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# Annual Report

## 2025-2026



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College of  
Registered  
Psychotherapists  
of Ontario

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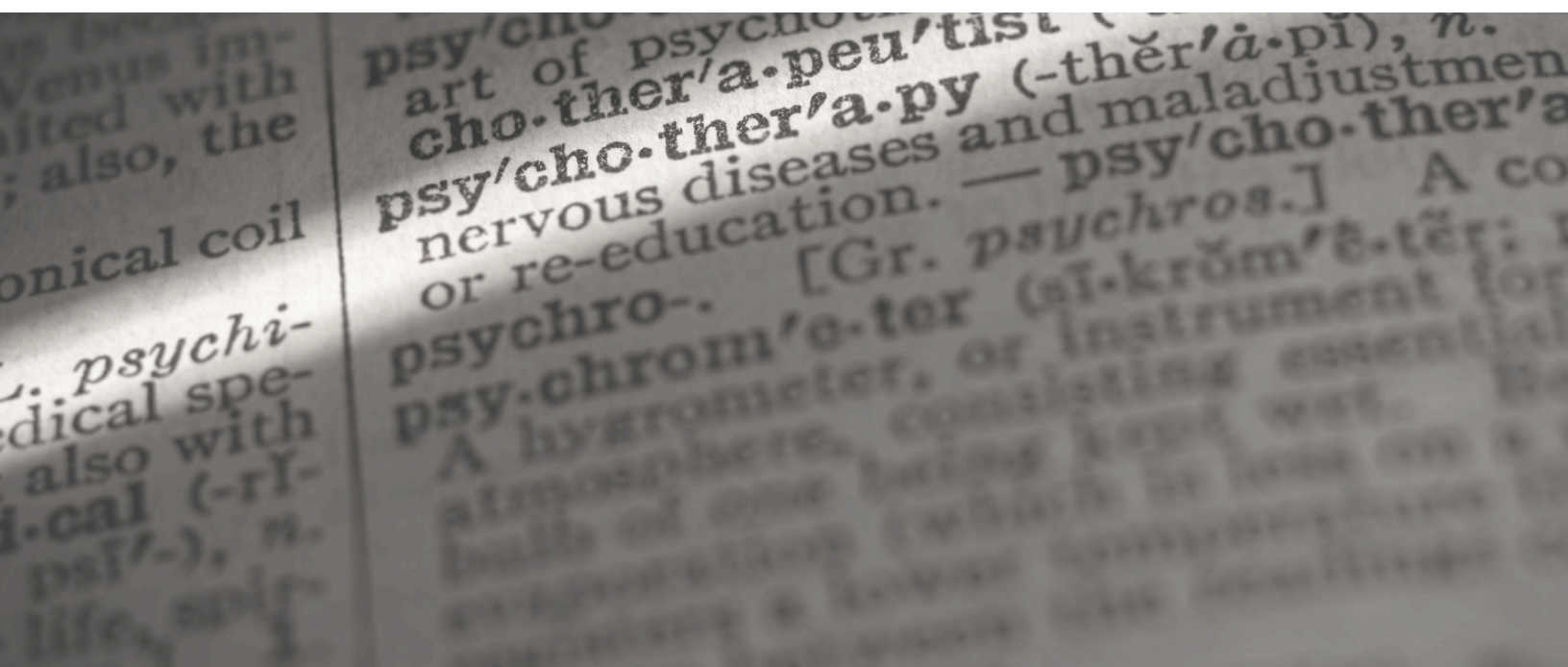
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Financial Statements

# Regulatory Objectives



- Serve and protect the interest of the public.
- Promote confidence in professional regulation.
- Regulate in a transparent, principled, proportionate, unbiased, proactive manner.
- Promote equity, diversity and inclusion in the provision of psychotherapy services.
- Regulate to support the mental health system in being more accessible.



# Mission, Vision Values

## Mission

To develop standards and procedures to regulate psychotherapists in the public interest, striving to ensure competent and ethical practice within a professional accountability framework.



## Vision

Leadership in professional self-regulation, dedicated to the principles of excellence, fairness, openness, responsiveness and respect for diversity.

## Values

Leadership, Excellence, Accountability, Equity, Integrity, Teamwork, Respect, Openness.



# President's Message



As I near the end of my first term serving as CRPO President, the word that comes to mind is responsiveness. Over the past several years, CRPO has grown to close to 18,000 registrants. With that growth comes increased responsibility as a regulator.

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We need to be responsive to the risks that accompany both a growing profession and the rapid evolution of psychotherapeutic practice. New and emerging modalities, such as psychedelic-assisted psychotherapy (PAP), present inherent regulatory challenges given that research, legislation, and practice are advancing simultaneously. While one of our guiding principles is *right-touch regulation*—taking regulatory action that is proportionate to the level of risk and appropriate to the circumstances — we must always keep our public protection mandate at the forefront. It is, after all, at the very core of why we exist as a self-regulated profession. This year, CRPO developed policies and guidance to support safe practice and help protect Ontarians as this emerging area of practice continues to evolve. To me, this is just one example of the rapidly changing world we live in and why CRPO must remain agile and responsive to these changes.

With change comes risk, challenge, and opportunity. An equally striking example is the rapid development of artificial intelligence. AI tools are already influencing how psychotherapeutic services are documented while also raising complex ethical conundrums about the notion of an "AI therapist." Once again, we are faced with an emerging phenomenon that requires careful attention. CRPO is monitoring these developments, reviewing emerging evidence, receiving training, and has developed guidance to help registrants use



## President's Message continued

technology safely, ethically, and in ways that uphold professional standards. CRPO also published public-facing information about AI therapy including the limits of CRPO's jurisdiction in regulating the technology. ++  
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Reflecting on my 11 years with CRPO—first as a professional appointee on the Inquiries, Complaints and Reports Committee, and now as President—I have witnessed the College grow from a small regulator into a mature and

respected organization. The strength of CRPO's leadership team, guided by our Registrar and CEO, Deb Adams, is a testament to the value of building relationships and fostering open dialogue with government, other regulators, system partners, and registrants. Those relationships create opportunities for knowledge exchange and help ensure we are working collaboratively and not in a vacuum. To me, that is another expression of being responsive to real world situations.

Living in a complex and rapidly changing environment generates significant amounts of information that Council must be able to understand and use. Effective analysis helps ensure that regulatory decisions are grounded in evidence, proportionate to risk and focused on areas where action is genuinely needed.

Our 2023–2026 Strategic Plan established the foundational pillars that have guided this work. Looking back, I believe we have translated that vision into meaningful action by strengthening relationships that position CRPO as a credible and trusted regulator. We have continued to improve transparency in our communications and engage in collaborative dialogue with system partners, government and registrants to better understand emerging issues and where change may be needed across the broader system.





## President's Message continued

This is what I think of as consciously building the infrastructure that allows a regulator to remain responsive and attuned.

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I believe it is an exciting time for CRPO as we prepare to develop and implement our 2027–2030 Strategic Plan. This work will include continued modernisation of the College's governance structure, informed by evolving best practices among health regulatory colleges across Canada.

I also want to acknowledge the importance of equity, diversity, and inclusion as an ongoing, living practice. We remain committed to ensuring that diverse perspectives and lived experiences are reflected across our committees because inclusive decision-making strengthens our ability to regulate in the public interest. Embedding these principles across our governance, regulatory, and operational work helps ensure our decisions reflect the communities we serve.

I say with both gratitude and humility that I am proud to have been part of CRPO's journey pretty much from its early inception as a regulatory college. I have seen firsthand an organization that is willing to learn, adapt, and respond thoughtfully to a changing profession while remaining firmly grounded in its public protection mandate.

Finally, I want to thank our Registrar Deb Adams, Council members, committee members, and all of the CRPO staff. Working alongside you has enriched my life.



## President's Message continued

You have all challenged me to think more deeply about what it means to be just, thoughtful, forward-looking, and responsive. It is a deep privilege, to say the least.

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*Kathleen (Kali) Henitt-Blackie*

President



# Registrar's Message



This year has been one of thoughtful preparation for the future.

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While the College continued to carry out its core regulatory responsibilities, we also invested considerable effort in strengthening the foundations that support

sound regulatory decision-making. Effective regulation requires more than responding to today's challenges. It requires building the capacity to anticipate future needs, understand changing public expectations and make decisions that are fair, evidence-informed and in the public interest.

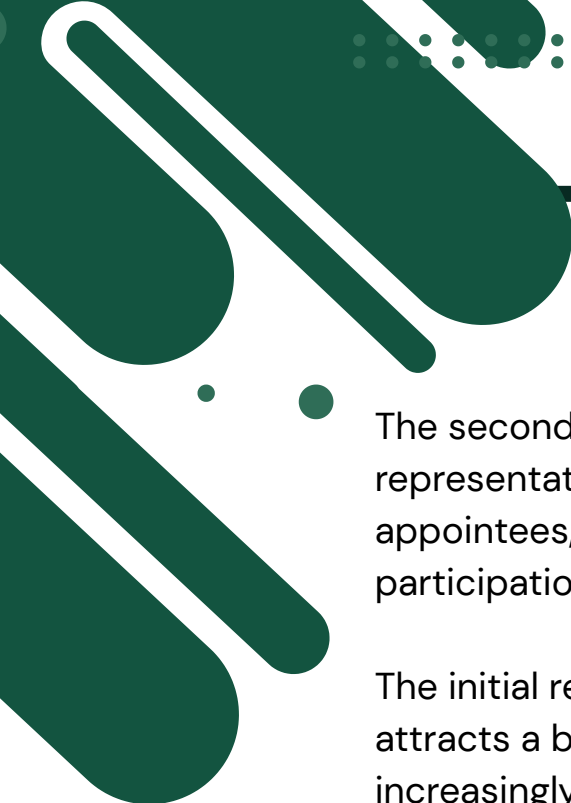
One of my core responsibilities as Registrar & CEO is to ensure that the College continues to evolve in response to changing public expectations while remaining firmly grounded in its public protection mandate. For me, that means continually championing work that strengthens the College's ability to make evidence-informed decisions through diversity, equity, inclusion and accessibility principles. These are not separate initiatives. They are fundamental to building a stronger, more effective regulator.

Two initiatives highlighted later in this report reflect that commitment.

The first is CRPO's Diversity, Equity and Inclusion ROOTS Framework, which establishes a shared foundation for embedding equity, accessibility and cultural safety across the College's work.

The Framework will help ensure these principles inform the College's next strategic plan and future regulatory decision-making.





## Registrar's Message continued

The second initiative was a comprehensive analysis of the representation of non-Council committee applicants and appointees, establishing a baseline for assessing participation in the College's governance processes.

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The initial review and findings indicate that the College attracts a broad applicant pool and that appointments increasingly reflect the range of identities, experiences and perspectives among registrants and the public they serve.

Together, these initiatives strengthen the evidence available to support governance, strategic planning and regulatory decision-making.

Finally, I would like to thank Council, committee members, staff and our many system partners for their continued dedication throughout the year. Their willingness to contribute their expertise, challenge assumptions and embrace continuous improvement strengthens the College's ability to regulate in the public interest and to support safe, competent and ethical psychotherapy care for the people of Ontario.



Registrar & CEO



# Highlights in 2025



The following highlights illustrate how CRPO strengthened the foundations for effective regulation during the past year. Together, they show how leadership development, equity-focused planning and better governance data are supporting continuity, more inclusive decision-making and evidence-informed oversight across the College.

## Building Future Governance Leaders

Effective governance depends on both expertise and continuity. During 2025–2026, the College strengthened its governance capacity through a combination of structural changes, leadership development and succession planning.

The College increased the participation of non-Council member appointees on committees and appointed non-Council Chairs and Vice-Chairs to the Inquiries, Complaints and Reports Committee; Registration Committee; and





## Highlights in 2025 continued

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Examination Committee. These changes broaden the pool of experienced committee leaders, strengthen the diversity of perspective in leadership, support continuity in decision-making and create clearer pathways for succession.

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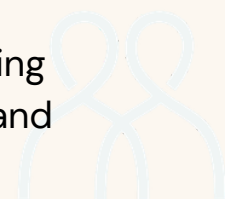
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The College also enhanced a structured orientation and mentorship program for newly appointed Council and committee members as well as future committee Chairs and directors. New members are paired with experienced mentors and participate in structured meetings focused on governance responsibilities, Council culture, decision-making processes and committee work. Future leaders receive additional training in facilitation, strategic thinking, inclusive decision-making and effective meeting management before assuming formal leadership responsibilities.

Training materials, practical exercises and mentoring conversations were developed around ten core governance competencies identified through Council evaluation and governance best practices. Together, these initiatives reduce reliance on informal knowledge transfer, promote consistency in governance practices and support deliberate, sustainable leadership transitions as Council and committee membership evolves.

### Embedding Equity Through the ROOTS Framework

During 2025–2026, the College completed development of its Diversity, Equity and Inclusion (DEI) ROOTS Framework. Developed collaboratively by Council members, committee members, staff and external DEI specialists, the Framework provides a common structure for integrating equity, accessibility and cultural safety into the College’s regulatory and organizational work.



## Highlights in 2025 continued

+ + The Framework identifies seven interconnected “Roots”:

- + + • engagement with system partners
- + + • data collection and reporting
- + + • policies and procedures
- + + • leadership and accountability
- + + • quality assurance
- + + • learning
- + + • cultural safety and inclusion.

Together, these elements recognize that progress requires coordinated action, reliable evidence, accountability and ongoing evaluation across the College.

Council directed that the ROOTS Framework inform development of the College’s 2027–2030 Strategic Plan. This will help connect equity considerations to governance, policy development, quality assurance and operational decision-making while maintaining a clear focus on public protection.

### Using Evidence to Strengthen Committee Appointments

Strong governance depends on attracting committee members who bring a broad range of knowledge, experience and perspectives. During 2025–2026, the College completed its first comprehensive analysis of the characteristics of applicants and appointees to its non-Council committees, establishing an evidence-based baseline to support future recruitment and appointment decisions.

Building on enhanced voluntary self-identification data collection introduced in 2023, the analysis examined multiple dimensions of committee participation, including demographic characteristics, practice settings, therapeutic approaches and client populations served.



## Highlights in 2025 continued

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The findings demonstrated that the College attracts a broad and diverse applicant pool while also providing important information about areas where future recruitment efforts could be strengthened.

The report also showed that successful and unsuccessful applicants shared similar attributes across most measures, suggesting that the diversity of committee appointments reflects the strength of the applicant pool rather than preferential selection. Establishing this baseline enables the College to monitor trends over time, evaluate recruitment strategies and better understand who participates in its governance processes.

Rather than relying on assumptions, the College is now better positioned to use evidence to inform committee recruitment, succession planning and governance development. This work supports transparent, evidence-informed decision-making while helping ensure that committee expertise continues to evolve alongside the profession and the public it serves.

### REGISTRATION HIGHLIGHTS

#### Improving the Application Experience

In 2025, CRPO completed significant upgrades to its applicant and registrant portal. The changes simplified the application process, clarified requirements and improved the information available to applicants, helping to reduce administrative barriers and support more efficient application processing.



## Highlights in 2025 continued

### **Managing Significant Growth in Applications**

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CRPO received 30% more applications in 2025 than in the previous year. The Registration Department continued to review applications, support applicants and strengthen its processes while responding to rapid growth in both application volumes and the profession.

### **Making Examination Timelines Fairer**

In May 2025, amendments to the Registration Regulation changed the deadlines for completing the Registration Examination so that they begin on the date of registration rather than the date of application. This ensures that all RP (Qualifying) registrants have the same amount of time to complete their examination attempts, regardless of how long their application took to process, and reduces the likelihood that they will need an extension.

### **Streamlining Registration Examination Administration**

In 2025, CRPO worked with the third-party exam provider to remove the requirement for RP (Qualifying) registrants to confirm their intention to write before registering for the remotely proctored examination. The step was no longer operationally necessary, and its removal simplified the process, thereby reducing the risk of registrants missing an examination opportunity leading to fewer exam extension requests and registrants at risk of expiry.



## Highlights in 2025 continued

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### QUALITY ASSURANCE PROGRAM HIGHLIGHTS

The vast majority of registrants met their reporting obligations during this reporting cycle, demonstrating a strong culture of accountability and professionalism.

Of the 7,581 registrants required to report this year, an impressive 98% (7,413 registrants) completed their professional development activities as required. A very small number of registrants required follow up: 88 registrants (1%) received a reminder fee.

Encouragingly, fewer than 1% of registrants (only 3 individuals) received an administrative suspension for non-compliance. Overall, these results reflect high engagement and timely compliance across the profession.

The results from each CBA offering were highly reassuring, with more than 96% of RPs demonstrating no gaps in their knowledge of the Professional Practice Standards.

In 2025, the Quality Assurance Program continued to strengthen the supports available to registrants. The focus was to encourage meaningful engagement with the Program and foster reflective practice.

Throughout the year, staff reviewed and enhanced registrant communications to make program information easier to understand. They developed resources to help registrants engage thoughtfully in their peer and practice reviews, self-assessment and professional development activities.

### Peer Circles

Peer circles are a supportive, group-based learning activity, led by



## Highlights in 2025 continued

- + + trained facilitators. During a peer circle,
  - + + participants are presented with a case for
  - + + discussion. The cases offer registrants an
  - + + opportunity to discuss ethical issues, share
  - + + knowledge, and collaborate on how to apply
- practice standards in various situations. Whether in person or online, peer circles are an opportunity to reduce isolation, network with peers, and explore how to apply an ethical decision-making framework in complex scenarios.

The College was pleased to offer a revitalized Peer Circle Program in 2025. In partnership with the Ontario Association of Mental Health Professionals and 14 trained facilitators, the College hosted four virtual sessions and one in-person event. Response was very positive, with the sessions being filled to capacity, allowing over 300 RPs to participate.

Grounded in the Professional Practice Standards, the peer circles fostered meaningful collaborative learning and professional dialogue. They can be a valuable part of registrant continuing professional development and the College plans to offer more sessions in the coming year.

### Support for Registrants

Quality assurance staff continued to offer registrant support through information sessions and individual telephone consultations. Registrants used these opportunities to ask questions, better understand program expectations, and identify resources to support their ongoing learning and professional growth.

Together, these initiatives reinforced that the Quality Assurance Program is more than a series of requirements. Registrants are engaging in quality assurance activities as opportunities for reflection and continuous

## Highlights in 2025 continued

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learning. This meaningful engagement with the Professional Practice Standards ultimately supports safe, effective and ethical care for clients.

### PROFESSIONAL CONDUCT HIGHLIGHTS

A key focus within the Professional Conduct department over the past year was to introduce in-house investigators and a decision writer. The College increased the number of appointed professional members and added CRPO appointed public members to the Inquiries, Complaints and Reports Committee (ICRC). These changes have supported building CRPO's internal capacity to help manage the growing volume of complaints and reports and have led to increased efficiencies.

The Professional Conduct department reduced its processing timelines for formal complaints from 270 days to 201 days during the reporting year, representing a 25.6% reduction. This improvement reflects the department's ongoing commitment to enhancing the efficiency and timeliness of the complaints process while maintaining fair and thorough investigations.

This year, the ICRC participated in a range of educational sessions to strengthen members' understanding of key regulatory processes and emerging areas of practice. Committee members received training on the incapacity process, including the circumstances in which a complaint or Registrar's Report may be referred to a panel to make health inquiries. The Committee also received training on interim orders and the use of interim measures, enhancing the ICRC's understanding of the tools available to protect the public while matters are under investigation.

In addition, the Committee received education on psychedelic-assisted psychotherapy, including an introduction to this emerging area of



## Highlights In 2025 continued

- + + practice, current access pathways, and its relationship to CRPO's Professional Practice Standards. This training supported the ICRC in
- + + developing a deeper understanding of
- + + complaints involving psychedelic-assisted psychotherapy and the regulatory considerations associated with this evolving treatment approach.

In 2025, the Government of Ontario approved CRPO's General Regulation establishing that, for the purpose of sexual abuse provisions under the *Regulated Health Professions Act*, an individual remains a client of a Registered Psychotherapist for five years following the end of the professional relationship. The regulation implements a long-standing Council commitment to strengthen public protection by recognizing the enduring influence that can exist within the therapeutic relationship and providing greater protection against sexual abuse of clients. The College will be updating its guidance and resources to support registrants in understanding and meeting these important obligations.

### DIVERSITY, EQUITY AND INCLUSION AT THE COLLEGE

In 2025, CRPO advanced several connected initiatives to integrate equity, accessibility and cultural safety across its regulatory, governance and operational work.

The ROOTS Framework provided a common structure for this work by identifying how engagement, data, policy, governance, quality assurance, learning and cultural safety support equitable regulation. Enhanced voluntary self-identification data contributed to the College's analysis of participation in non-Council committees, helping to inform recruitment, appointments and succession planning.

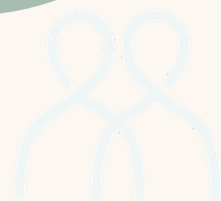
## Highlights In 2025 continued



Draft Professional Practice Standards addressing equity, cultural humility and Indigenous cultural humility were circulated for consultation. Feedback from registrants, system partners and the Diversity, Equity and Inclusion Working Group informed the continued development of the Standards and related professional practice work.

Together, these initiatives connected governance data, standards development, quality assurance, engagement and organizational planning. This coordinated approach helped move equity considerations from individual projects into the College's broader operational and regulatory structure.

A comprehensive assessment of College action to date can be found in the [Diversity, Equity and Inclusion Framework, Appendix B.](#)



## Highlights In 2025 continued



The ROOTS Framework will provide the organizing structure for integrating this work into the 2027–2030 Strategic Plan and evaluating progress across the College.

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# CRPO in Numbers – Overview



## Registration & Recognition

CRPO registrants  
(as of Dec. 31, 2025)

17,381



2024 – 2025  
registrant number

15,314

Increase in number of  
registrants (2025  
compared to 2024)

13%

Increase in applications submitted  
(2025 compared to 2024)

30%



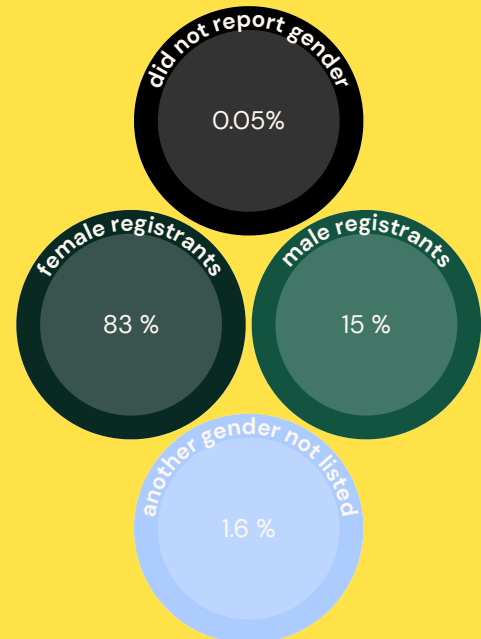
Number of new  
recognized programs

2



Number of recognized  
programs granted  
Clinical Experience (CE)  
recognition

1



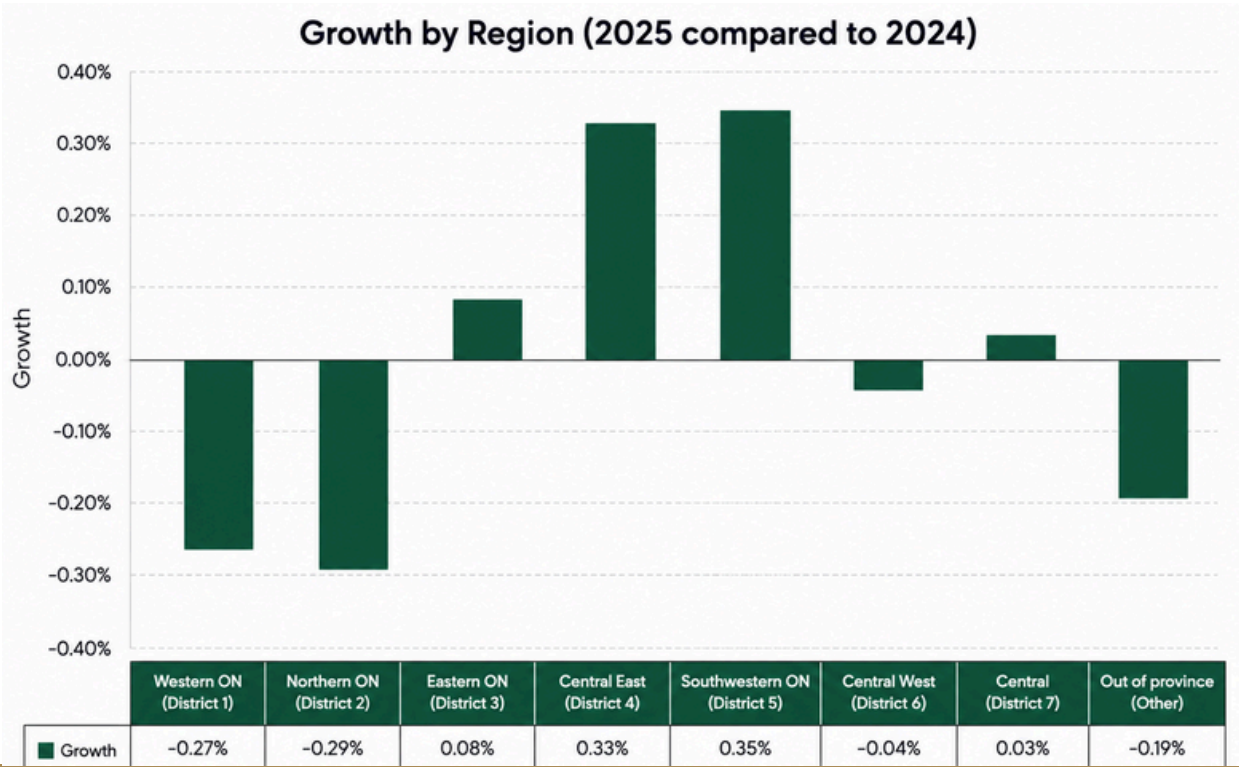
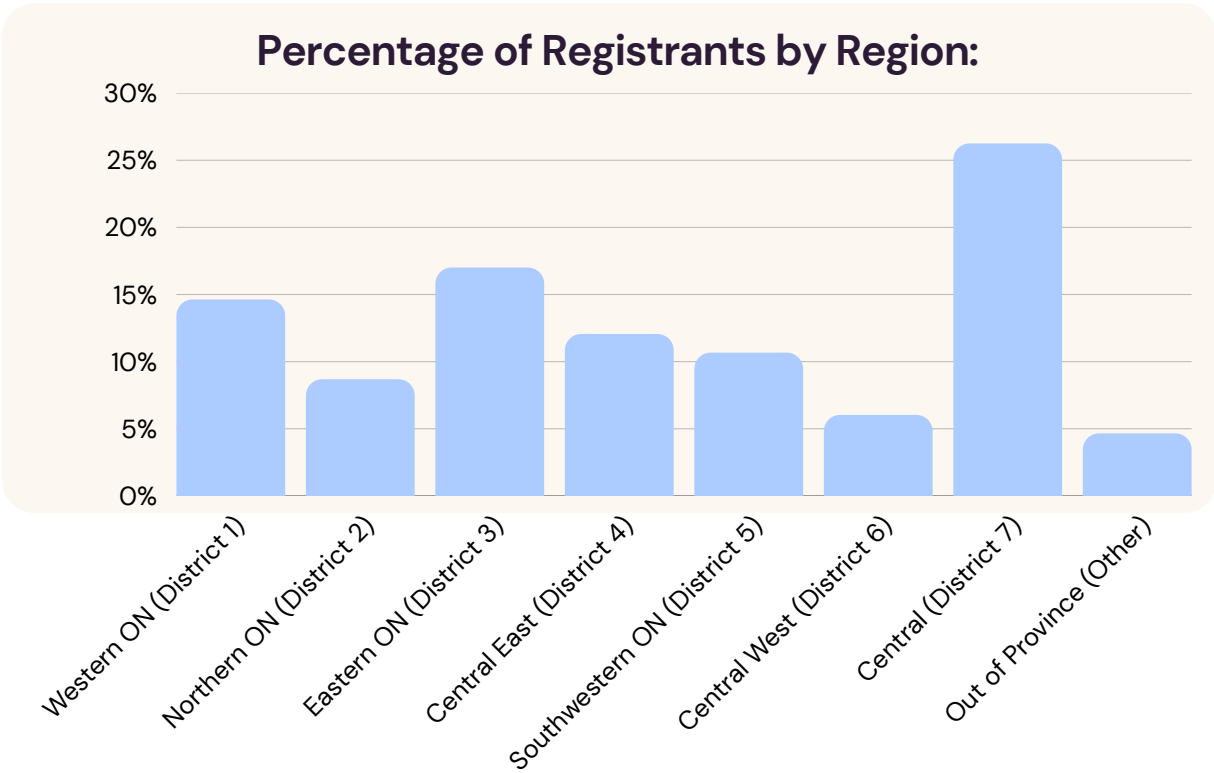
Exam pass rate  
for Qualifying  
registrants (2024  
sittings)

83.5%



# Registration & Recognition

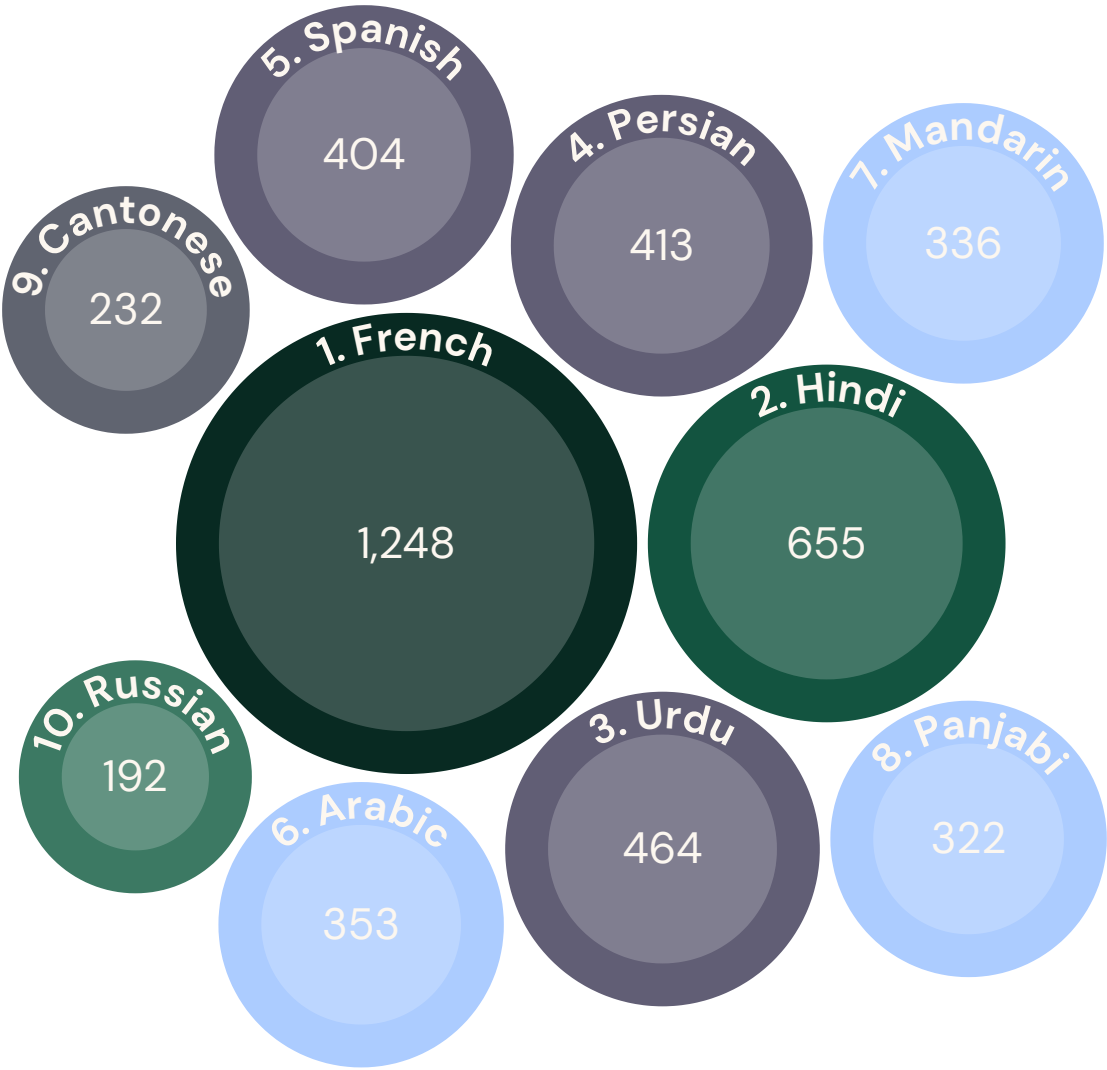
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# Registration & Recognition

Top 10 languages spoken by registrants, other than English (number of registrants):

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## Quality Assurance Program

### **++ Professional Development Reporting Cycle**

- ++** Those registered in an odd-numbered year (that is, anyone registered in 2015, 2017, 2019, 2021, and 2023)
- ++** were due to report their professional development activities for the 2025 reporting cycle.

**7,581** registrants had a reporting cycle deadline.

**7,413** registrants (98%) completed their professional development activities as required.

**101** registrants did not complete their professional development activities. These registrants are engaged in further monitoring through a professional development audit.

**3** registrants received an administrative suspension for non-compliance

**64** registrants changed their registration status, resulting in a missed quality assurance milestone.

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### **New Registrant Requirement**

New registrants are expected to begin participating in the Quality Assurance Program by completing a self-assessment within their first 60 days of registration.

**2,442** new registrants were monitored in 2025.

**1,700** registrants completed a self-assessment by the deadline.



## New Registrant Requirement continued

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**708** registrants completed a self-assessment after receiving reminders.

**8** registrants changed their registration status and are no longer being monitored.

**26** registrants did not complete a self-assessment by the extended deadline and are engaged in further monitoring through a professional development audit.

## Peer and Practice Review

As the first stage of a peer and practice review, the case-based assessment (CBA) is intended to accomplish the following objectives:

- Serve as an educational activity by engaging registrants with the Professional Practice Standards
- Support professional growth, reflective practice and life-long learning
- Provide registrants with feedback to inform their professional development activities
- Assess a registrant's knowledge and understanding of the Professional Practice Standards
- Determine which registrants would benefit the most from further support with a peer coach.

The CBA was offered twice in 2025 and involved approximately 20% of all registrants. (A full report on the assessments and results can be found at this [link](#).)

## Peer and Practice Review continued

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**CRPO administered two CBAs in 2025.**

**2,922** RPs completed the CBA for the first time.

**20** RPs were reassessed by completing a 2nd CBA.

### 2025 CBA Outcomes

**2,844** Successful

**74** Successful with self-directed review

**24** Peer-assisted review\*

\*Registrants in the peer-assisted review category are required to be reassessed.

In 2025, 20 registrants were reassessed.  
The reassessment outcomes are as follows:

**16** successful

**1** successful with self-directed review

**3** Peer coaching (peer-assisted review)



## Quality Assurance Program and Professional Development continued



### Practice Advisory Service

The Practice Advisory Service responded to **3,759** inquiries from January to December 2025.

#### Top five inquiries

In 2025, the top 5 topics of inquiries to the Practice Advisory Service were: **cross-border therapy, competence, confidentiality, recordkeeping and documentation, and leaving a practice**, with the first three reoccurring from 2024. Although clinical supervision was a subject that came up frequently, it did not make it to the top five. Below are the most frequent questions in each category:

#### Cross-Border Therapy

- Can an RP work with a client outside Ontario?
- Can someone located outside Ontario work with an Ontario client?

#### Competence

- What does an RP need to do in order to offer a new modality or intervention?
- Can an RP work with all client populations after registering with CRPO?

#### Confidentiality

- Can an RP provide information about a client to a third party such as a lawyer, insurance provider, or family member?



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## Practice Advisory Service continued

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### Record keeping and documentation

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- How can I request clinical records from my therapist?
- Can an RP use AI tools to complete records?
- What should be included in clinical records?

### Leaving a practice

- How should I inform clients when an RP is leaving a practice?
- A client contacted me after I left a practice. Can I take them on in my new practice?



## Addressing Unsafe Practice

Complaints and Registrar's Reports received:

213



Decisions Issued:

252

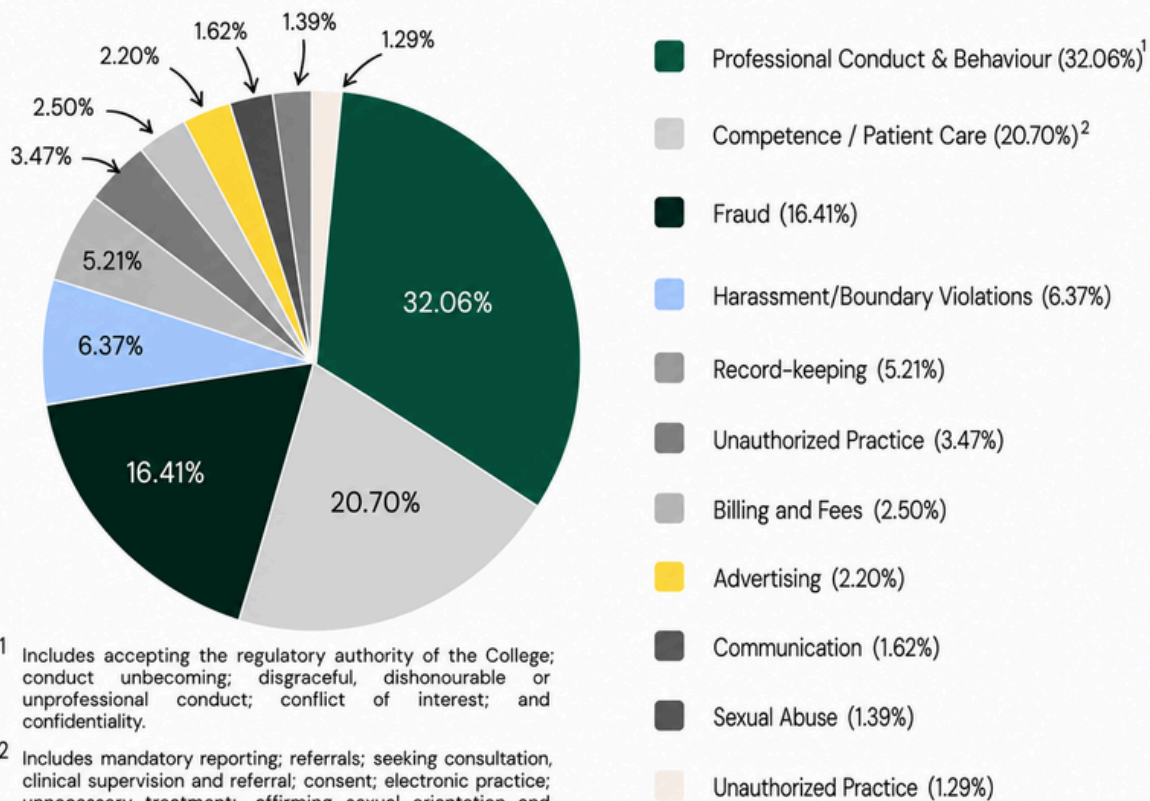


No. of Allegations Contained in 252 Decisions Issued:

864



The allegations in each of these decisions have been categorized:

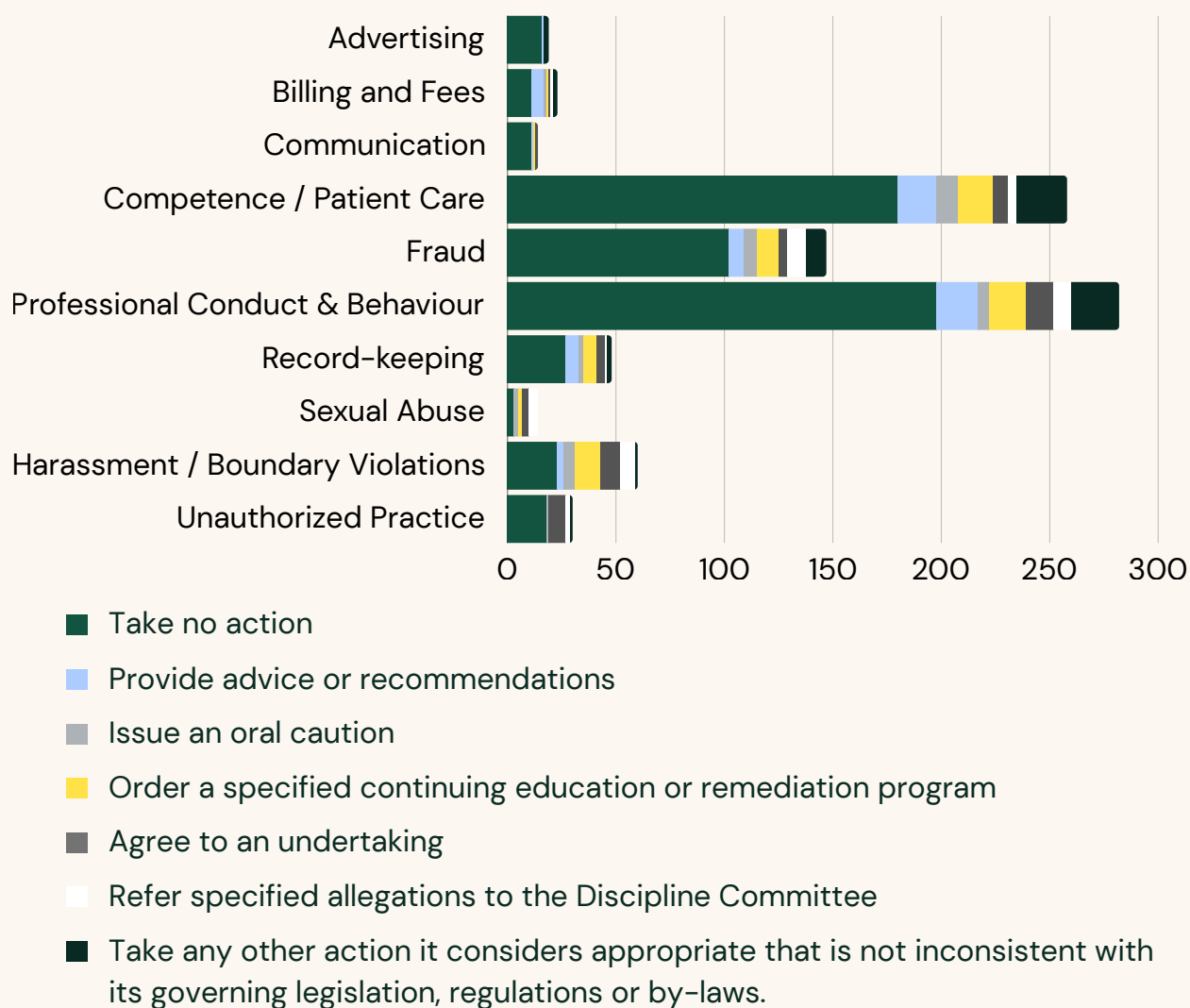


## Addressing Unsafe Practice continued

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- + + The Ontario Registered Psychotherapists Discipline Tribunal (ORPDT) held 6 hearings this year. The
- + + Health Professions Appeal and Review Board (HPARB) released 8 complaint review decisions, all of which confirmed ICRC's decisions.<sup>1</sup>

### Complaint and Registrar's Report Outcomes



*Note: The outcomes depicted are ICRC outcomes. They do not include informally resolved reports.*

<sup>1</sup>This outcome reflects the robustness of ICRC decisions.

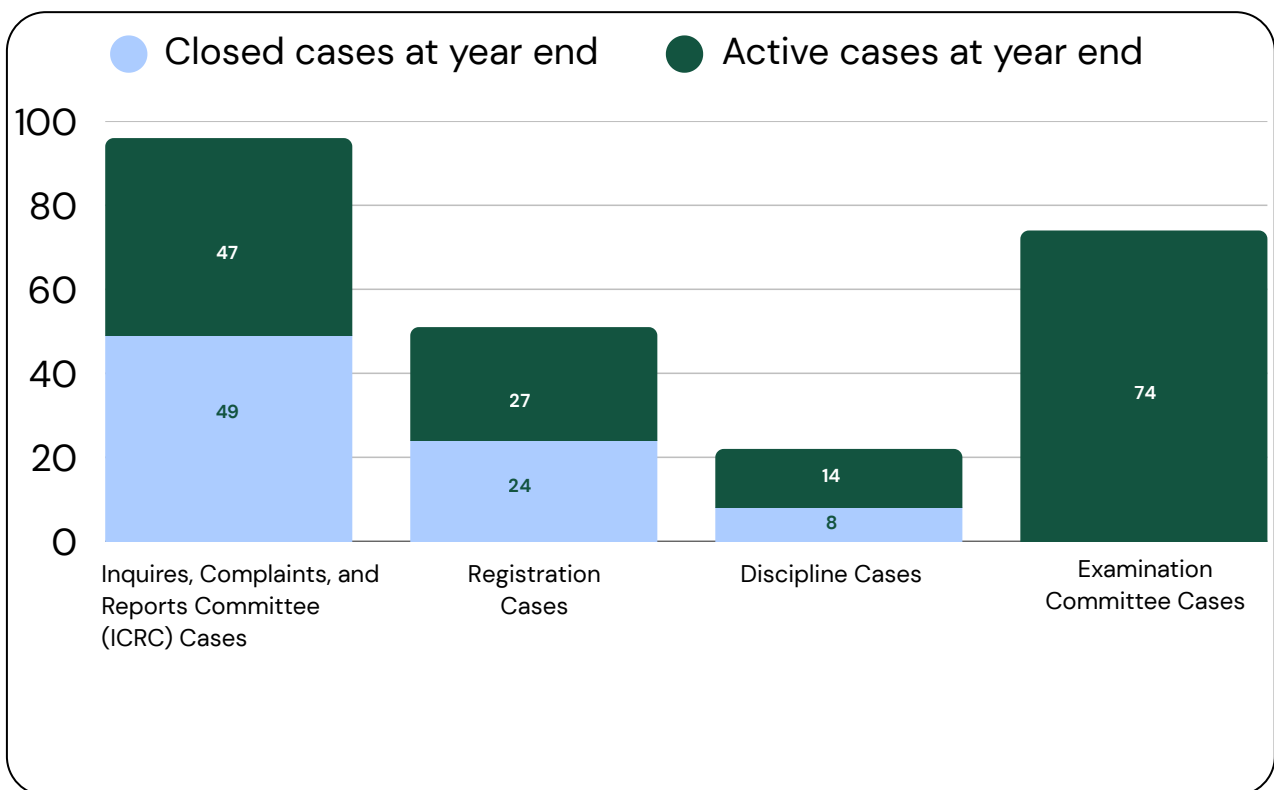
## Addressing Unsafe Practice continued

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### Compliance Monitoring

In this reporting period, staff monitored:

- **96 ICRC cases** (47 remained active at year end and 49 were closed)
- **51 Registration Committee cases** (27 remained active at year end and 24 were closed)
- **74 Examination Committee cases** (74 remained active at year end)
- **22 Discipline cases** (14 remained active at year end and 8 were closed)



## Addressing Unsafe Practice continued

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- + + Reflection papers are used by the ICRC to support self-awareness in practice by asking registrants to reflect on the issues that led to their involvement in the complaints or registrar's reports process and address gaps in their practice. In 2025, the College implemented a rubric to provide clearer expectations and support registrants in completing this requirement, with 92% successfully meeting expectations on their first attempt.

## System Partner Engagement by the Numbers



Presentations held for students

10



Audience member reach

569+



Associations represented at the Association Meeting on June 5, 2025

8



Education programs represented at the Education Program Meeting on May 27, 2025

28



## System Partner Engagement by the Numbers continued

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Virtual town halls on: conduct issues, clinical supervision, reaching ~500 audience members.

3



Hybrid town hall – in person and virtual (Toronto, Ottawa, Thunder Bay, Waterloo), attended by ~275 and reached an audience of 1,274

1



Council meetings live-streamed

4



Inquiries to [info@crpo.ca](mailto:info@crpo.ca) from applicants, registrants, and stakeholders responded to

30,883

### 5 consultations broadly opened to the public:

- Strategic Planning: sought input on CRPO's future strategic direction, including the priorities and outcomes that should guide its work.
- CRPO Application Requirements (Substantial Completion): sought feedback on proposed changes to when students may apply for registration, including completion of academic coursework and possible minimum clinical experience requirements.
- Guideline on Deciding Whether to Disclose Information to Prevent



## System Partner Engagement by the Numbers continued

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Harm: sought feedback on expanded guidance to help RPs make optional disclosure decisions where there may be a risk of harm.

- Equity Standards: sought feedback on proposed standards addressing cultural humility, non-discrimination and Indigenous cultural humility, developed to advance equity, cultural safety and reconciliation.
- 2024 Renewed Standards Follow-Up Survey: sought feedback on registrants' experience implementing the renewed Professional Practice Standards and any areas requiring further guidance.

**7 additional targeted consultations** to individuals or organizations who would be most affected by proposed changes, or who received a different set of questions tailored to their role and mandate:

- Supervision Tool Users: sought feedback from supervision tool users to better understand the functionality of the tool.



## System Partner Engagement by the Numbers continued

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- Strategic Planning – Controlled Act of Psychotherapy Colleges: sought feedback from the five other Ontario colleges whose registrants are authorized to perform the controlled act of psychotherapy for regulatory alignment and learnings.
- Strategic Planning – Education programs: sought feedback on the College's strategic direction from the perspective of those preparing future registrants for entry to practice.
- Strategic Planning – Professional associations: sought feedback on the College's strategic direction from the perspective of organisations supporting practising registrants.
- CRPO Application Requirements (Substantial Completion) – Education Programs: sought feedback specifically on current program structure and feasibility of proposed changes, including completion of academic coursework and possible minimum clinical experience requirements.
- Entry to Practice Competencies – Professional Associations: sought feedback from professional associations on the existing Entry to Practice Competencies, focusing on their unique perspective as supporters of the profession.
- Entry to Practice Competencies – Education Programs: sought feedback from education programs on the Entry to Practice Competencies, focusing on their unique perspective as educators.

**4 forms or surveys** open for feedback following interaction with the College and its functions that were intended to gauge user experience and provide feedback for quality improvement across College function:



## System Partner Engagement by the Numbers continued

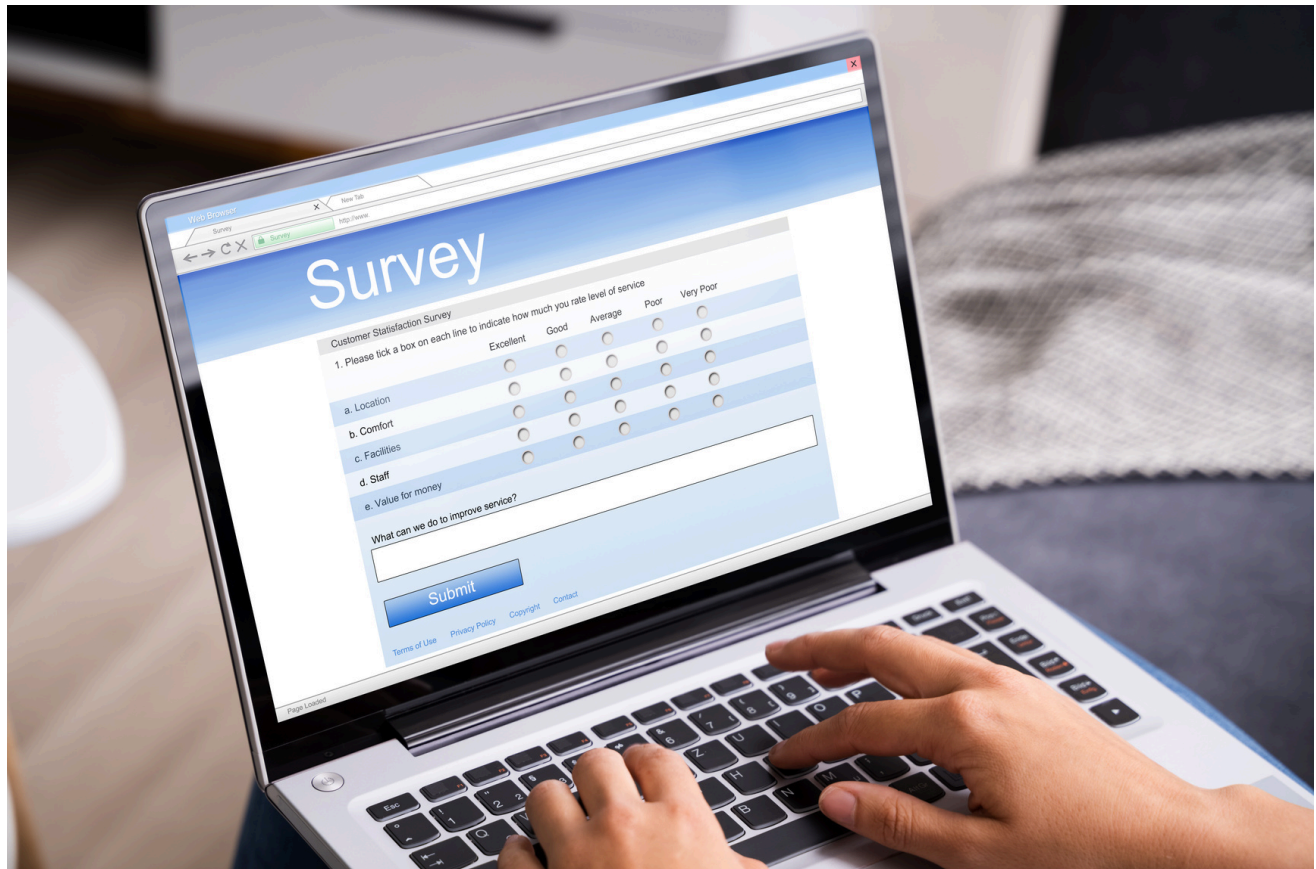
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- Peer Circle Feedback Surveys
- Practice Advisory Service Satisfaction Survey
- CRPO Complaints Feedback Survey
- CBA Feedback Surveys.



## Council & Committee Membership ++

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### COUNCIL MEMBERS

January 1, 2025 – December 31, 2025

#### Professional

- Heidi Ahonen, RP (elected Vice-Chair beginning October 2025)
- Janet Cullen, RP (elected June 2025)
- Kayleen Edwards, RP
- Anabel Helen, RP (elected June 2025)
- Kathleen (Kali) Hewitt-Blackie, RP (President/Chair beginning October 2025)
- Avni Jain, RP (until June 2025)
- Kenneth Lomp, RP (President/Chair until September 2025)
- Michael Machan, RP (Vice-Chair until June 2025)
- Judy Mord, RP
- Kafui Sawyer, RP
- Radhika Sundar, RP



#### Public

- Steven Boychyn
- Sherine Fahmy (until April 2025)
- David Keast (until August 2025)
- Jason King (appointed September 2025)
- Henry Pateman
- Kevin Sack (appointed June 2025)
- Jeffrey Vincent
- Haniyeh Yousofpour (until May 2025)



# Council & Committee Membership continued

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## EXECUTIVE

### Professional

- Heidi Ahonen, RP (elected Vice-Chair October 2025)
- Kathleen (Kali) Hewitt-Blackie, RP (President/Chair beginning October 2025)
- Kenneth Lomp, RP (Chair until September 2025)
- Michael Machan, RP (until June 2025)

### Public

- Henry Pateman
- Jeffrey Vincent

## CLIENT RELATIONS

### Professional

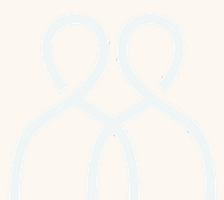
- Judy Mord, RP (Chair)
- Kafui Sawyer, RP
- Radhika Sundar, RP
- Janet Cullen, RP (elected June 2025)

### Public

- Steven Boychyn
- Jason King (appointed September 2025)

### Non-Council

- Ahilaruban Nageswaran, RP
- Riffat Yusaf, RP



## Council & Committee Membership continued

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### EXAMINATION

#### Professional

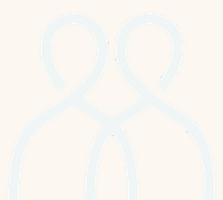
- Heidi Ahonen, RP (Chair)
- Kayleen Edwards, RP
- Anabel Helen, RP (elected June 2025)
- Kathleen (Kali) Hewitt-Blackie, RP
- Michael Machan, RP (until June 2025)

#### Public

- Steven Boychyn
- Henry Pateman
- Kevin Sack (appointed June 2025)
- Haniyeh Yousofpour (until May 2025)

#### Non-Council

- Riffat Yusaf, RP
- Aleksei Panov, RP (appointed March 2025)
- Rasha Wahid, RP (appointed March 2025)
- German Gachuzo Contreras, RP (appointed March to August 2025)



# Council & Committee Membership continued

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## INQUIRIES, COMPLAINTS, & REPORTS

### Professional

- Kathleen (Kali) Hewitt-Blackie, RP
- Kenneth Lomp, RP
- Judy Mord, RP
- Kafui Sawyer, RP
- Janet Cullen, RP (elected June 2025)

### Public

- Steven Boychyn
- Sherine Fahmy (until April 2025)
- David Keast (until August 2025)
- Henry Pateman
- Jeffrey Vincent
- Haniyeh Yousofpour (until May 2025)

### Non-Council

- Janet Cullen, RP (elected June 2025)
- Darlene Cyrus-Blaize, RP
- Nicolas El-Kada, RP (appointed Chair October 2025)
- DeRoux Jones, RP
- Christopher Rudan, RP
- Cindy Stater-Drummond, RP
- Audrey Taylor, RP (until June 2025)
- Kevin Uba, RP
- Kevin VanDerZwet-Stafford, RP (until September 2025)
- Leslie Vesely, RP (appointed Vice-Chair October 2025)



# Council & Committee Membership continued

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## INQUIRIES, COMPLAINTS, & REPORTS

### CRPO-appointed public members

- Sheldon Kawarsky (appointed March 2025)
- Len Rudner (appointed March 2025)
- Steven Stijacic (appointed March 2025)

## NOMINATIONS & ELECTIONS

### Professional

- Avni Jain, RP (until June 2025)
- Michael Machan, RP (until June 2025)
- Anabel Helen, RP (appointed June 2025)
- Judy Mord, RP
- Kafui Sawyer, RP
- Radhika Sundar, RP (appointed Chair October 2025)

### Public

- Sherine Fahmy (Chair until April 2025)
- David Keast (until August 2025)
- Henry Pateman
- Kevin Sack (appointed October 2025)

### Non-Council

- Alex St-John, RP (appointed March 2025)
- Adnan Zoubi, RP (appointed March 2025)



## Council & Committee Membership ++ continued ++

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### PROFESSIONAL PRACTICE WORKING GROUP

#### Professional

- Kathleen (Kali) Hewitt-Blackie, RP
- Kayleen Edwards, RP (beginning October 2025)
- Nicolas El-Kada, RP (beginning October 2025)
- Elda Almario, RP (beginning October 2025)
- Kenneth Lomp, RP (until October 2025)
- Michael Machan, RP (until June 2025)
- Judy Mord, RP

#### Public

- David Keast (until August 2025)

### QUALITY ASSURANCE

#### Professional

- Heidi Ahonen, RP
- Kayleen Edwards, RP (Chair beginning October 2025)
- Kathleen (Kali) Hewitt-Blackie, RP
- Avni Jain, RP (until June 2025)
- Kenneth Lomp, RP (Vice-Chair beginning October 2025)
- Janet Cullen, RP (appointed June 2025)

#### Public

- Sherine Fahmy (until April 2025)
- David Keast (until August 2025)
- Jason King (appointed September 2025)
- Jeffrey Vincent

#### Non-Council

- Felipe Cepeda, RP
- Kasi Sewraj, RP (appointed March 2025)
- Roman Bina, RP (appointed March 2025)
- Katharine King, RP (appointed March 2025)



# Council & Committee Membership continued

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## REGISTRATION

### Professional

- Heidi Ahonen, RP
- Anabel Helen, RP (elected June 2025)
- Avni Jain, RP (until June 2025)
- Michael Machan, RP (Chair until June 2025)
- Radhika Sundar, RP

### Non-Council

- Elda Almario, RP (appointed Chair October 2025)
- Ahilaruban Nageswaran, RP (appointed Vice-Chair October 2025)
- Glenn Walsh, RP
- Laurinda Cheng, RP (appointed March 2025)
- Razgar Qaderpour, RP (appointed March 2025)
- Amanda Carver, RP (appointed March 2025)

### Public

- David Keast (until August 2025)
- Henry Pateman
- Kevin Sack (appointed June 2025)

## DIVERSITY, EQUITY, & INCLUSION WORKING GROUP

- Rose Marie Anthony, RP
- Jessica Cashmore, RP (Qualifying)
- Laurinda Cheng, RP
- Linah Hashimi, RP (until December 2025)
- Hina Islam, RP
- Laura McNeilly, RP
- Erefaa Ogbuaku Jnr, RP (until April 2025)
- Carla Ribeiro, RP
- Roberta Timothy, RP
- Alex Zebeljan, RP (co-Chair)
- Vanessa Cubacub, RP (appointed March 2025)
- Kameron Kirbyson, RP (appointed March 2025)
- Sheeba Narikuzhy, RP (appointed March 2025)



## Council & Committee Membership continued

### ORPDT / FITNESS TO PRACTISE

All Council members sit on the Discipline and Fitness to Practise Committees.

#### Non-Council

- Raj Anand
- Carol Cowan-Levine, RP
- Andrew Benedetto, RP
- Shelley Briscoe-Dimock, RP (Vice-Chair)
- Sherry Liang
- Sophie Martel
- Miranda Monastero, RP
- Michael Machan, RP (appointed June 2025)
- Jay Sangupta
- Jennifer Scott
- David Wright (Chair)



**FINANCIAL STATEMENTS**  
**For**  
**COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND**  
**REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO**  
**For year ended**  
**MARCH 31, 2026**



**COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND  
REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO**

**STATEMENT OF FINANCIAL POSITION**

**MARCH 31, 2026**

|                                                   | <u>2026</u>          | <u>2025</u>          |
|---------------------------------------------------|----------------------|----------------------|
| <b><u>ASSETS</u></b>                              |                      |                      |
| <b>CURRENT ASSETS</b>                             |                      |                      |
| Cash and cash equivalents                         | \$ 23,079,252        | \$ 10,268,530        |
| Short term investments                            | -                    | 9,000,000            |
| Accounts receivable                               | -                    | 73,078               |
| Prepaid expenses                                  | <u>314,834</u>       | <u>332,894</u>       |
|                                                   | 23,394,086           | 19,674,502           |
| <b>TANGIBLE CAPITAL ASSETS</b>                    | <u>435,772</u>       | <u>670,139</u>       |
|                                                   | <u>\$ 23,829,858</u> | <u>\$ 20,344,641</u> |
| <b><u>LIABILITIES AND NET ASSETS</u></b>          |                      |                      |
| <b>CURRENT LIABILITIES</b>                        |                      |                      |
| Accounts payable and accrued liabilities          | \$ 1,696,344         | \$ 1,468,257         |
| Government remittances payable                    | 787,302              | 703,910              |
| Deferred revenue                                  | <u>9,144,356</u>     | <u>7,863,157</u>     |
|                                                   | 11,628,002           | 10,035,324           |
| <b>DEFERRED RENT PAYABLE</b>                      | <u>56,978</u>        | <u>94,318</u>        |
|                                                   | <u>11,684,980</u>    | <u>10,129,642</u>    |
| <b>NET ASSETS</b>                                 |                      |                      |
| Unrestricted                                      | 11,539,691           | 9,395,666            |
| Invested in tangible capital assets               | 435,772              | 670,139              |
| Internally restricted - sexual abuse therapy fund | <u>169,415</u>       | <u>149,194</u>       |
|                                                   | <u>12,144,878</u>    | <u>10,214,999</u>    |
|                                                   | <u>\$ 23,829,858</u> | <u>\$ 20,344,641</u> |

On behalf of the Board:

*Kathleen (Kali) Henitt-Blackie* ..... Director

*Heidi Ahonen* ..... Director



**COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND  
REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO**

**STATEMENT OF OPERATIONS**

**YEAR ENDED MARCH 31, 2026**

|                                         | 2026                | 2025                |
|-----------------------------------------|---------------------|---------------------|
| <b>Revenue</b>                          |                     |                     |
| Registrant fees                         | \$ 9,056,099        | \$ 7,537,479        |
| Application                             | 592,449             | 454,122             |
| Jurisprudence                           | 513,304             | 431,371             |
| Interest income                         | 456,548             | 567,225             |
| Administration                          | 344,505             | 207,502             |
| Sublet rental income                    | 299,016             | 285,162             |
|                                         | <u>11,261,921</u>   | <u>9,482,861</u>    |
| <b>Expenses</b>                         |                     |                     |
| Salaries and benefits                   | 6,046,621           | 4,861,402           |
| Complaints and discipline               | 886,254             | 599,106             |
| Council and committees                  | 623,617             | 413,695             |
| Office                                  | 456,137             | 414,838             |
| Occupancy                               | 363,090             | 355,700             |
| Amortization of tangible capital assets | 298,680             | 190,729             |
| Database and e-learning                 | 238,394             | 213,792             |
| Quality assurance                       | 181,605             | 167,056             |
| Professional services                   | 76,804              | 78,283              |
| Communications                          | 76,512              | 27,815              |
| Registration                            | 45,064              | 44,977              |
| Sexual abuse therapy fund               | 29,748              | 53,984              |
| Insurance                               | 9,516               | 9,253               |
|                                         | <u>9,332,042</u>    | <u>7,430,630</u>    |
| <b>Excess of revenue over expenses</b>  | <u>\$ 1,929,879</u> | <u>\$ 2,052,231</u> |



**COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND  
REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO**

**STATEMENT OF CASH FLOWS**

**YEAR ENDED MARCH 31, 2026**

|                                            | 2026                 | 2025                 |
|--------------------------------------------|----------------------|----------------------|
| <b>CASH PROVIDED FROM (USED IN)</b>        |                      |                      |
| <b>OPERATING ACTIVITIES</b>                |                      |                      |
| Excess of revenues over expenses           | \$ 1,929,879         | \$ 2,052,231         |
| Items not involving cash:                  |                      |                      |
| Amortization of tangible capital assets    | 298,680              | 190,729              |
| Amortization of deferred rent payable      | <u>(37,340)</u>      | <u>(37,340)</u>      |
|                                            | 2,191,219            | 2,205,620            |
| Changes in non-cash working capital items: |                      |                      |
| Accounts receivable                        | 73,078               | 137,343              |
| Prepaid expenses                           | 18,060               | (44,734)             |
| Accounts payable and accrued liabilities   | 228,087              | (19,024)             |
| Government remittances payable             | 83,392               | 165,926              |
| Deferred revenue                           | <u>1,281,199</u>     | <u>1,199,686</u>     |
|                                            | <u>3,875,035</u>     | <u>3,644,817</u>     |
| <b>INVESTING ACTIVITIES</b>                |                      |                      |
| Purchase of tangible capital assets        | (64,313)             | (461,305)            |
| Short term investments                     | <u>9,000,000</u>     | <u>(5,250,000)</u>   |
|                                            | <u>8,935,687</u>     | <u>(5,711,305)</u>   |
| <b>INCREASE (DECREASE) IN CASH</b>         | 12,810,722           | (2,066,488)          |
| <b>CASH, BEGINNING OF YEAR</b>             | <u>10,268,530</u>    | <u>12,335,018</u>    |
| <b>CASH, END OF YEAR</b>                   | <u>\$ 23,079,252</u> | <u>\$ 10,268,530</u> |





College of  
Registered  
Psychotherapists  
of Ontario

# 2025-2026 Annual Report



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