



College of  
Chiropodists  
of Ontario

# ANNUAL REPORT 2023

COLLEGE OF CHIROPODISTS OF ONTARIO

[www.cocoo.on.ca](http://www.cocoo.on.ca)



College of  
Chiropodists  
of Ontario

## STRATEGIC PLAN

The Strategic Plan for the College of Chiropodists of Ontario was approved by Council on February 25, 2022. It is a 3–5-year plan outlining the Vision, Mission Statement, Values and Objectives of the College.

The College of Chiropodists of Ontario is the regulatory body for more than 800 chiropodists and podiatrists in Ontario. The College regulates the foot care profession by setting the requirements to be registered as a chiropodist or podiatrist and establishing practice standards for safe, ethical care for all Ontarians through rigorous certification; ongoing knowledge building; quality assurance activities; articulating and promoting practice standards; establishing requirements for entry-to-practice; and enforcing practice standards and professional conduct.

## MISSION STATEMENT

The College ensures Ontarians have access to comprehensive foot care, of the highest professional podiatry standards, to best meet the foot health needs of Ontarians, and demonstrates its commitment to continuous improvement in regulatory oversight.

## VISION

The College demonstrates effective regulation of a podiatry profession dedicated to the delivery of regulatory excellence to contribute to the foot health of all Ontarians.

## VALUES

### Service:

The College commits to serve the public interest in all its regulatory activities.

### Fairness and Impartiality:

The College ensures its regulatory processes and procedures adhere to the law including principles of procedural fairness and impartiality. Everyone is treated equitably with dignity, courtesy and respect.

### Integrity:

The College's commitment to uphold the values of honesty, trust, fairness, respect, responsibility, and courage is foundational in supporting all the other values to which the College is committed.

### Transparency and Accountability:

The College's regulatory processes and policies are clear, are informed by appropriate stakeholder consultations and are based upon verifiable information and data. The College's mandate is accessible and clearly stated. The status of members and accredited facilities are current and accessible to all stakeholders.

### Innovation:

The College is committed to continuously seek opportunities for innovation and creativity in fulfilling its mandate as a professional health regulator, to protect the public.

### Collaboration:

The College will engage with all stakeholders to ensure regulation of a podiatry model that adheres to best practices and optimizes accessibility for Ontarians.

## OBJECTIVES

- **Right-Touch Regulation:** The College regulates according to risk of harm to the public, applying its greatest resources to the greatest risk. The College assesses and continues to improve on regulatory and governance processes to enhance public trust and promote the use of best available data and evidence in decision-making.
- **Governance Oversight:** The College will ensure that best, leading and emerging governance practices are adopted by its Council and Committees. This will include a skills-based competency framework for professional member recruitment, current and modern new member onboarding and continuing education as well as the regular evaluation of council and the College's governance structure.
- **Financial Oversight:** The College will maintain financial sustainability by engaging a rigorous annual budgeting process with regular follow-up including exploring cost-saving opportunities in collaboration with other professional health regulators.
- **Communications and Community Engagement:** The College will create a communications and community engagement strategy to support the delivery of its strategic plan. The strategy will emphasize transparency in communications in all interactions with the public and professional membership.
- **Modernization and Innovation:** The College will effectively regulate members of the College with the goal that members will practice to their full scope of demonstrated competencies as determined by the College. The College's regulatory approach will support a model of footcare delivery that is reflective of best Canadian practices in podiatry. In supporting this model of podiatry, the College will ensure there is enhanced choice for patient access to a comprehensive range of proven and effective footcare services, reducing pressure on the healthcare system while avoiding negative health and lower limb outcomes. The College, in its role as a healthcare stakeholder, acknowledges and will actively support access to care in extending podiatry services to equity-seeking groups such as indigenous and rural populations for improved health.
- **Continuous Improvement:** The College will continuously improve its monitoring and measuring of compliance with the standards of practice in podiatry. Where required, the College will work with stakeholders to improve footcare delivery in Ontario with nimbleness to pivot, adapt and react to changes as necessary in a responsible manner.



# Council and Committees

## **President**

Peter Stavropoulos, Podiatrist

## **Elected Members**

Matthew Andrade, Chiropodist

Melanie Atkinson, Chiropodist

Chad Bezaire, Chiropodist

Ed Chung, Podiatrist

Matthew Doyle, Chiropodist and Vice-President (until September 2023)

Andrew Klayman, Podiatrist

Murtuza Najmudin, Chiropodist (from September 2023)

Donna Shewfelt, Chiropodist

Jannel Somerville, Chiropodist

## **Selected Member**

Deborah Loundes, Chiropodist

## **Public Members**

Ramesh Bhandari

Jim Daley

Allan Katz

Winnie Linker (until July 2023)

Reshad Nazeer

Andrew Simmons

In addition to Council, the College has statutory and non-statutory Committees described in the legislation. These Committees are comprised of a combination of Council and Non-Council members. Members of each statutory Committee are identified in the report.



## Message from the Registrar and CEO

### Nicole Zwiers, LLB, LLM

2023 was another year of many regulatory improvements within the College's Quality Assurance initiatives as well as notable legislative amendments and important stakeholder outreach. The College was pleased to work with the Ministry of Health towards the passing of the newly amended Drug Regulation that updated the lists of drugs registrants with prescribing privileges can prescribe and expanded the types of drugs available for prescribing. This was a very positive step in further protecting the public. A further notable legislative amendment includes the creation of an Emergency Class of registrants in the event of a future circumstance necessitating such registrations. In Quality Assurance, the College's Standards and Guidelines Committee drafted the new Surgical Standard that expressly sets out the expectations of the College for those registrants performing surgical procedures. The standard was unanimously passed by Council. Importantly the Surgical Standard communicates the College's expectations as to developing the skill, knowledge and judgement to perform those procedures. The College also created a new surgical assessment tool for practice assessments when the registrant being assessed performs surgical procedures. The creation of a Surgical Standard had been identified many years ago in the HPRAC Report as a recommendation for the College given that Registrants can perform surgical procedures and, if not performed competently, pose great risk to patients. This standard is complemented by the introduction of a surgical assessment tool that helps registrants maintain rigorous standards that ensure the public's protection. In a final note on Quality Assurance, the end of 2023 brought the end of the 2-year Continuing Education cycle that was an outlier among professional health regulators and modernized the College's quality improvements to a 1-year Continuing Education cycle to best ensure the ongoing competency of registrants.

Finally, I would be remiss if I didn't mention that the College continued its stakeholder outreach in 2023 and I was very pleased to meet with the Health Committee of the Chiefs of Ontario during the Chiefs' Annual General Meeting in June 2023. The Chiefs passed a resolution in support of the podiatry model in the province and sent a letter to various government contacts indicating their support in this regard. The Chiefs recognized the need for increased numbers of footcare specialists to help address the triple rates of lower limb amputations experienced in First Nations communities in Ontario and, importantly, agree that the adoption of the podiatry model in the province is a necessary step towards reducing the rates of amputations.

## Message from the President

### Peter Stavropoulos, DPM



It gives me great pleasure to be able to state, without reservation, that the College continues to be well-positioned to fulfil its mandate fully. This is possible, in good measure, because in 2023 the College continued to make significant positive strides operationally, permitting us to function more cost-effectively in fulfilling that mandate. Additionally, because of these efficiencies realized, we have been able to participate more fully as a College in stakeholder outreach. This improved engagement and knowledge sharing with other regulators, consistent with expectations expressed in the Ministry of Health (MOH)'s created College Performance Measurement Framework, has allowed us to benefit by adopting tried and true best practices in our operations while avoiding the need to repeat the learning curve that others experienced to get to that end.

The enhanced engagement through 2023 I reference above was not only with other regulators, but also more broadly speaking, with other stakeholders; not the least of which, was the public - whom we serve. Significant first steps were put in place in 2023 to make our College more outward-facing to better fulfil our mandate. Elevating the profile of the College in such ways serves to ensure that even as a smaller College we are not overlooked on important matters relating to the shaping of public health policy and other such issues of importance to regulators. I know this to be a high priority for the Registrar and we can expect to see many exciting developments in this regard as we move forward.

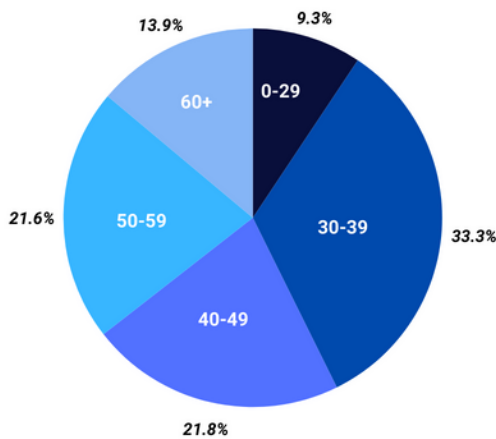
In closing, I would like to take this opportunity to thank the Executive Committee and Council for their commitment to giving life to our mandate by dutifully executing their responsibilities, to the Committee Chairs and Committee members who thoughtfully and diligently do the hard work to ensure that the public is well served and has the utmost confidence that we put the public interests above all others, and lastly, to our Registrar and staff for their exemplary work in making all of the above flow together smoothly and professionally.

# Snapshot of the Profession

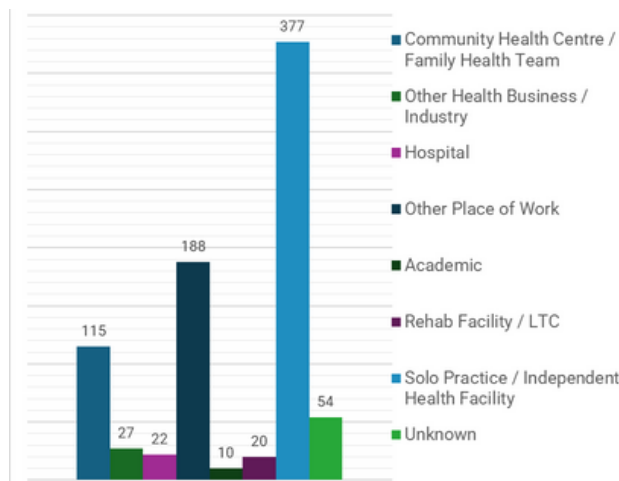


As of December 31, 2023:  
**There were 771 Chiropractors and 42 Podiatrists practising in Ontario**

## Age Range:

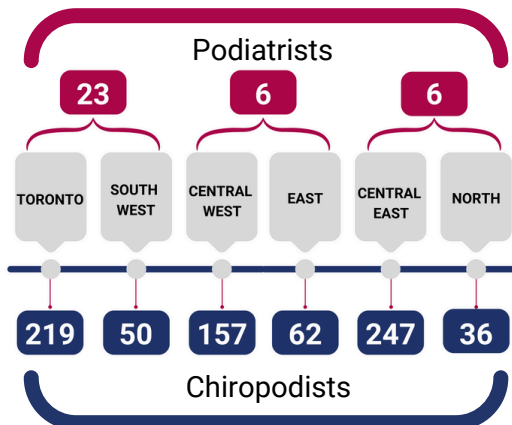


## Practice Settings:



Care Provided in over **48 languages**

## Regional Distribution:



\* Note: Some registrants are not included as their primary practice location is outside Ontario.

**TORONTO:** The Municipality of Metropolitan Toronto.

**SOUTH WEST:** Counties of Elgin, Essex, Huron, Kent, Lambton, Middlesex, Oxford and Perth.

**CENTRAL WEST:** Counties of Brant, Bruce, Dufferin, Grey and Wellington and the regional municipalities of Haldimand-Norfolk, Halton, Hamilton-Wentworth, Niagara and Waterloo.

**EAST:** Counties of Frontenac, Hastings, Lanark, Prince Edward and Renfrew, and the united counties of Leeds and Grenville, Lennox and Addington, Prescott and Russell, Stormont, Dundas and Glengarry, and The Regional Municipality of Ottawa-Carleton.

**CENTRAL EAST:** Counties of Haliburton, Northumberland, Peterborough, Simcoe and Victoria and the regional municipalities of Durham, Peel and York.

**NORTH:** Territorial districts of Algoma, Cochrane, Kenora, Manitoulin, Nipissing, Parry Sound, Rainy River, Sudbury, Thunder Bay and Timiskaming and The District Municipality of Muskoka.

# Practice Advisory Service



Peter Stavropoulos, Podiatrist is the Acting Practice Advisor (PA).

The PA provides professional practice advice on behalf of the College, supporting registrants by making sound and ethical clinical decisions that comply with legislative requirements, the Standards of Practice, and College policies and guidelines.

The PA is also available to support the public by providing information to them about the service our registrants can provide to them and where they can obtain the care they require.

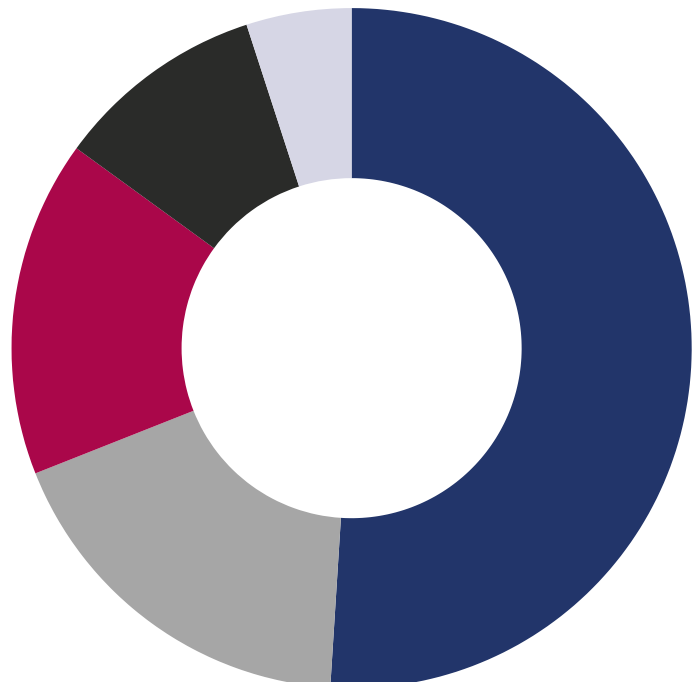
In addition to aiding our registrants, the PA service responds to inquiries from multiple stakeholders including other healthcare professionals, third-party insurance carriers, clinic managers/owners/employers, regulated health Colleges, as well as the public. The PA is also available to support the public with questions about the practice of chiropractors and podiatrists in Ontario.

## 968

**inquiries (calls and emails) received from January 1 to December 31, 2023**

### Sources of Inquiries:

- Registrants - 51%
- Public/Referred by Staff - 18%
- Insurance Companies - 16%
- Other Regulatory Colleges/Professionals - 10%
- Clinic Owners/Managers - 5%



# 2023 Highlights

**26****New Registrants****87.5%****Pass Rate on Registration Exam****36****Practice Assessments**

**Surgical Competencies Standard:** Ensures Registrants only perform surgeries they're skilled in, protecting the public.

**Acupuncture Standard:** Sets guidelines for Registrants performing acupuncture within their scope of practice, ensuring adherence to professional standards.



Increased outreach to Registrants, health professionals and members of the public via the Practice Advisory Service, Town Hall events and other activities.

## Amendments to the College's Drug Regulation

The Drug Regulation, O. Reg. 203/94, was amended in May 2023 to broaden drug categories and access for eligible registrants. Some registrants were granted full prescribing privileges while others maintain partial or no prescribing privileges.



## Updated Accommodations Policy

is written in plain language and ensures the College meets its legal obligations to accommodate all applicants writing the Registration Exam while protecting the public with rigorous competency examinations.



**Equity, Diversity and Inclusivity (EDI)** principles included in Continuing Education Cycle requirements for registrants. Included an anonymous optional EDI survey during Annual Renewal.

**Instagram channel launched** to better engage with registrants, applicants, learners and health and community stakeholders.



**Follow us:** [@cocoo\\_ca](https://www.instagram.com/cocoo_ca)



## College Performance Measurement Framework (CPMF)

In 2020, the Ministry of Health (MOH) established a new annual reporting requirement for all regulatory health Colleges. The College Performance Measurement Framework (CPMF) enables the College to measure and report, in a standardized way, how it is acting in the public interest. Seven broad domains are covered in the report: Governance, Resources, System Partners, Information Management, Regulatory Policies, Suitability to Practice, and Measurement, Reporting and Improvement.

The College submitted its report to the MOH in March 2023, which reported on its performance in 2022, and once again made several notable improvements from the previous year's report.

The College fulfilled other obligations in the CPMF, including implementing a survey to evaluate the effectiveness of the complaints process, developing key performance indicators to track the goals and objectives in the Strategic Plan and implementing a policy outlining the criteria for disclosing and information sharing.

The College also committed to making further improvements in the 2024 reporting cycle, including implementing Equity, Diversity and Inclusivity (EDI) principles and approaches into its overall processes, standards, guidelines and policies and reporting regularly to Council on its key performance indicators or KPIs.



## Quality Assurance

In 2023, the College made several key improvements to the Quality Assurance program. Most importantly, the College conducted 36 on-site assessments (representing approximately 5% of the membership), which was similar to the number of assessments conducted in 2022. The Quality Assurance Committee updated the Practice Assessment program by developing a new Surgical Suite Assessment tool, which will be included in Practice Assessments starting in 2024. In addition, the Quality Assurance Committee revised the Continuing Education and Self-Assessment Policy. Registrants will now be audited annually on a single-year cycle. Registrants will be responsible for 25 Continuing Education (CE) hours annually starting in 2024.

# Committee Reports

## EXECUTIVE COMMITTEE

The Executive Committee is a statutory committee that makes decisions between Council meetings. It has all the powers of Council with respect to any matter that, in the Committee's opinion, requires immediate attention, other than the powers to make, amend or revoke a regulation or by-law.

- **Peter Stavropoulos, Podiatrist (Chair)**
- Melanie Atkinson, Chiropracist
- Chad Bezaire, Chiropracist (from September 2023)
- Jim Daley, Public Member
- Matthew Doyle, Chiropracist (until September 2023)
- Allan Katz, Public Member (from September 2023)
- Winnie Linker, Public Member (until July 2023)

In 2023 the Executive Committee met 11 times (virtually) and continued its oversight role of financial monitoring, strategic planning, governance and risk management practices and responsibilities for the College. The Committee recommended to Council the approval of the proposed 2023 budget as well as the 2023 Audited Financial Statements.

## REGISTRATION COMMITTEE

The Registration Committee supports the College's public protection mandate by developing, establishing, and maintaining standards of qualification for persons to be issued certificates of registration with the College. The Registration Committee met on three occasions in 2022.

### **Matthew Doyle, Chiropracist, Chair**

#### **Professional Members (Council):**

- Matthew Andrade, Chiropracist
- Melanie Atkinson, Chiropracist
- Peter Stavropoulos, Podiatrist

#### **Professional Members (Non-Council):**

- Deepka Duggal, Chiropracist
- Tejinder Sahota, Chiropracist
- Ruth Thompson, Chiropracist

#### **Public Appointees:**

- Ramesh Bhandari
- Winnie Linker (until July 2023)

## QUALITY ASSURANCE COMMITTEE

The Quality Assurance Program provides regulatory oversight through annual practice assessments and continuing education opportunities to ensure that chiropractors and podiatrists in Ontario are practicing in accordance with the College's standards.



### Millicent Vorkapich-Hill, Podiatrist (Chair)

#### Professional Members (Council):

- Melanie Atkinson, Chiropractor
- Andrew Klayman, Podiatrist

#### Public Appointees:

- Ramesh Bhandari

#### Professional Members (Non-Council):

- Lisa Balkarran, Chiropractor
- Matthew Doyle, Chiropractor
- Julie Fraser, Chiropractor
- Brooke Mitchell, Chiropractor
- Tina Rainville, Chiropractor
- Ruth Thompon, Chiropractor (from September 2023)

## Summary of the 2023 Accomplishments and Activities

### Practice Assessments

In 2023, the College conducted **36 practice assessments**. The Quality Assurance Committee is currently reviewing completed Practice Assessments reports. Overall, the practice assessments showed that registrants are meeting the Standards of Practice and exhibiting a high level of skills, knowledge, and judgement.

### Quality Assurance Program Updates

The Quality Assurance Committee made several improvements to the quality assurance program. The continuing education audits will run on an annual basis starting in 2024, with registrants required to obtain a minimum of 25 credit hours. A minimum of 10 hours are required in Category A, and a maximum of 15 hours are required in Category B, with two of those hours relating to Diversity, Equity and Inclusion. Throughout 2023, the Quality Assurance Committee worked towards updating the checklist tools that are used in the practice assessment process. With input from Assessors, the Quality Assurance Committee sought to update language in the assessment tools where necessary and avoid duplication.

The Committee also developed a surgical suite assessment tool to be used in the practice assessment program for Registrants who are conducting surgical procedures in their practice. The Quality Assurance Committee sought to develop the tool with a goal of providing additional and quality feedback to Registrants who perform these procedures in their practice. Council reviewed both the revisions to the practice assessment tool and new surgical suite assessment tool, approving their implementation in 2024.

## Continuing Education

The College ran a two-year continuing education cycle, with a cycle ending on December 31, 2023. In 2023, the College conducted one hundred and sixty-seven (167) continuing education audits. Despite the challenges over the past few years, the vast majority of registrants were able to obtain the required fifty (50) credits.



## REGISTRATION EXAMINATIONS COMMITTEE

### Stephanie Shlemkevich, Chiropracist (Chair)

#### Professional Members (Council):

Matthew Andrade, Chiropracist  
Melanie Clare Atkinson, Chiropracist  
Peter Stavropoulos, Podiatrist

#### Professional Members (Non-Council):

Deepika Duggal, Chiropracist  
Tejinder Sing Sahota, Chiropracist  
Ruth Ellen Thompson, Chiropracist (joined September 2023)

#### Public Appointees:

Ramesh Bandari

The Examination Committee develops, maintains, and administers the College's qualifying examinations. In 2023, **33 applicants** wrote the qualifying examinations; the examinations were held in June and October.

Examinations took place over two days. The first day saw applicants write two exams, an 80 multiple-choice Jurisprudence exam and a 150 multiple-choice Core Competencies exam. On day two, applicants also completed an objective structured clinical evaluation (the "OSCE").

### Summary of the 2023 Accomplishments and Activities

In 2023, the College amended the following registration policies, which were approved by Council in January 2024:

- Registration Examination Failures
- Registration Examination Accommodation
- Registration Examination Process, Procedures, and Appeals
- Returning to Practice

The Emergency Class was created in 2023. The class comes into effect when the Government of Ontario or College Council determines that it is in the public interest to register qualified chiropracists to address emergency circumstances.

## INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

### Peter Stavropoulos, Podiatrist, Chair

#### Professional Members (Council):

- Matthew Andrade, Chiropracist
- Melanie Atkinson, Chiropracist
- Chad Bezaire, Chiropracist
- Edward Chung, Podiatrist
- Donna Shewfelt, Chiropracist
- Jannel Somerville, Chiropracist

#### Public Appointees:

- Ramesh Bhandari, Public Appointee
- Jim Daley, Public Appointee
- Allan Katz, Public Appointee
- Winnie Linker, Public Appointee (until July 2023)
- Reshad Nazeer, Public Appointee

#### Selected Member:

- Deborah Loundes, Chiropracist

#### Professional Members (Non-Council):

- Riaz Bagha, Chiropracist
- Stephen Haber, Podiatrist
- Cesar Mendez, Chiropracist
- Brooke Erin Lee Mitchell, Chiropracist
- Stephanie Shlemkevich, Chiropracist
- Ruth Thompson, Chiropracist
- Eliot To, Chiropracist
- Shael Jeffrey Weinberg, Podiatrist

The Inquiries Complaints and Reports Committee (“ICRC”) investigates complaints and reports to address concerns about the conduct and practice of Ontario chiropracists and podiatrists. After a complaint or report is investigated, the ICRC decides what action to take.

The ICRC may do any one or more of the following:

- refer allegations of the registrant’s professional misconduct or incompetence to the Discipline Committee;
- refer the registrant to a panel of the ICRC for a health inquiry;
- require the registrant to attend before a panel of the ICRC to be cautioned;
- require the registrant to participate in a specified continuing education or remedial program (educational program); or
- take other action including providing advice to the registrant, accepting an undertaking, accepting a permanent resignation or taking no action.

If the ICRC is satisfied that a complaint is an abuse of process, it is required to take no action.

The ICRC reviews three types of cases:

## 30

### COMPLAINTS

The complaint process is a formal process set out in legislation. Complaints may be submitted by any member of the public.

## 21

### REGISTRAR'S INVESTIGATIONS

Registrar's Investigations commence because of concerns that are not submitted as a formal complaint. Reports come from employers, facility operators, registrants, and others. Based on the information, if the Registrar determines that there are reasonable and probable grounds to believe that a registrant has committed professional misconduct, or the registrant may be incompetent, an investigation is initiated.

## 0

### HEALTH REPORTS

The ICRC conducts inquiries into whether a registrant has a mental or physical condition or disorder that impacts the registrant's capacity to practise safely. The ICRC makes inquiries and may require the registrant to undergo medical examinations and suspend the registrant's certificate of registration if he or she does not attend or comply. The ICRC, after reviewing the results of its inquiries, may refer the matter to the Fitness to Practise Committee.

## 1

Referral from the  
Quality Assurance  
Committee

## Summary of Outcomes in 2023

- 1 SCERP & Caution
- 3 Withdrawn
- 0 F&V
- 12 Referrals to Discipline
- 1 SCERP
- 1 Oral Caution
- 23 No further action

## 42

files disposed of,  
including matters  
carried over from  
2022.

For the Registrar's investigations that were disposed of in 2023, the issues related to breaches of College standards, competency/patient care, breaching an undertaking with the College, failing to complete a mandatory practice survey, and failing to report an investigation/ inquiry/complaint in another jurisdiction.



**1** decision was  
appealed to HPARB

## Appeals

Complainants and Registrants have the right to appeal the decision of the ICRC within 30 days, unless the decision is to refer the matter to the Discipline of Fitness to Practise Committee.

The review process is handled by the Health Professions Appeal and Review Board (HPARB), which can review the adequacy of an investigation and/or the reasonableness of an ICRC decision. HPARB is composed of members of the public appointed by the Lieutenant Governor in Council on the Minister of Health and Long-Term Care's recommendation. More information about HPARB is available at [www.hparb.on.ca](http://www.hparb.on.ca).



## PATIENT RELATIONS COMMITTEE

**Peter Stavropoulos, Podiatrist, Chair**

### Professional Members (Non-Council):

- Matthew Doyle, Chiroprapist
- Brooke Erin Lee Mitchell, Chiroprapist
- Pauline Looi, Chiroprapist

The Patient Relations Committee is a statutory committee under the provisions of the *Regulated Health Professions Act, 1991*.

The role of the Committee is to advise Council regarding the College's Patient Relations Program, which must include measures for prevention and dealing with the abuse of patients. These measures must include:

- Educational requirements for registrants;
- Guidelines for the conduct of registrants with their patients;
- Education of College Council and staff; and
- The provision of information to the public.

The Patient Relations Committee also administers the College program on the maintenance and administration of a fund for therapy and counseling for patients who were sexually abused by a Registrant.

### Public Appointees:

- Jim Daley
- Allan Katz

### Summary of the 2023 Accomplishments and Activities

The Patient Relations Committee met once in 2023 to review a patient application for funding and to approve the revised Patient Relations Plan, which is aimed to align it with legislative changes. The Committee also decided that the Practice Advisor will increase outreach to registrants, informing them of the plan.

## DISCIPLINE COMMITTEE

The Discipline Committee is a statutory committee under the *Regulated Health Professions Act, 1991*. It holds hearings into allegations of a registrant's professional misconduct or incompetence, which has been referred to the Committee by the Inquiries, Complaints and Reports Committee. If a panel of the Discipline Committee finds a registrant has committed an act of professional misconduct it may make an order doing any one or more of the following:

- Directing the Registrar to revoke or suspend a registrant's certificate of registration or to impose terms, conditions and limitations on the registrant's certificate of registration;
- Requiring the registrant to appear before the Committee to be reprimanded;
- Requiring the registrant to pay a fine not exceeding \$35,000.00 to the Minister of Finance
- Requiring a registrant to pay all or a portion of the College's costs related to the matter brought before the discipline committee.

### Cesar Mendez, Chiroprapist, Chair

#### Professional Members (Council):

- Matthew Andrade, Chiroprapist
- Melanie Atkinson, Chiroprapist
- Chad Bezaire, Chiroprapist
- Edward Chung, Podiatrist
- Donna Shewfelt, Chiroprapist
- Jannel Somerville, Chiroprapist
- Peter Stavropoulos, Podiatrist

#### Professional Members (Non-Council):

- Riaz Bagha, Chiroprapist
- Peter Guy, Chiroprapist
- Stephen Haber, Podiatrist
- Cesar Mendez, Chiroprapist
- Brooke Erin Lee Mitchell, Chiroprapist
- Eliot To, Chiroprapist
- Shael Jeffrey Weinberg, Podiatrist

#### Selected Member:

- Deborah Loundes, Chiroprapist

#### Public Appointees:

- Ramesh Bhandari
- Jim Daley
- Allan Katz
- Winnie Linker (until July 2023)
- Reshad Nazeer



### Summary of Activities in 2023

In 2023, the ICRC made **12 referrals** to the Discipline Committee. There were five Discipline Committee hearings in 2023 – one was uncontested and four were contested (one partially – penalty only).

In 2023, approximately \$182,000 in costs were awarded to the College, which accounts for roughly two-thirds of the cost the College incurred to prosecute the five completed matters. Discipline decisions are posted on the [College website](#), and on [CanLII](#).



## FITNESS TO PRACTISE COMMITTEE

**Brooke Mitchell, Chiroprapist, Chair (non-Council)**

**Professional Members (Non-Council):**

- Matthew Doyle, Chiroprapist
- Pauline Looi, Chiroprapist
- Cesar Mendez, Chiroprapist
- Kimberley Ann Resmer, Chiroprapist
- Eliot To, Chiroprapist

**Public Appointees:**

- Winnie Linker (until July 2023)
- Reshad Nazeer (from September 2023)

The Fitness to Practise Committee is a statutory committee. The FTP Committee holds hearings to assess whether a registrant is incapacitated, after the matter has been referred by the Inquiries, Complaints and Reports Committee. If the FTP Committee finds that a registrant is incapacitated, it must make an order directing the Registrar to do any one or more of the following:

- Revoke the registrant's certificate of registration.
- Suspend the registrant's certificate of registration.
- Impose terms, conditions and limitations on the registrant's certificate of registration.

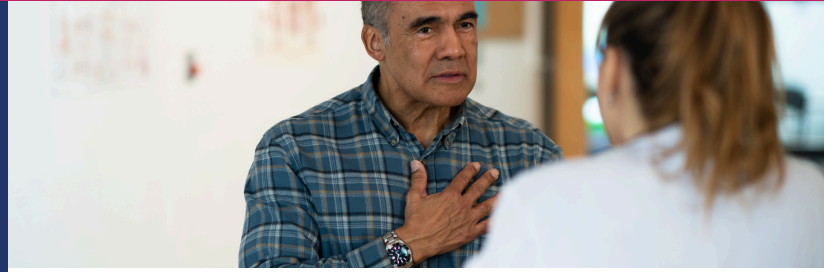
### **Summary of the 2023 Accomplishments and Activities**

There were no incapacity hearings or other proceedings before the Fitness to Practise Committee in 2023. The Committee did not receive any referrals in 2023 and there were no matters carried over from 2022.

# Looking Ahead: What's Coming in 2024

## Full Scope Podiatry Model

Shift to the Podiatry Model to help streamline and modernize registration pathways for professionals who practise foot care in Ontario. The Chiefs of Ontario passed a resolution at their June 2023 Annual General Meeting in support of the Podiatry Model, recognizing its benefits in addressing triple the rates of lower limb amputations experienced in some First Nations communities.



## Equity, Diversity and Inclusivity (EDI) and Trauma-Informed Care

Collaboration with community and health stakeholders to ensure the delivery of safe, equitable foot care to Ontarians and serve various historically underserved communities.

## Modernization



Transition to a **Cloud-Based database solution** to manage and improve applications, registration and QI processes.



**Going paperless:** Annual Renewal, Registration and Applications to shift to seamless electronic processes.

## Quality improvement and Continuing Education

- Continuing Education (CE) cycle moving to **one-year cycle**.
- **New CE modules** on key topics, to provide opportunities to Registrants to earn credits.
- **Surgical Suite Assessment** incorporated into Practice Assessment Program.



## Communications and Engagement



Increased social media presence and meaningful communications with registrants, outreach to patients and the public regarding the scope of chiropractors and podiatrists within the health system.



Continued Town Hall events, offering registrants an opportunity to communicate directly with the Registrar and ask questions about ongoing and future regulatory changes, policies and initiatives and other activities.



Outreach to students and learners, prospective registrants and continued dialogue with The Michener Institute and other potential academic institutions to advance podiatric education options in the province.

**HILBORN**

LISTENERS. THINKERS. DOERS.

# **COLLEGE OF CHIROPODISTS OF ONTARIO**

## **FINANCIAL STATEMENTS**

December 31, 2023

|                                    |         |
|------------------------------------|---------|
| Independent Auditor's Report       | Page 1  |
| Statement of Financial Position    | 3       |
| Statement of Operations            | 4       |
| Statement of Changes in Net Assets | 5       |
| Statement of Cash Flows            | 6       |
| Notes to the Financial Statements  | 7 to 11 |

## INDEPENDENT AUDITOR'S REPORT

To the Council of the College of Chiropractors of Ontario

### Opinion

We have audited the financial statements of the College of Chiropractors of Ontario (the "College"), which comprise the statement of financial position as at December 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the ability of the College to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the financial reporting process of the College.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control of the College.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

## INDEPENDENT AUDITOR'S REPORT (continued)

### Auditor's Responsibilities for the Audit of the Financial Statements (continued)

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the College to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



Toronto, Ontario  
May 31, 2024

Chartered Professional Accountants  
Licensed Public Accountants

# COLLEGE OF CHIROPODISTS OF ONTARIO

## Statement of Financial Position

December 31, 2023

|   | 2023                | 2022                |
|---|---------------------|---------------------|
| <b>ASSETS</b>   |                     |                     |
| Current assets  |                     |                     |
| Cash ( <i>note 2</i> )                                    | \$ 1,644,137        | \$ 1,682,749        |
| Accounts receivable ( <i>note 3</i> )                     | 91,000              | 51,750              |
| Prepaid expenses  | 31,399              | 26,661              |
|   | <b>1,766,536</b>    | <b>1,761,160</b>    |
| Accounts receivable - long-term portion ( <i>note 3</i> ) | 43,750              | 45,000              |
| Furniture and equipment ( <i>note 4</i> )                 | 3,066               | 12,427              |
|   | <b>46,816</b>       | <b>57,427</b>       |
|   | <b>1,813,352</b>    | <b>1,818,587</b>    |
| <b>LIABILITIES</b>  |                     |                     |
| Current liabilities                                       |                     |                     |
| Accounts payable and accrued expenses ( <i>note 5</i> )   | 237,884             | 299,633             |
| Deferred revenue  | 176,300             | 162,960             |
|   | <b>414,184</b>      | <b>462,593</b>      |
| <b>NET ASSETS</b>   |                     |                     |
| Abuse therapy fund  | 10,000              | 10,000              |
| General reserve fund                                      | 500,000             | 300,000             |
| Unrestricted balance                                      | 889,168             | 1,045,994           |
|   | <b>1,399,168</b>    | <b>1,355,994</b>    |
|   | <b>\$ 1,813,352</b> | <b>\$ 1,818,587</b> |

The accompanying notes are an integral part of these financial statements.

Approved on behalf of the Council:

President

Member

# COLLEGE OF CHIROPODISTS OF ONTARIO

## Statement of Operations

Year ended December 31, 2023

|  | 2023             |                  | 2022         |
|--|------------------|------------------|--------------|
|  | Actual           | Budget           | Actual       |
| <b>Revenues</b>  |                  |                  |              |
| Annual general fees  | \$ 1,581,000     | \$ 1,602,440     | \$ 1,427,300 |
| Other fees - initial, application, examination and others  | 279,155          | 252,100          | 238,400      |
|  | <b>1,860,155</b> | <b>1,854,540</b> | 1,665,700    |
| <b>Other income</b>  |                  |                  |              |
| Interest   | 67,583           | 26,500           | 28,267       |
| Miscellaneous  | 26,350           | 1,600            | 3,755        |
| Expense recoveries (note 3)                                | 182,299          | 150,000          | 176,000      |
|  | <b>2,136,387</b> | <b>2,032,640</b> | 1,873,722    |
| <b>Expenses</b>  |                  |                  |              |
| Accounting and audit                                       | 28,117           | 27,000           | 22,309       |
| Bad debt (note 3)  | 77,299           | -                | -            |
| Bank and credit card charges                               | 27,684           | 4,500            | 37,770       |
| Council and committee expenses                             |                  |                  |              |
| Per diem   | 77,467           | 250,000          | 111,441      |
| Travel expenses  | 19,297           | -                | 36,027       |
| General and committee                                      | 26,843           | -                | 26,903       |
| Complaints investigation                                   | 62,175           | -                | 38,835       |
| Depreciation   | 10,887           | 7,000            | 3,117        |
| Computer software and maintenance                          | 22,713           | 8,000            | 19,160       |
| General and office   | 44,806           | 67,075           | 27,781       |
| Insurance  | 19,359           | 17,500           | 18,362       |
| Legal  | 620,665          | 575,000          | 613,352      |
| Photocopy and printing (recovery)                          | 886              | 100              | (11)         |
| Postage and mailing  | 375              | 300              | 227          |
| Rent   | 93,795           | 92,275           | 86,255       |
| Salaries and benefits (note 7)                             | 737,390          | 650,000          | 634,347      |
| Settlement costs   | -                | -                | 130,000      |
| Telephone  | 5,535            | 6,500            | 7,201        |
| Web site   | 64,963           | 100,000          | 72,311       |
|  | <b>1,940,256</b> | <b>1,805,250</b> | 1,885,387    |
| Special one-time projects - Registration exam development  | 152,957          | 135,000          | 139,374      |
| - Sedation and other consulting                            | -                | 15,000           | 3,738        |
| Total expenses   | <b>2,093,213</b> | <b>1,955,250</b> | 2,028,499    |
| Excess (deficiency) of revenues over expenses for the year | \$ 43,174        | \$ 77,390        | \$ (154,777) |

The accompanying notes are an integral part of these financial statements.



# COLLEGE OF CHIROPODISTS OF ONTARIO

## Statement of Changes in Net Assets

Year ended December 31, 2023

|   | Abuse<br>Therapy<br>Fund | General<br>Reserve<br>Fund | Unrestricted<br>Net Assets | Total<br>2023 |
|---|--------------------------|----------------------------|----------------------------|---------------|
| Balance - at beginning of year                    | \$ 10,000                | \$ 300,000                 | \$ 1,045,994               | \$ 1,355,994  |
| Deficiency of revenues over expenses for the year | -                        | -                          | 43,174                     | 43,174        |
| Inter-fund transfers                              |                          |                            |                            |               |
| Allocation to General Fund                        | -                        | 200,000                    | (200,000)                  | -             |
| Balance - at end of year                          | \$ 10,000                | \$ 500,000                 | \$ 889,168                 | \$ 1,399,168  |

|   | Abuse<br>Therapy<br>Fund | General<br>Reserve<br>Fund | Unrestricted<br>Net Assets | Total<br>2022 |
|---|--------------------------|----------------------------|----------------------------|---------------|
| Balance - at beginning of year                | \$ 10,000                | \$ 120,000                 | \$ 1,380,771               | \$ 1,510,771  |
| Excess of revenues over expenses for the year | (3,738)                  | -                          | (151,039)                  | (154,777)     |
| Allocation to Abuse Therapy Fund              | 3,738                    | 180,000                    | (183,738)                  | -             |
| Balance - at end of year                      | 10,000                   | 300,000                    | 1,045,994                  | 1,355,994     |

The accompanying notes are an integral part of these financial statements.

# COLLEGE OF CHIROPODISTS OF ONTARIO

## Statement of Cash Flows

Year ended December 31, 2023

|  | 2023         | 2022         |
|--|--------------|--------------|
| Cash flows from operating activities               |              |              |
| Annual general and other fees received             | \$ 1,873,495 | \$ 1,715,415 |
| Interest received                                  | 67,583       | 28,267       |
| Expense recovery and miscellaneous income received | 93,350       | 111,750      |
| Cash paid to employees and suppliers               | (2,071,514)  | (1,920,927)  |
|  | (37,086)     | (65,495)     |
| Cash flows from investing activity                 |              |              |
| Purchase of furniture and equipment                | (1,526)      | (2,400)      |
| Change in cash during the year                     | (38,612)     | (67,895)     |
| Cash - at beginning of year                        | 1,682,749    | 1,750,644    |
| Cash - at end of year                              | \$ 1,644,137 | \$ 1,682,749 |

The accompanying notes are an integral part of these financial statements.

# COLLEGE OF CHIROPODISTS OF ONTARIO

## Notes to Financial Statements

Year ended December 31, 2023

---

The College of Chiropractors of Ontario (the "College") has a duty to serve and protect the public interest. The College ensures that the public receives competent care from chiropractors and podiatrists by:

- Regulating the practice of the profession and governing the members in accordance with the Chiropractic Act, 1991, the Regulated Health Professions Act, and the regulations and by-laws.
- Establishing standards of practice.
- Establishing educational requirements for entry to practice and continuing competence.
- Addressing any concerns from the public.
- Educating and providing information to the public about chiropractic and podiatry.

The College is the governing body established by the provincial government to regulate the practice of chiropractic and podiatry in Ontario under the Regulated Health Professions Act and was enacted by statute under the Chiropractic Act (1991). The College is a not-for-profit corporate body without share capital and, as such, is generally exempt from income taxes.

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared using Canadian accounting standards for not-for-profit organizations and are in accordance with Canadian generally accepted accounting principles. These financial statements have been prepared within the framework of the significant accounting policies summarized below:

#### *Basis of Presentation*

##### *Operations*

The statement of operations reflects the day-to-day activities of the College financed by annual general fees as well as other fees.

##### *Abuse Therapy Fund*

In accordance with The Regulated Health Professions Act, the College has set up the Abuse Therapy Fund to provide therapy and counselling for persons who, while patients, were sexually abused by a member(s). This fund will be expended on persons who satisfy the College's eligibility criteria.

##### *General Reserve Fund*

The College has set up the general reserve fund for the specific purpose of covering operating expenses in the event of unanticipated financial expenditures or occurrences.

In fiscal 2021, the Council approved a motion to increase the general reserve fund over the next three years with the target amount of \$300,000 by the end of 2022, \$500,000 by the end of 2023 and \$700,000 by the end of 2024. During the year, \$200,000 (\$180,000 - 2022) was transferred from the unrestricted balance to the general reserve fund.

#### *Revenue Recognition*

Annual general fees are recognized as revenue in the year to which fees relate. Fees received in advance are deferred and recognized in the related period.

All other fees and income are recognized as revenue when the services are provided or as earned.

# COLLEGE OF CHIROPODISTS OF ONTARIO

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED December 31, 2023

---

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### *Financial Assets and Liabilities*

The College initially measures its financial assets and liabilities at fair value. The College subsequently measures all of its financial assets and financial liabilities at amortized cost.

Financial assets and liabilities measured at amortized cost include cash, accounts receivable and accounts payable and accrued expenses.

Amortized cost is the amount at which a financial asset or financial liability is measured at initial recognition minus principal repayments, plus or minus the cumulative amortization of any difference between that initial amount and the maturity amount, and minus any reduction for impairment.

At the end of each year, the College assesses whether there are any indications that a financial asset measured at amortized cost may be impaired. Objective evidence of impairment includes observable data that comes to the attention of the College, including but not limited to the following events: significant financial difficulty of the issuer; a breach of contract, such as a default or delinquency in interest or principal payments; and bankruptcy or other financial reorganization proceedings.

When there is an indication of impairment, the College determines whether a significant adverse change has occurred during the year in the expected timing or amount of future cash flows from the financial asset.

When the College identifies a significant adverse change in the expected timing or amount of future cash flows from a financial asset, it reduces the carrying amount of the financial asset to the greater of the following:

- the present value of the cash flows expected to be generated by holding the financial asset discounted using a current market rate of interest appropriate to the financial asset; and
- the amount that could be realized by selling the financial asset at the statement of financial position date.

Any impairment of the financial asset is recognized in income in the year in which the impairment occurs.

When the extent of impairment of a previously written-down financial asset decreases and the decrease can be related to an event occurring after the impairment was recognized, the previously recognized impairment loss is reversed to the extent of the improvement, but not in excess of the impairment loss. The amount of the reversal is recognized in income in the year the reversal occurs.

#### *Furniture and Equipment*

Furniture and equipment is recorded at cost. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets at the following annual rates:

|                         |           |
|-------------------------|-----------|
| Computer                | - 33 1/3% |
| Furniture and equipment | - 20%     |

The above rates are reviewed annually for ongoing appropriateness. Any changes to these estimates are adjusted on a prospective basis. If there is an indication that the property and equipment assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount. There were no impairment indicators in 2023.

# COLLEGE OF CHIROPODISTS OF ONTARIO

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED December 31, 2023

---

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### *Employee future benefits*

The College contributes to the Healthcare of Ontario Pension Plan (the "Plan" or "HOOPP") which is a multi-employer defined benefit pension plan. A majority of the employees of the College are members of HOOPP.

In accordance with CPA Handbook section 3642, the multi-employer defined benefit plan is accounted using defined contribution plan accounting due to sufficient information not available to use defined benefit plan accounting.

The College's policy is to expense the contributions in the year in which the contributions are made to the Plan.

#### *Use of Estimates*

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year.

Key areas where management has made difficult, complex or subjective judgment, include provisions for legal claims and allowance for doubtful accounts. Actual results could differ from these and other estimates, the impact of which would be recorded in future affected periods.

### 2. FINANCIAL INSTRUMENTS AND RISK EXPOSURE

The College is exposed to various risks through its financial instruments. The following analysis provides a measure of the College's risk exposure and concentrations.

#### *Credit Risk*

Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. The College's main credit risks relate to cash and accounts receivable. The College maintains most of its cash at a federally regulated schedule I bank. The College mitigates credit risk by monitoring the accounts on a regular basis and provides provisions whenever collection is in doubt. As at the end of the year, \$77,299 (\$NIL - 2022) has been provided for doubtful accounts.

#### *Liquidity Risk*

Liquidity risk is the risk that the College will not be able to meet its financial obligations when they become due to its creditors. The College is exposed to this risk mainly in respect of its accounts payable and accrued liabilities, and lease commitments. The College expects to meet these obligations as they come due by generating sufficient cash flow from operations.

#### *Market Risk*

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The College is not exposed to currency or other price risks. The College is exposed to interest rate risk.

# COLLEGE OF CHIROPODISTS OF ONTARIO

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED December 31, 2023

---

### 2. FINANCIAL INSTRUMENTS AND RISK EXPOSURE (continued)

#### Market Risk (continued)

Interest rate risk is the risk that changes in market interest rates will cause fluctuations to the fair values and cash flows of the College's investments in interest bearing financial instruments. As at the end of the year, the College held an interest bearing bank account in a total of \$1,525,695 (\$1,613,291 - 2022), which is included in Cash.

#### Changes in Risk

There have been no significant changes in the risk profile of the financial instruments of the College from that of the prior year.

### 3. EXPENSE RECOVERIES

The Discipline Committee of the College orders members to pay the College towards its costs and expenses for investigating and hearing complaints/matters against the members. The expense recoveries include \$182,299 (\$176,000 - 2022) from members and accounts receivable includes \$212,049 (\$96,750 - 2022) from members for such orders. An allowance of \$77,299 has been set up for amounts recoverable in relation to the current year expense recoveries.

### 4. PROPERTY AND EQUIPMENT

| <b>2023</b>        | <b>Cost</b>      | <b>Accumulated<br/>Depreciation</b> | <b>Net Book<br/>Value</b> |
|--------------------|------------------|-------------------------------------|---------------------------|
| Computer equipment | \$ 20,177        | \$ 17,851                           | \$ 2,326                  |
| Office furniture   | 23,340           | 22,600                              | 740                       |
|                    | <b>\$ 43,517</b> | <b>\$ 40,451</b>                    | <b>\$ 3,066</b>           |

| <b>2022</b>        | <b>Cost</b>      | <b>Accumulated<br/>Depreciation</b> | <b>Net Book<br/>Value</b> |
|--------------------|------------------|-------------------------------------|---------------------------|
| Computer equipment | \$ 18,651        | \$ 16,210                           | \$ 2,441                  |
| Office furniture   | \$ 23,340        | \$ 13,354                           | \$ 9,986                  |
|                    | <b>\$ 41,991</b> | <b>\$ 29,564</b>                    | <b>\$ 12,427</b>          |

Total depreciation of \$10,887 (\$3,117 - 2022) has been included in the Statement of Operations.

### 5. ACCOUNTS PAYABLE AND ACCRUED EXPENSES

Accounts payable and accrued expenses include government remittances totalling \$2,465 (\$4,988 - 2022).

# COLLEGE OF CHIROPODISTS OF ONTARIO

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED December 31, 2023

---

### 6. COMMITMENTS

#### *Leases*

The College is committed to annual minimum rental payments under operating leases for premises expiring in March 2024, renewable with an extension of 5 years starting from April 1, 2024 and another extension of 5 years starting from April 1, 2029 and for equipment expiring November 2024. Management is in the process of completing the premise renewal process. The anticipated minimum payments for the next five years are as follows:

|            | <i>Premises</i>   | <i>Equipment</i> | <i>Total</i>      |
|------------|-------------------|------------------|-------------------|
| 2024       | \$ 46,232         | \$ 5,668         | \$ 51,900         |
| 2025       | 47,397            | -                | 47,397            |
| 2026       | 48,563            | -                | 48,563            |
| 2027       | 48,951            | -                | 48,951            |
| 2028       | 50,116            | -                | 50,116            |
| Thereafter | 12,626            | -                | 12,626            |
|            | <u>\$ 253,885</u> | <u>\$ 5,668</u>  | <u>\$ 246,927</u> |

In addition, the College is also committed to pay its proportionate share of taxes, utilities and operating costs of the premises, which is \$39,000 (\$39,000 - 2022).

#### *Consulting*

During the year, the College has signed a consulting contract in connection with the 2023-24 examination processes in the amount of \$65,250 plus applicable taxes covering a period of 12 months starting from April 1, 2023.

### 7. PENSION PLAN

The College is a participating employer of the Healthcare of Ontario Pension Plan ("HOOPP"), which is a multi-employer, defined benefit pension plan. During the year, the College made contributions of \$97,963 (\$19,216 - 2022), which are included in salaries and benefits in the statement of operations.

### 8. CONTINGENCIES

From time to time, in connection with the College's operations, the College receives complaints from its clients or employees or is party to legal and regulatory proceedings. A provision is recorded when a loss is likely and the amount is determinable. There is no provision for 2023.



## COLLEGE OF CHIROPODISTS OF ONTARIO

Provincial Regulator of the Practice of Foot Care



### ADDRESS:

180 DUNDAS STREET WEST, SUITE 1901  
TORONTO, ON M5G 1Z8

TEL: (416) 542-1333  
TOLL FREE: 1-877-232-7653

E-MAIL: [info@cocoo.on.ca](mailto:info@cocoo.on.ca)

WEBSITE: [www.cocoo.on.ca](http://www.cocoo.on.ca)

