

MINUTES
CPA Leadership Division: Executive Meeting
December 20, 2017
8:00pm – 9:00pm EST

Attendees: Joe Putos, Megan Hudson, Sunny Ma, John Spirou, Jean Robinson, Meghan Peters, Katie Galotta, Emma Plater, MJ O'Donnovan

Regrets: Jim Millard

1. Review of Agenda

- 1.1. Motion moved by Sunny Ma to approve the agenda for this meeting, seconded by Megan Hudson. Motion carried.

2. Approval of Minutes from November 2017

- 2.1. Motion moved by Sunny Ma to approve the minutes from the November 2017 meeting, seconded by Jean Robinson. Motion carried.
- 2.2. Joe: Still don't know who to send finalized minutes to at CPA

3. Treasurers Report

- 3.1. Current balance is: \$15,262.74
- 3.2. Cheques have been mailed out for leadership forum expenses for the claims that Megan has received. Megan will not be able to issue any cheques until after the New Year.
- 3.3. Year-end documents will be prepared in January 2018
- 3.4. Grossed ~ \$2100.00 from the NPAA webinar in Fall 2017
- 3.5. Please ask Joe or Sunny for new updated CPA claim expense forms.

4. Special Guest – Dr. John Spirou, CPA Board member

- 4.1. Most recent CPA Board/DCC meeting last night.
- 4.2. Summer of 2017, trust between DCC and CPA national went sideways... \$1.5 million deficit over past 4 years (~half million per year). CPA National looking for a short-term solution right now, with a long-term solution with a small operation team. Current urgency is to balance the books.
- 4.3. Jean – found email out to members very rude and offensive
 - 4.3.1. John – right now, just trying to plug holes and balance the budget, but agreeable to poor communication issue
- 4.4. Sunny – What had caused the \$1.5 million deficit over the past 4 years, and how did it come to the resolution of downloading the deficit costs to the Divisions?
 - 4.4.1. John – debt came from CPA not following its own rules and control, drifted from its own policies, hence resulting in deficit. No fraud or maleficence. Fixed by lots of changes happening at CPA National (e.g. budget cuts, staff cuts), but also for Divisions to upload some costs to help fix the deficit.
- 4.5. MJ – to highlight the value of the Divisions: most physiotherapists' link with the CPA is through the divisions and/or malpractice insurance. If there are no divisions, there will not be

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as many members. Divisions is the bloodline of the CPA. Perhaps Division chairs need to be more involved in what is happening at the CPA.

- 4.5.1. John – there will be challenges to achieve consensus and governance when there is such a big variance between the divisions
- 4.6. Jean – are any divisions in deficit? Because if not, it feels like we are being punished for a problem that management caused themselves, when we didn't do anything wrong.
- 4.7. Jean – How short is short-term?
 - 4.7.1. John – planned for 2018
- 4.8. Jean – Where's the budget for the "working group" to fix the deficit?
 - 4.8.1. John – meant to be a small operation, teleconference group, to find solutions to fix the deficit. They will not hold majority in decision making. Trust is a big issue; there is no trust right now between the Board and the Divisions
- 4.9. Katie – to build trust, need to build it from bottom up, from the general members. Even if the Division execs wanted to help, how are we even going to do that?
 - 4.9.1. John – has best intentions to build trust, and to discuss bigger problems to forward our profession, and agrees the working group need to include input from general members and DCC
- 4.10. Megan – thinks is good that the Board has considered other options than downloading costs to Divisions; but the Board and CPA National need to actually be open-minded to listen to members' and Divisions' concerns. They need to put some time into letting conversations happen.
- 4.11. Meghan – suggestion: In order to build trust, perhaps the CPA National and the Board can put together a picture or promise of what they can offer to divisions, e.g. with regard to the overall structure and communications strategies, support for Divisions,...etc. Otherwise, if divisions have to unfold to fix this problem, it doesn't make the divisions feel very valued.
- 4.12. MJ – need to keep the house (CPA an Board) in order, before we can address bigger issues.

5. Newsletter Editor

- 5.1. Newsletter should be published in the next couple weeks.
- 5.2. Execs, please send forward any ideas or suggestions on what we want to see in future editions of the newsletter to Emma (emma.plater.13@gmail.com)
- 5.3. Meghan: suggests a section for "physio trailblazers", physios who are pushing new boundaries; and/or also updates from other divisions, other provinces, other countries.

6. CPA Issues

6.1. Budget deficit

- 6.1.1. Joe will be putting together a summary of questions, we should add to the list of questions... intended for the working group
- 6.1.2. Joe: What is the Board doing for the CPA national office?
- 6.1.3. Still appalled that it seems like the people making the bad decisions are not being responsible and making others pay for their mistakes
- 6.1.4. **Action Plan:** Joe to send us proposal from the Board and DCC meeting on Tuesday, Dec 19, 2017

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7. Other Items

- 7.1. **Student group** – got some more students involved, everyone this year seems to be very interested in learning more about leadership.
 - 7.1.1. **Action Plan:** Joe to find out where to access the Leadership Forum recordings (voice or video), and whether it can be made available to students for learning.
 - 7.1.2. **Action Plan:** Sunny to coordinate student-exec mentorship pairs. Ask execs who are interested to send Sunny their: field of practice, province of practice, hobbies outside of work.
- 7.2. **Action Plan:** Meghan: will send out a list of ideas to execute, for rest of us execs to respond
- 7.3. **Action Plan:** Katie: looking for ideas to update and add to the website (kgalotta@gmail.com)

8. Meeting Adjourned

- 8.1.1. Next meeting will be planned for mid-late January 2018
- 8.1.2. Meeting adjourned at 9:30pm EST.