRT will help our members demonstrate on the national stage the value that respiratory therapists bring to the system. The CSRT will be your voice in ensuring respiratory therapists are recognized for their ability to contribute to a better healthcare system.

This Annual Report provides a brief outline of the highlights of what the CSRT has been able to accomplish in the past year. Improved use of technology, enhanced advocacy efforts, and improved communication with the membership are a few examples of how the CSRT is adapting to its change in mandate. Moving away from regulation to focus on meeting the membership's professional needs has given your Society an opportunity for renewal. This has generated much excitement and motivation on the part of those you have chosen to serve you. We hope that over the course of the following year we will be able to match or even surpass the strides we have made thus far in this new direction. The CSRT remains open to input from the membership. Please take a few minutes to review the CSRT's 2005 Annual Report. It may not only serve to illustrate what has been accomplished over the last year, but also perhaps indirectly illustrate the potential for the years to come.



Sue Jones, RRT  
President



Doug Maynard, RRT, MBA  
Executive Director

## Enhanced Advocacy Activities Groundwork and Achievements

In its new strategic plan, the CSRT has promised to enhance advocacy efforts to raise awareness of RRTs at all levels of administration and government and address issues of concern to CSRT members.

Energized by the evolution in its mandate, gradually moving away from regulation towards focusing on the membership's professional needs, the CSRT has established a sound foundation for current and future advocacy activities.

Substantial inroads are to be made for awareness of the profession of respiratory therapy to reach the level of other key healthcare professionals such as physiotherapists and nurses. Nevertheless, the vital role played by respiratory therapists on Canadian healthcare teams leads to believe that such a level of recognition is not only desirable, but achievable.

In 2005, the preliminary steps of founding an Advocacy Committee and hiring a Public Relations and Marketing Coordinator were successful. As an initial project, they have worked together to compose a comprehensive yet marketable definition of respiratory therapy. The next step, which is already nearing completion, is to establish an enhanced version of this definition that will illustrate the potential of further and better use of respiratory therapists to

healthcare providers and administrators, and eventually to healthcare policy makers.

2005 advocacy-related activities also include completing the first stages of the creation of strategic comprehensive distribution lists and the creation of a foundation for a framework that will guide the CSRT in choosing future advocacy activities.

The volunteers that compose this vital committee have demonstrated great dedication toward accomplishing these goals. It is crucial that the membership be kept up to date on Advocacy Committee activities. The momentum and muscle of a unified voice among respiratory therapists across the country can go a long way in getting attention and influencing policy.

As a means of advocating for issues that concern the profession, the CSRT participates in a limited but diverse selection of national healthcare-related partnerships. The following section lists the partnerships in which the profession of respiratory therapy has benefited from a national voice through the CSRT.

- As the sole national representative for respiratory therapists in Canada, the CSRT's mandate is unique. The CSRT's enhanced advocacy activities are key in uniting the voice of respiratory therapists from coast to coast.
- The CSRT's advocacy activities are based on feedback from the membership and on the CSRT's strategic objectives.
- Grass-roots participation by the membership in future advocacy campaigns will be critical for their success.

**Be prepared to raise and unite your voice with that of your colleagues  
in order to directly influence healthcare policy.**

## Partnerships

### Limited, diverse, influential

Enlisting the CSRT in limited yet diverse and influential partnerships allows your Society to accomplish several important objectives. For example, partnerships help raise the profile of the profession, take on a leadership role in the Canadian healthcare landscape, build political capital and gain leverage with healthcare policy makers, build relationships with influential stakeholders, and obtain resources to help members in their practice.

### The Health Action Lobby (HEAL)

The Health Action Lobby (HEAL) is a coalition of national health and consumer associations and organizations dedicated to protecting and strengthening Canada's healthcare system. Formed in 1991 out of concern over the erosion of the federal government's role in supporting a national health care system, this powerful partnership focuses on a variety of health care policy related questions including better management of health human resources. The CSRT believes that RRTs' professional lives stand a chance for substantial improvement in having their professional potential fully recognized and utilized.

### The Enhancing Interdisciplinary Collaboration in Primary Health Care Initiative (EICP/ACIS) and the National Primary Health Care Awareness Strategy (NPHCAS/SNSSSP)

The Enhancing Interdisciplinary Collaboration in Primary Health Care Initiative (EICP) and the National Primary Health Care Awareness Strategy are two important initiatives that focus on primary

healthcare renewal. It is crucial for respiratory therapists to promote themselves within these partnerships. Respiratory therapists not only provide services in multiple primary health care settings, but also have much valuable unique expertise to bring to interdisciplinary health care teams.

### The National Literacy and Health Program (NLHP/PNAS)

The Canadian Public Health Association's (CPHA) National Literacy and Health Program (NLHP) promotes awareness among health professionals of the links between literacy and health.

Raising awareness among the CSRT membership in regards to the link between health and literacy is a significant step in the direction of bettering patient health outcomes in populations challenged by their ability to comprehend health-related information. As providers of direct patient care, it is paramount that respiratory therapists are able to communicate effectively with all patients. The NLHP also offers a plain language service. Through this service, healthcare providers responsible for giving written healthcare-related information to patients can get their texts reviewed to ensure they are written in plain language.

## The Canadian Intensive Care Foundation (CICF)

The Canadian Intensive Care Foundation is dedicated to improving the care of critically ill patients by raising funds for important clinical research. The CICF also strives to educate health professionals responsible for intensive care. We have received substantial support from the CICF for activities at the CSRT Annual Educational Forum. Also of interest are the research grants offered by the CICF to healthcare professionals, including RRTs, for research in critical care.

## The Canadian Network for Asthma Care (CNAC/RCTA)

The Canadian Network For Asthma Care, through its member organizations, is dedicated to the promotion of asthma care and education in Canada with the ultimate goal of reducing illness and death caused by this common disease. The CSRT sits on the CNAC Board of Directors. This gives your Society the opportunity to take on a leadership role in regards to caring for patients suffering from asthma in Canada. The Network allows the CSRT to have input in the development of healthcare policy relating to asthma care, in the development of asthma care guidelines and in the development of the CAE credential.

## The Canadian Patient Safety Institute (CPSI/ICSP) & the *Safer Healthcare Now!* Campaign (SHN/SSPS-M)

As providers of critical care, respiratory therapists are instrumental in managing patient safety. The CPSI and its *Safer Healthcare Now!* Campaign allow the CSRT to promote and disseminate valuable

evidence-based information directly related to the improvement of the membership's practice. The *Safer Healthcare Now!* Campaign has published themed toolkits that help in managing patient safety, thereby improving patient health outcomes. Although all the *Safer Healthcare Now!* Campaign toolkits could prove to be useful in the respiratory therapists' practice, the toolkit focusing on Ventilator Associated Pneumonia and the toolkit focusing on Rapid Response Teams are likely of particular interest.

## The International Council for Respiratory Care (ICRC)

The International Council for Respiratory Care (ICRC) is dedicated to advancing the safe effective and ethical practice of respiratory care worldwide. ICRC membership includes both countries with and without respiratory therapists. Participating in the ICRC gives us the opportunity to promote the profession of respiratory therapy on an international level. It allows the CSRT to demonstrate the value of its members and the key role played by RRTs in the Canadian healthcare system.

## The Neonatal Resuscitation Program (NRP)

As representatives on the National Steering Committee of the Neonatal Resuscitation Program, the CSRT ensures that respiratory therapists' input is included in the maintenance of standards for neonatal resuscitation protocols. In 2005, we have attended the Canadian Pediatric Society's Neonatal Resuscitation Program meeting held in Vancouver.

## Members First

### An array of services to improve your professional life

In selecting activities to address the professional needs of respiratory therapists in Canada, your society is guided by its commitment to provide members with true value in exchange for their continued support. The CSRT recognizes the importance of providing members with information, services and a credential that can assist them in enhancing their professionalism and in advancing their practice. Over the course of 2005 the CSRT added or improved a number of services. The choice of membership services to add or improve was largely based on input provided in the latest membership survey.

Service improvements this year focused on information technology and on the use of the internet to provide information to members. The CSRT will continue to improve membership services by building stronger relationships with corporate partners and by seeking joint ventures with other health professional groups. These efforts will result in enhanced services for CSRT members and serve to raise the profile of respiratory therapists among important stakeholder groups.

#### [www.csrt.com](http://www.csrt.com)

The new CSRT website, which was developed in 2004, allows us to have complete and immediate control over the content we present to the world. We now finally have the capacity to update the site in-house. Throughout 2005 we have revised some of the historic content as well as added many sections including information on partnerships, resources relating to national initiatives, and access to free on-line continuing education.

The CSRT website also continues to feature current news and events of interest to respiratory therapists. We continue to work toward making the CSRT website the “first stop” for all respiratory therapists looking for up to date information about their profession. Thank you to all who have contributed content for the CSRT website and responded to the question of the week.

#### On-line Discussion Forums

The CSRT on-line discussion forums continue to gain popularity. Over the past three years the on-line forums have grown from a subscription base of approximately 200 RRTs to one of over 500 subscribers. The participants are not limited to RRTs. They include physicians, physiotherapists, as well as respiratory therapy students and other healthcare-related professionals. The participants also come from many different countries, including the USA, Pakistan, England and Australia, to name a few. The on-line discussion forums are a great resource for individuals that require practice-related peer input, want to ask questions about what other RRTs are doing around the world or wish to raise awareness on respiratory therapy-related issues.

#### On-line Membership Services

During 2005 the CSRT implemented a new database system that has greatly improved

efficiency and use of resources at the CSRT Head Office. For example, this new system allowed us to offer on-line membership renewal and CSRT Annual Educational Forum on-line registration will be in place for 2006. We will continue to further our use of the database to offer improved services to the membership while remaining efficient and mindful of our resources.

### Canadian Journal of Respiratory Therapy (CJRT/RCTR)

The CJRT continues to be the largest publication in Canada dedicated to information about respiratory therapists. A subscription to the CJRT is included in all CSRT membership packages. We also receive a number of subscription requests from libraries and other subscribers around the world. These subscriptions are sent to the USA, England, Wales, the Philippines, and many Middle Eastern countries, to name a few.

This year, enhanced efforts to promote the CJRT as the optimal choice for corporations interested in marketing to respiratory therapists have resulted in significant increases in advertising revenue generated by the journal. The CJRT has also benefited from an increase in content provided by RRTs.

The CJRT is an ideal outlet for RRTs looking at contributing to the respiratory therapy knowledge pool or simply at trying their hand at writing. The Journal continues to feature a combination of editorial content, scientific research, and community news and events. If you are looking write an article for the first time, or are an experienced author seeking a dynamic and popular outlet for your contributions, the

CJRT is the perfect place to get your ideas seen by RRTs across the country, and around the world.

### Errors and Omissions Insurance (EOI)

The CSRT continues to offer EOI for purchase by registered members. We were able to maintain a consistent affordable rate due to significant increases in EOI purchases.

As RRTs work to gain greater independence in their practice, having their own personal EOI coverage becomes more relevant. Many practitioners are covered by their employer, but each RRT should inquire as to what they would be covered for under that policy.

The CSRT EOI package provides coverage for damages, legal representation fees, the cost associated with a defense, as well as the cost associated with being subpoenaed to be a witness. Your employer may or may not cover some or all of these areas. As a professional you should ensure that you are adequately covered, regardless of whether or not you choose to purchase your insurance through the CSRT.

### Debit Plan

The cost of being a professional is not trivial. Paying for regulatory body fees, insurance premiums, and association dues can be difficult, especially if they are all due at once. The CSRT Debit Plan allows you to combine all of those fees into small monthly payments automatically withdrawn from your account. Many CSRT Members opt to benefit from this valued service.



## Other Services

Not only does the CSRT provide services directly related to the membership's practice, your Society also offers benefits related to your everyday life. The combined buying power of the CSRT's membership allows us to get member discounts on many products and services. Currently the CSRT can provide groups rates on home/auto insurance through Meloche Monnex, and discounted mortgages through the HLC Group Mortgage Plan.

The home/auto insurance program has generated significant interest within the CSRT membership. The program has attained a 400% increase in policy subscribers over the past year.

*The CSRT is committed to providing valuable services that will help respiratory therapists in their professional lives.*

*We believe that belonging to a professional association should never seem like a "necessary burden". The value of adherence should be clear and tangible. A professional association should provide a sense of unity and belonging for the membership, it should be an outlet to express pride in one's profession, it should advocate for the membership's common interests, and it should provide valuable services that are attractive and beneficial to the membership.*

## A Professional Association Committed to Standards and Education

### Highlights of CSRT Activities, Programs and Initiatives

The CSRT is committed to maintaining high standards for respiratory therapists, both in their entry-level training, as well as in their on-going professional development. This commitment is not limited to the delivery of education, but also extends to the recognition of those who have demonstrated excellence in their field. Along with promoting standards the CSRT provides or coordinates a number of awards recognizing the substantial contributions made by respiratory therapists across the country. A full list of award winners can be found on pages 11 and 12 of this document.

#### Council on Accreditation of Respiratory Therapy Education (CoARTE/CoAFTR)

The CoARTE is a council of the CSRT designed to promote and foster the highest quality of respiratory therapy education through accreditation services. The Council ensures that universities and colleges that offer the respiratory therapy program in Canada meet the profession's national competency standards for entry-level respiratory therapists.

As of 2005 there are 18 respiratory therapy programs in Canada. These are all currently in the process of being accredited by the CoARTE.

#### National Alliance of Respiratory Therapy Regulatory Bodies

The National Alliance is an association of organizations responsible for providing entry-level respiratory therapy regulations in Canada. The group currently consists of all regulatory bodies in Canada (the College of Respiratory Therapists of Ontario, the College and Association of Respiratory Therapists of Alberta, l'Ordre professionnel

des inhalothérapeutes du Québec, the Manitoba Association of Registered Respiratory Therapists) and the CSRT. The CSRT has had a long history of providing entry-level standards for registered respiratory therapists in Canada, but as more provincial regulatory bodies are created, the CSRT is being relieved of this responsibility. As some provinces remain unregulated, the CSRT continues to be a member of the National Alliance of Respiratory Therapy Regulatory Bodies. The CSRT participates fully in all processes, advocating on the behalf of the membership and the profession of respiratory therapy as a whole for solid, nationally consistent standards.

Over the past year, the National Alliance of Respiratory Therapy Regulatory Bodies finalized and approved the new National Competency Profile (NCP). The NCP will be implemented into respiratory therapy education programs in September 2006. In the coming year the National Alliance will continue the job of maintaining the currency of that document and will begin the work of realigning the other national regulatory processes with this new standard. Other processes being examined are an entry-to-practice examination process, and a

consistent process for the evaluation of foreign trained applicants.

## CSRT Annual Educational Forum

The CSRT Educational Forum 2005, held in Edmonton Alberta was a fabulous success. We would again like to thank the College and Association of Respiratory Therapists of Alberta and all of the local volunteers for their support. We had better than expected turn out in delegates at the Forum as well as in participants at the social events. The response to our guest speaker, Stephen Lewis of the United Nations Special Envoy for HIV/AIDS in Africa, was overwhelming. A number of CSRT members have indicated that they have been in touch with the Stephen Lewis Foundation, and are looking to get actively involved.

The CSRT Educational Forum 2006 will again bring delegates and experts together from across Canada and the USA. The program will provide information on best-practices, information on scientific advancements, a panel discussion, as well as a full slate of entertainment. We look forward to seeing you all there.

## NBRC Reciprocity Agreement

The CSRT has a long standing reciprocity agreement with the RRT credentialing body in the USA: the National Board For Respiratory Care (NBRC). This past year the

CSRT met with representatives of the NBRC and agreed to extend the reciprocity agreement to 2009. At that time all RRTs credentialed in Canada will have been educated and examined based on the new National Competency Profile. In order to maintain the reciprocity agreement the CSRT and the NBRC will have to review this new standard in comparison with some of the changes that have been made to the USA standards. Maintaining the reciprocity agreement throughout such major changes is a very costly process. However, our membership continues to see the maintenance of this agreement as being a very valuable endeavor.

## Continuing Education

As the CSRT continues to move away from regulation toward providing professional resources to members, we remain committed to providing RRTs with access to inexpensive, high quality continuing education opportunities. The CSRT has examined and evaluated available free on-line continuing education tools. A list of these tools including descriptions and links to access the programs is available on the CSRT website. From this array of ready made tools the CSRT will now begin to explore opportunities for the creation and dissemination of original course content that may not be covered in currently available general tools.

## Award Recipients

Congratulations and thank you to all the award recipients!  
Their commitment toward the profession is vital in raising the profile of respiratory therapy and in demonstrating the professionalism and devotion of respiratory therapists

### **Robert Merry Memorial Award for Professional Achievement**

*Given to a respiratory therapist from any area of the field, who has exhibited vision, leadership and innovation to further develop respiratory therapy in Canada.*

**Eleanor Lord**

### **Medigas Award**

*Given to a group of RRTs from any facet of the profession, to recognize contributions to their profession and their community.*

**Canadian Neonatal Network**

### **CSRT National Certification Exam Awards**

*Given to the individuals that achieve the highest scores on the CSRT National Certification Exam. This award recognizes academic excellence through performance on the exam, as well as commitment to their profession through membership in the CSRT.*

Gold Medal – **Lyndsey McKiel**

Silver Medal – **Kristy Hamada**

Bronze Medal – **Matthew McFarlin**

### **Trudell Awards**

*Given to the individuals that achieve the highest scores on the CSRT National Certification Exam, from each accredited program of respiratory therapy. This award recognizes academic excellence through performance on the exam, as well as commitment to their profession through membership in the CSRT.*

**Andreas Criel**

Canadore College of Applied Arts and Technology, North Bay, ON

**Kristy Hamada**

University College of the Cariboo (Thompson Rivers University), Kamloops, BC

**Kelly Harrison**

The Mitchener Institute for Applied Health Sciences, Toronto, ON

**David Huff**

University of Manitoba - School of Medical Rehabilitation, Winnipeg, MB

**Tona Laerz**

Southern Alberta Institute of Technology, Calgary, AB

**Matthew McFarling**

Algonquin College of Applied Arts and Technology, Ottawa, ON

**Lyndsey McKiel**

New Brunswick Community College, Saint John, NB

**Katarzyna Olejnik**

Fanshawe College of Applied Arts and Technology, London, ON

**Laura Pulsifer**

QEII/Dalhousie School of Health Sciences, Halifax, NS

**Scott Reynolds**

Northern Alberta Institute of Technology, Edmonton, AB

**Brenda Weldrick**

Vanier College, Montreal, PQ

**Julia Wells**

College of the North Atlantic, St. John's, NL

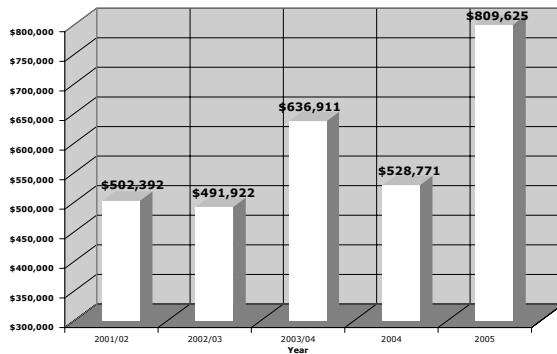
**Jeremy Wiggins**

La Cité collégiale, Ottawa, ON

## The State of Your Society – At a Glance

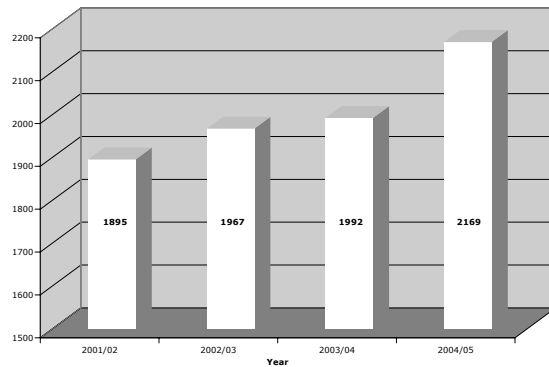
The following tables are designed to demonstrate how well the CSRT has been adapting to changes in the field of respiratory therapy as well as changes in its mandate over the last few years. We have also included interesting data on the membership.

CSRT Gross Revenue (2002 – 2005)



The CSRT is committed to operate in a fiscally sound fashion. As the CSRT is a not for profit organization, the greater its revenue, the more it can reinvest in its membership. (In 2004, the CSRT changed its fiscal year. This resulted in a 9 month fiscal year during the change and accounts for the apparent dip in revenue for 2004.)

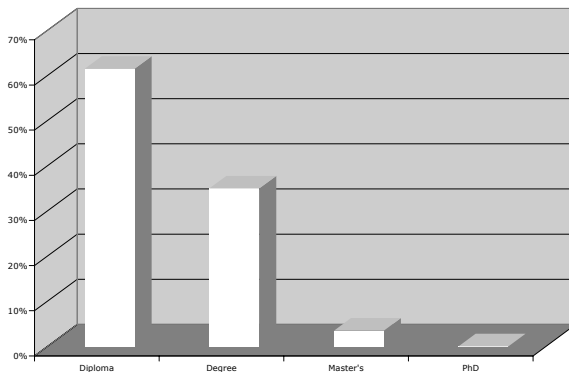
CSRT Membership (2002 – 2005)



We are proud to report that the CSRT's membership has been growing steadily.

In order for the CSRT to achieve its goals by effectively serving the membership's professional needs, it is crucial that your Society include a substantial proportion of Canadian respiratory therapists.

CSRT Membership – Level of Education



We believe that simply taking on membership in a professional association is a demonstration of dedication towards one's profession.

It is interesting to note that approximately 40% of the CSRT's membership has achieved a level of education greater than the entry to practice requirement.

## Audited Financial Statements

The following condensed financial report has been extracted from the audited financial statement for the year ended December 31, 2005 as reported by the CSRT's auditors McCay, Duff and Company LLP. A complete copy of the audited financial statement is available to members of the Canadian Society of Respiratory Therapists. Please contact the CSRT Head Office to obtain a copy.

### STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2005

#### Assets

	2005	2004
<b>Current</b>		
Cash	\$ 62,322	\$ 17,945
Marketable securities	327,902	266,909
Accounts receivable	31,509	53,949
Prepaid expenses	12,248	18,008
	<b>433,981</b>	<b>356,811</b>
<b>Capital</b>		
	\$ 6,257	\$ 10,405
	<b>440,238</b>	<b>367,216</b>

#### Liabilities

<b>Current</b>		
Accounts payable and accrued liabilities	\$ 31,272	\$ 32,353
Deferred revenue	182,513	149,236
	<b>213,785</b>	<b>181,589</b>

#### Net Assets

<b>Balance – End of Period</b>		
Unrestricted	86,013	45,187
Internally restricted – Contingency Reserve	140,440	140,440
	<b>226,453</b>	<b>185,627</b>
	<b>\$ 440,238</b>	<b>\$ 367,216</b>

### STATEMENT OF REVENUE AND EXPENDITURE

	12 months ended 31/12/2005	9 months ended 31/12/2004
<b>Revenue</b>		
Membership dues	\$ 360,485	\$ 271,162
Annual Educational Forum	243,513	165,688
Services	85,339	74,631
Publications and promotion	79,153	30,481
GST and PST recovery	41,135	
	<b>809,625</b>	<b>541,962</b>
<b>Expenses</b>		
Publications, promotions and awards	\$ 84,909	\$ 77,328
Overhead and operations	90,915	70,947
Professional fees	93,171	66,609
Human resources	254,415	170,537
Materials and supplies	44,574	13,953
Travel and facilities	171,120	166,138
Miscellaneous	29,695	27,010
	<b>768,799</b>	<b>592,522</b>

### NET REVENUE (EXPENDITURE) FOR THE PERIOD

\$	<b>40,826</b>	\$	<b>*(50,560)</b>
----	---------------	----	------------------

\* The CSRT is required by its auditors to record some revenue generated in the current fiscal year to the following fiscal year. An additional \$182,513 in revenue was received during 2005, but is deferred to the 2006 financial statements.

## CSRT Directory 2005 – 2006

**Board of Directors**Executive Committee

**Sue Jones**  
President  
**Rob Leathley**  
President-Elect  
**Brent Kitchen**  
Past-President  
**Kevin DeJong**  
Treasurer

Directors

**Sandra Biesheuvcl**  
Human Resources  
**Wrae Hill**  
Professional Advocacy  
**Ray Hubble**  
Education and Clinical  
Standards  
**Colya Kaminiarz**  
Membership Services  
**Scott LeMessurier**  
National/Provincial Relations

**Committees and  
Councils**Advocacy Committee

**Wrae Hill** (Chair)  
**Christina Beaudin**  
**Lisa Butcher**  
**Steve Chard**  
**Ray Hubble**  
**Neil Johnston**  
**Sue Jones**  
**Brent Kitchen**

House of Delegates

**Kathy Kowalski** (Chair)  
New Brunswick Association  
of Respiratory Therapists Inc.  
**Liz Jolley**  
British Columbia Society of  
Respiratory Therapists  
**Lori Grocutt**  
Saskatchewan Association of  
Respiratory Therapists  
**Lori Morrish**  
Manitoba Association of  
Registered Respiratory  
Therapists

**Rick Culver**  
Respiratory Therapy Society  
of Ontario  
**Carol Donaldson**  
Respiratory Therapy Society  
of Nova Scotia  
**Wade Wheeler**  
Newfoundland and Labrador  
Association of Respiratory  
Therapists

2005 Forum  
Committee

**Darcy Andres** (Chair)  
**Cindy Bouw**  
**Linda Fontaine**  
**Leanne Grant**  
**Ann Husdon-Mason**  
**Maggie Quirion**  
**Dallas Schroeder**  
**Janet Thompson**

CJRT/RCTR Peer  
Review Committee

**Amy Reid** (Chair)  
**Shawn Turcotte**  
**Carmella Duscherer**  
**Greg Duscherer**  
**Wrae Hill**  
**Chuan Yong**  
**Andrea White Markham**  
**Cheryl Rossignol**

Council on  
Accreditation of  
Respiratory Therapy  
Education  
(CoARTE/CoAFTR)

## Council

**Helen Clark** (Chair)  
**Tom Dorval** (Vice-Chair)  
**Suzanne Malo**  
**Carolyn McCoy**  
**Josée Prud'homme**  
**Dr. Don Reid**

## Program Reviewers

Respiratory Therapists  
**Maryse Audet**  
**Michael Bachynsky**  
**Debbie Cain**  
**Tom Dorval**

**Mark Murray**

Physicians  
**Dr. Nigel Duguid**  
**Dr. Paul Hernandez**  
**Dr. Don Reid**

Educational  
Administrators  
**Marie-France Bélanger**  
**June MacDonald**  
**Marlene Raasok**

CRTO Regulator  
Representatives  
**Dawn Brunelle**  
**Dennis Hunter**  
**Dale Mackey**

Student Special  
Interest Group

**Jason Nickerson** (Chair)

Anesthesia Special  
Interest Group

**Jeff Kobe** (Chair)  
**Rick Paradis** (Vice-Chair)

Leadership Special  
Interest Group

**Patty Wickson** (Chair)  
**Gil Vergilio** (Vice-Chair)

**CSRT Staff**

**Douglas Maynard**  
Executive Director  
**Sylvia Stiehl**  
Membership Services  
Coordinator  
**Rita Hansen**  
Communications Manager  
**Michelle Kowlessar**  
Accreditation and Education  
Manager  
**Danièle Filion**  
Marketing and Public  
Relations Coordinator  
**Denise Picanco**  
Administrative Assistant



## ***Leadership***

**Currently composed of almost 3000 members from across Canada and abroad, the Canadian Society of Respiratory Therapists has the strength and resources to provide effective leadership for the profession of respiratory therapy in Canada.**

**Highlights of the Society's activities demonstrate how the CSRT works to serve the membership and advance the profession of respiratory therapy in Canada.**

- By participating in diverse multi-disciplinary partnerships, the CSRT provides leadership in helping respiratory therapists contribute to achieving improved patient health. Such partnerships also help in raising the profile of respiratory therapy, providing additional leverage with healthcare decision and policy makers.
- By revamping its image and rebranding itself as an association in which members can take great pride and gain valuable professional recognition, the CSRT is adapting to its new mandate: *to provide leadership through advocacy, service and unity.*

## ***Advocacy***

- By composing a broad and clear definition of the respiratory therapists' role in the delivery of healthcare, the CSRT has established a sound foundation to approach all levels of healthcare delivery decision and policy makers to defend the interests of respiratory therapists.
- By developing a comprehensive framework to guide the CSRT in identifying issues that warrant advocacy, the CSRT ensures a proper use of its resources and success in achieving impact in defending the interests of respiratory therapists.
- By developing strategic comprehensive distribution lists to disseminate information and state the society's position on various issues, the CSRT can rally a critical mass of grass roots advocates to support campaigns.

## ***Service***

- By hosting a frequently updated website that features informational resources, news on upcoming events and job opportunities, the CSRT provides respiratory therapists with a centralized source of essential information.
- By publishing a professional journal that features scientific articles and news on developments in the delivery of respiratory services and healthcare in general, the CSRT provides respiratory therapists with pertinent information to help in perfecting their skills.
- By holding an annual educational forum, the CSRT provides respiratory therapists with an important source of professional development.
- By hosting listservs, the CSRT has created forums for the exchange of ideas on management, performing anesthesia assistance, students' issues, patient educators' issues and professional practice.
- By offering affordable liability insurance to its registered members, the CSRT is helping respiratory therapists serve as independent, autonomous and responsible healthcare providers.
- By offering a debit plan service, the CSRT promotes and facilitates adherence to provincial regulatory bodies and professional associations.
- By conducting surveys and attending events where representatives from the CSRT have an opportunity to exchange with respiratory therapists, the CSRT can identify key areas where its services are required and effectively focus its resources on providing services that are valued by the membership.

## ***Unity***

- By providing outlets for the membership to express opinions on countless practice-related issues, the CSRT is aware of and able to focus on the membership's priorities.
- By developing attractive promotional materials, the CSRT is giving members tools to demonstrate pride in their profession and support for their national professional association.
- By representing the CSRT membership in pan-Canadian provincially based respiratory-related coalitions such as the National Alliance of Respiratory Therapy Regulatory Bodies and the CSRT's House of Delegates, the CSRT provides its members with national leadership, uniting the voices of respiratory therapists from coast to coast.
- By providing as much information in French as resources permit, the CSRT ensures that it can communicate effectively and respectfully with all for all its members.