



103rd ANNUAL GENERAL MEETING

Thursday, June 15, 2023
7:00 pm EDT
Virtually via Zoom

ITEM 12: ELECTION OF DIRECTORS

Electing Directors is a key responsibility and right of Members.

The Nominations Committee is formed annually from among the Board, Branches, Divisions, Assemblies, the general membership and/or external experts to oversee the elections process and consists of 3–5 individuals.

The Call for Directors opened March 27, 2023 and closed April 17, 2023. Four (4) complete candidate applications were received. Based on information provided, the Nominations Committee determined that all four (4) individuals were eligible for election. Prior to the election taking place, one of the candidates withdrew; there are three candidates running for election:

Candidate(s) running for election
(1st term):

- Laura Kean
- Jessica Wilson (WITHDRAWN)

Candidate(s) running for re-election
(2nd term):

- Kate Grosweiner
- Allison Stene

At the 2023 AGM, Members are electing individuals to fill the following positions:

- 3-year term (2023-2026) x 3 positions

Priority Areas

The CPA Board of Directors is focused on achieving the priorities of the organization – both present and future. You can review the priorities of the current Strategic Plan [here](#).

From year-to-year, an organization will prioritize different areas of focus. The skill set of the Board of Directors should therefore match the areas on which the organization wants to focus. This information was provided to the Nominations Committee to carefully review the applications and assess against applicable criteria. The key skills and attributes crucial for the CPA Board of Directors at this time included:

- Private health system experience
- Familiarity with CPA's new Strategic Plan
- Representation from Western Canada, Atlantic Canada and the Territories



Therefore, the Nominations Committee recommends that the Members vote Kate Grosweiner, Laura Kean and Allison Stene in as Directors at the 2023 AGM.

Please note that the listed order of Candidates was randomly generated.

Candidate Profiles



Name: Kate Grosweiner (2nd Term)

Residence: Halifax, Nova Scotia

Bio: Kate was elected to the Board in 2020. After completing her degree in Physiotherapy from Dalhousie University, Kate worked in Edmonton, Alberta from 2005 to 2008. She then returned to the Maritimes and has been working since as a staff physiotherapist at the Nova Scotia Health Authority (NSHA). Kate has worked clinically in orthopaedics, neurotherapeutics, cardiorespiratory, and general medicine; her experience has spanned acute to rehab settings, as well as in-home treatments in both urban and rural communities. Kate has also worked as a part-time Clinical Lab Instructor at the Dalhousie University School of Physiotherapy and has delivered care in several clinical research trials through Dalhousie and the NSHA.

Recently, Kate has returned to the academic environment and is now teaching as a full-time instructor at her alma mater. She continues to complete post-graduate education courses locally, nationally, and internationally.

Kate has always been very active in her community both personally and professionally and continues to serve on many volunteer committees, including on the NSPA Board, from 2009 to 2014, including a term as President from 2010-2013.

During Kate's term, she has been on the Insurance Risk Committee and was the Board Liaison to the National Student Assembly (NSA). Kate currently sits on the Finance Committee and is now the Board Liaison to both the Canadian Council of Physiotherapy University Programs (CCPUP) and Physiotherapy Education Accreditation Canada (PEAC).

Please describe why you are interested in serving as a Director of the CPA: From my acquired experience over 18 years, I can say that I am accountable, open-minded, and objective. I understand governance, by-laws, policy, and the role and functions of the Board. I have the passion, enthusiasm and confidence to provide input and make informed, strategic decisions while bringing my past experience and perspectives to the table. I possess strong leadership, communication, and consensus building skills, and am always trying to further my professional development in these areas. As a current CPA Board member, I was involved in creating CPA's new Strategic Plan and I would value the opportunity to remain an actively engaged CPA Board Member while working toward operationalizing and achieving CPA's goals.

Keeping these values in mind, my primary objectives for continuing on the CPA Board of Directors would be:



To represent Atlantic Canadian CPA members, who are currently underrepresented at the National level, on a national and international stage.

To contribute to health policy change, by assisting in the development and implementation of directives that will enhance the position of Physiotherapists at national and international forums.

To utilize my expertise in the understanding of strategic planning, to ensure that our current goals are met and implemented, while contributing to the future expansion of the profession in the next strategic planning phase. I am results focused and wish to ensure accountable and transparent processes are in place for maximal CPA outcomes and success.

By acting as part of the CPA National Board of Directors, I would hope to draw connections from and create stronger links between, the national and provincial physiotherapy platforms. Realizing that Canada encompasses a vast geographic territory with varied and diverse cultural needs, for both physiotherapists and physiotherapy consumers, my goal would be to represent Atlantic Canada's needs when dealing with overarching Canadian goals and objectives at the national level. Focusing on my objectives stated above, the following are three areas where national initiatives would support all Canadian physiotherapists and consumers, including Atlantic Canada.

My passion for physiotherapy and my enthusiasm for volunteerism motivate me to be part of the system for change. I feel that equitable and diverse geographic representation from all parts of Canada are essential for any Board of Directors of a national professional organization. Member engagement and a sense of worth and value, are essential elements to being able to successfully advocate on behalf of CPA and promote Physiotherapy as the 'Essential Partner for Optimizing Health'. This is critical at municipal, provincial, regional, national, and international levels. My hope is to utilize my professional pride and sense of value of being a CPA member to engage current component members of CPA inclusive of physiotherapists, physiotherapy assistants and students, as well as non-CPA members in both public and private sectors.

Another area of interest is access to physiotherapy services. This includes PT/PTA recruitment and retention in urban and rural areas in both public and private sectors. The unfortunate shortage of family physicians and primary care providers in Nova Scotia for example, creates an opening and need for Physiotherapists to position themselves on the frontline and to work to their full scope of practice as autonomous, evidence-based primary health care professionals. This is another area where CPA should advocate on behalf of its members with employers, government officials, and health policy and decision makers.

Thirdly, the physiotherapy profession needs to retain high standards of learning, practice and care when it comes to delivery of physiotherapy services. This begins at the educational level and continues through the licensing and regulatory processes, continuing through follow-up postgraduate professional development, research and specialization. New generations of adult learners, new technologies and advances in



practice, as well as the increasing complexity of patient populations, are constantly placing increased demands on all stakeholders in the continuum of care. These factors require the profession to remain current, evidence-informed and to be creative and open to change as new and increasing demands necessitate new and creative solutions. This is an area where physiotherapy must build its capacity, interest and potential advancement.

Please provide a brief summary of any previous experience with the CPA: My past roles as Branch President of the Nova Scotia Physiotherapy Association (NSPA) and Board Member of the NSPA, have provided me with valuable national exposure and advocacy opportunities while collaborating with other CPA Components and Branches.

Through my membership and involvement in the Canadian Physiotherapy Association (CPA), since 2002 and most recently as a member of the CPA Board of Directors, since 2020; I have continued to keep abreast of the latest professional, regulatory, and advocacy issues, as well as clinical and research innovations. I believe in continually striving to improve public awareness, care delivery and patient outcomes related to physiotherapy in the health care system, thus I am seeking re-election to the CPA Board of Directors for a second, three-year term.

During my first term on the Board, I was on the Insurance Risk Committee and was the Board Liaison to the National Student Assembly (NSA). I currently sit on the Finance Committee and am now the Board Liaison to both the Canadian Council of Physiotherapy University Programs (CCPUP) and Physiotherapy Education Accreditation Canada (PEAC).

I am accountable, open-minded, and objective. I understand governance, by-laws, policy, and the role and functions of the Board. I have the passion, enthusiasm and confidence to provide input and make informed, strategic decisions while bringing my past experience and perspectives to the table. I possess strong leadership, communication, and consensus building skills, and am always trying to further my professional development in these areas. I was part of creating CPA's new Strategic Plan and sat on the selection committee for the newly hired CEO. I would love the opportunity to remain an actively engaged CPA Board Member while working toward operationalizing and achieving CPA's goals.

My supporting nominators who are longstanding CPA members feel that I would remain a welcome asset to the CPA Board of Directors from 2023-2026. It would be my honor to continue to represent CPA and its members while moving forward toward achieving our strategic plan and the abovementioned issues, while making a valuable contribution to my profession and the Board.

Please provide a brief summary of your experience with other professional organizations:

Current member of the PEAC Accreditation Committee.
Current member of the PEAC PT Peer Reviewer Pool.
CPA Liaison to the CCPUP Council.



Current member of the CCPUP Curriculum Committee.
Past CPA Liaison to the National Student Assembly.
Past-Chair of the Nova Scotia Written Test Development Group (WTDG) for the Physiotherapy Competency Examination, Canadian Alliance of Physiotherapy Regulators (CAPR).

Please provide a brief summary of your experience with voluntary or community organizations: I have extensive experience with voluntary professional organizations, including the: Nova Scotia College of Physiotherapists (NSCP), Nova Scotia Physiotherapy Association (NSPA), Canadian Physiotherapy Association (CPA), Canadian Alliance of Physiotherapy Regulators (CAPR), Canadian Council of Physiotherapy University Programs (CCPUP), and Physiotherapy Education Accreditation Canada (PEAC).

Please highlight additional skills or competencies that would contribute to the effective leadership and governance of the CPA: I am accountable, open-minded, and objective. I understand governance, by-laws, policy, and the role and functions of the Board. I have the passion, enthusiasm and confidence to provide input and make informed, strategic decisions while bringing my past experience and perspectives to the table. I possess strong leadership, communication, and consensus building skills, and am always trying to further my professional development in these areas. I was part of creating CPA's new Strategic Plan and sat on the selection committee for the newly hired CEO. I would love the opportunity to remain an actively engaged CPA Board Member while working toward operationalizing and achieving CPA's goals.

I have a high level of commitment, skill, or expertise in the following areas, which would also contribute to the effective leadership and governance of the CPA: support of the CPA's objectives; experience on not-for-profit Boards; knowledge of the physiotherapy community; public health system experience; financial management; human resources; leadership; lobbying/advocacy; organizational management; strategic planning; and knowledge of equity, diversity, and inclusion.



Name: Laura Kean (1st Term)

Residence: Edmonton, Alberta

Bio: Laura was born and raised in Vancouver, British Columbia and is now living and working in Edmonton, Alberta. She completed her Master of Physical Therapy from the University of British Columbia in 2018. Prior to that she completed her bachelor's degree in kinesiology with a minor in psychology from the University of British Columbia in 2015. Throughout her career Laura has worked in both private and public practice. Her primary focus has been in

neurorehabilitation and therapy for older adults. Laura has always had a passion for how the nervous system controls movement. Specifically, she is interested in balance training



and falls prevention using a fitness forward and neurophysiology informed treatment approach. She is a strong believer that age or disability shouldn't define participation. Her goal as a physiotherapist is to keep people moving for life with confidence.

Laura served as a student representative on the board of directors for the Physiotherapy Association of British Columbia (PABC) from 2016-2018. This experience was incredibly valuable in developing her leadership and communication skills but also kick started an interest in shaping the future of the profession beyond clinical practice. Laura remained involved with the PABC as a member of the planning committee for the annual education conference until the end of 2022. Recently Laura has joined the Finding Balance Alberta steering committee, a public awareness initiative to educate and empower older adults to remain independent and reduce injury and falls. This has been a unique opportunity to combine Laura's clinical passion with public advocacy.

Laura believes strongly in the CPA's vision of physiotherapists being essential partners for optimizing health. Laura wants physiotherapy to be known as the go to profession for not only pain management but also successful aging, chronic disease management, injury and illness prevention and optimizing wellness for all.

Please describe why you are interested in serving as a Director of the CPA: Since the beginning of my Master of Physical Therapy, I have been interested in participating in advocacy for the physiotherapy profession within the healthcare system. I am very passionate about preventative medicine. I feel that physiotherapists have a unique role to play in promoting and enabling the health and wellness of Canadians to keep them out of hospital and moving for life. I believe strongly in the CPA's vision of physiotherapists being essential partners for optimizing health.

Throughout my career I have worked primarily with older adults and patient's with neurological injuries in the private and public healthcare setting. Older adults and persons with disabilities have the most to gain from physiotherapy, yet most of the them have the least access to funding for continued rehabilitation and preventative care outside the public healthcare system. This needs to change. It would bring me great pride to help execute the CPA's strategic plans to advocate to government, policy makers and insurance companies for improved access to funding for our essential service, specifically for vulnerable groups.

I am excited to be part of an organization that educates the community on a large scale (patients, public, other healthcare providers, government, insurance companies etc.) that physiotherapy expands beyond transient acute injuries. I want to be a part of solidifying physiotherapy as the go to profession for not only pain management but also successful aging, chronic disease management, injury and illness prevention and optimizing overall health.

Please provide a brief summary of any previous experience with the CPA: I had the honour of receiving the Canadian Physiotherapy Association Award in 2018 for academic excellence in the University of British Columbia Master of Physical Therapy program. This afforded me the opportunity to explore all the various divisions of the CPA



during my first year of practice. Since then I have remained a full member of the CPA and have been members of both the Neurosciences and Seniors Health divisions. I have been heavily involved in the British Columbia Branch of the CPA since 2016 as described below.

Please provide a brief summary of your experience with other professional organizations: I was elected to be a student Board representative for the Physiotherapy Association of British Columbia (PABC) from 2016-2018. This experience involved participating in Board meetings and teleconferences, engaging in strategic planning sessions and the development of advocacy campaigns for improved government relations and public education.

During my time on the board some of our main objectives/initiatives included.

1. Improving government relations to position physiotherapy as a key member of the interdisciplinary primary care team
2. "Physio Can Help", a public advocacy campaign to educate about the diverse areas of physiotherapy
3. Diversifying revenue streams for the association to manage cost for members and remain sustainable in our offerings and outreach
4. Improving partnerships and contracts with insurance companies such ICBC and Worksafe BC to better fit the model of care requested by physiotherapists and improve patient care
5. Exploring expansion of physiotherapy scope of practice within British Columbia
6. Addressing distribution of physiotherapist between public and private practice as well as urban and rural communities.

Within this role I was also responsible for relaying the perspectives of student physiotherapists to the Board as well as educating and engaging the student body in PABC's initiatives. Along with other student representatives, I organized and hosted multiple networking events for students to connect them with practicing physios, involve them in association initiatives and encourage post-graduation membership. After graduation, I remained connected with the PABC from 2018-2022 as a member of the forum planning committee. This involved selecting speakers and making directional decisions for the annual conference that brings together physiotherapists from around B.C. to take part in leading edge professional development.

Please provide a brief summary of your experience with voluntary or community organizations: During my undergraduate degree I was heavily involved in an organization called, Right to Play, an international non-profit organization whose mission is to use play to empower vulnerable children to overcome the effects of war, poverty and disease. I was co-president of the University of British Columbia Chapter. In this role I was responsible for organizing and hosting club meetings, coordinating and implementing various fundraisers, organizing and leading volunteers in an After-School Play Program for at risk youth, as well as developing a nationwide university campaign (Canadian Call for the Red Ball) to advocate and raise awareness of the power of play for peace and development.



Recently I moved to Alberta and have become a member of the Finding Balance Alberta steering committee. Finding Balance Alberta is an education program and public awareness campaign designed to empower older adults in Alberta to stay independent and prevent falls. It was developed and is led by the Injury Prevention Centre at the University of Alberta, in partnership with seniors groups, health care organizations, and practitioners from across Alberta. As a member of this committee I help advise directional decisions of the organization from the lens of physiotherapy, assist in event planning, distributing information as well as hosting educational webinars.

Please highlight additional skills or competencies that would contribute to the effective leadership and governance of the CPA:

Public Speaking:

One of my strengths as a future board representative is my aptitude and joy of public speaking. This is a skill I have gained through many facets of my life including various positions of leadership throughout my academic experience. I also had the honour of speaking on behalf of my physiotherapy graduating class as the valedictorian. More recently I have been creating and presenting workshops in my field of physical therapy for both patient and physician groups in person and via webinars. I am comfortable speaking in front of large and small groups. As an ambassador and advocate of the organization, this skill will assist me in communicating at the board level as well as larger scale interactions with the organization and partners at large.

Emotional Intelligence:

I have always been an empathetic person but working in neuro rehab where patients experience great loss of independence, loss of identity and emotional vulnerability, has afforded me the experience to expand my capacity for empathy. I have learned to sense others unspoken emotions and actively listen. This skill allows me to take an active interest in other's opinions even if they differ from my own. In turn this helps me to build meaningful relationships, communicate effectively with others in conflict and help me make balanced decisions.

Intrinsically motivated:

Intrinsic motivation albeit part personality trait and part skill, is something that shapes the way I approach learning and new opportunities. My motivation comes from passion, purpose and progression. This translates into being a strong advocate for the organization's missions and values. Leading with passion enables me to inspire others and maintain momentum in times of challenge.



Name: Allison Stene (2nd Term)

Residence: Saskatoon, Saskatchewan

Bio: I am a prairie girl through and through and I am grateful to live on Treaty 6 Territory in what is now known as North-Central Saskatchewan. Being raised in Northern Saskatchewan fostered my love of the outdoors enjoying prairie lakes in the summer and cross country skiing during the long winter months.

After graduating from the School of Physical Therapy at the University of Saskatchewan in 2009 I worked in a private orthopedic practice until I had the opportunity to move into the public hospital setting. It was there for 10 years I fostered my love of working in the ICU and practicing cardio-respiratory physical therapy. After a decade of clinical practice I moved into variety of leadership roles in the public system which has led me to my current role as the Director of Ambulatory Care and Therapies in Saskatoon.

Throughout my career I have had the opportunity to be a part of the Canadian Physiotherapy Association in a variety of capacities. As a student I was the Saskatchewan representative on the National Student Assembly and then moved into the role as President of the NSA in my final year. I then joined the board of the Saskatchewan Physiotherapy Association and held two terms as President starting in 2011. After a break from association work to start my family I returned to the CPA as Director on the CPA board in 2020.

As a clinician it is often challenging to make the decision to move away from front line care. However, I have always felt that I better served the health system, our teams and patients in a formal leadership role. I hope that the CPA membership wishes to elect me for a second term so that I can continue to bring these attributes and perspective to the CPA board.

Please describe why you are interested in serving as a Director of the CPA: It has been an honor to serve as a member of the CPA Board of Directors since 2020 and I am eager for the opportunity to continue to support the board and the organization for an additional term. The CPA is embarking on a new era with a new CEO and a new and exciting strategic plan that will set the organization up for many more years of success and growth and I hope that I am a key part in moving the organization forward.

The CPA has been a key part of my identity as a Physical Therapist since I was a PT student. I truly believe that the CPA is positioned to continue and grow the profession. As the health system transitions out of focusing on the COVID pandemic there is a desire to look at how we can provide health services in new and innovative ways. The CPA is well positioned to advocate for the role of PT in providing value based health services that will improve the health and well-being for Canadians. As a leader in the health system I want to help position the CPA to achieve these goals and be at the forefront of health care in Canada.



Lastly, it is important to have a good mix experienced and less experienced directors sitting on the CPA board. As an experienced member of the board if the membership elects me for a second term I can continue to help lead the organization as well as be a mentor and support to newer directors that continue to drive the organization forward.

Please provide a brief summary of any previous experience with the CPA: I began my current term as a member of the CPA Board of Directors in 2020. In my current term as Director I have been an active member of the Governance Committee and sat on other ad hoc working groups as needed.

During my 2 terms as President of the Saskatchewan Physiotherapy Association I was also an active member of the Branch Presidents Forum of the CPA.

I was also very engaged with the CPA during my undergraduate education as the University of Saskatchewan PT student representative on the National Student Assembly and then subsequently as the President of the NSA.

Please provide a brief summary of your experience with other professional organizations: I have sat on various committees at the School of Physical Therapy with the University of Saskatchewan. The committees include Faculty Council, Cardio-respiratory committee, and the Admissions Committee.

I also held the role of the new graduate representative on the PEAC board for a term of 2 years.

Please provide a brief summary of your experience with voluntary or community organizations: In my role as Director of Primary Health I was fortunate to have had the opportunity to work closely with a variety of organizations in support of health service provision. This included the Whitecap Dakota First Nation, Community Living Services Division supporting individuals with Intellectual Disabilities, Saskatoon Council on Aging, as well as multiple Family Physician clinics.

Please highlight additional skills or competencies that would contribute to the effective leadership and governance of the CPA: My leadership experience both in the public health system and with non-profit organizations as well as expertise in working in complex health systems, collaborating with internal and external stakeholders, and health funders brings a unique skillset to the current board of directors that will serve to help the CPA achieve strategic goals and move the CPA to being an united voice, authority, and thought leader in the health system.

As a member of CPA Governance committee I offer a strong understanding of the CPA by-laws, rules and regulations that govern the organization.

I also recently completed the Excellence in Healthcare Leadership program through the Johnson Shoyama School of Public Policy which strengthened my visionary and leadership skills in the health care arena.