



**NURSE
PRACTITIONERS'
ASSOCIATION OF
ONTARIO**

Annual Report 2022

Nurse Practitioners' Association of Ontario

Nurse Practitioners.
Solutions for a stronger and healthier Ontario





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NPAO PRESIDENT MESSAGE

Amanda Rainville

BScN, MScN, NP-PHC

Another year amidst a global pandemic has come and gone. We have all faced new challenges in our personal and professional lives. We have supported our children, our family, our friends and our patients through online learning, in class room learning, virtual appointments and in person appointments.

Nurse Practitioners have accepted new positions to assist where services were needed. We have incorporated new guidelines into practice all while continuing to provide exceptional care to our communities. During these times, NPs continued to be dedicated leaders and are actively engaged in the development of local Ontario Health Teams.

Activity at NPAO hasn't slowed down because of Covid. We have been busy operationalizing our 2021-2024 Strategic Plan. NPs are being recognized as integral members of health care teams. We continue to raise awareness about NPs by educating patients, the public and key stakeholders. After many years of advocating,

I am very excited that NPs will soon be able to order CT scans, MRIs and Point of Care testing. NPAO has had the opportunity to meet with Government officials and we continue to advocate for expansion of our scope of practice and new funding models.

We strive to engage and effectively communicate with our current members while attracting new members. NPAO is exclusively dedicated to the empowerment and integration of NPs across Ontario. NPAO values Equity, Diversity and Inclusion; Leadership; Integrity; Innovation and Collaboration and incorporates these values into all of our activities as we work towards our vision of "Exceptional Healthcare for All".

I would like to take this opportunity to say thank you to all the health care providers who have come together for Ontario. I will continue to advocate for Nurse Practitioners with NPAO as your collective voice. NPs speaking for NPs.



Amanda Rainville

BScN, MScN, NP-PHC
NPAO, President



NPAO PRESIDENT ELECT MESSAGE

Barbara Bailey

NP-Adult, CCN(C), MN, BScN

It is with great pleasure that I write to you today as the 2022/23 NPAO President elect. I graduated with my B.Sc.N in 1995, from Mc Master University. After this, I worked in variety of intensive care units (ICUs) across the United States and in 2001 started working in the cardiovascular surgery ICU at the University Health Network (UHN). In 2007, I completed my MN NP program (acute care) from the University of Toronto and began my NP career in CV surgery later moving to adult congenital heart disease (ACHD). During the pandemic, I was re-deployed to both the CVICU and med surgical ICUs. Along with some of my NPs colleagues. I have a good understanding of the acute care environment but also the needs of those Ontarians who live in smaller communities since I grew up in Northern Ontario. In addition, many of my current patients live across Ontario and through them have learned of the health care challenges they face each day. Looking back on the last two and a half years and the difficulties we have faced as Nurse Practitioners (NPs) there is no doubt that all would say this time has been unlike any other we have seen in Ontario. Whether you have been working in Long Term Care (LTC), a community clinic, an independent practice, or the hospital, as NPs, we rose to the challenge with strength and dedication. NPs stepped up to these unprecedented circumstances to ensure the public had

the necessary health care support they required. On top of these efforts, we were juggling our own personal lives such as navigating virtual school for those with school-aged children but needing to be at work, supporting elderly parents, undertaking childcare, learning how to provide virtual care for our patients; whatever the situation was, we made it work. The toll this has taken on us both mentally and physically is indescribable. However, I truly believe that what challenges us makes us stronger and strength comes from one another.

What resonates in NPs are our strength, perseverance, and adaptability; all while providing exceptional patient care led by compassion and mutual respect. I am very honoured to be a NP and very proud of all NPs. As I transition into my new role as President elect, I feel a great deal of excitement, looking forward to the future and new beginnings. I am ready to assist NPAO as we move the strategic plan forward. Soon, we will be able to order CT scans, MRIs and Point of Care testing - truly exciting times. NPAO shares the same values as NPs. These include equity, diversity and inclusion, leadership, integrity, innovation and lastly collaboration. NPAO is committed to NPs. We will continue to listen and bring your issues forward in order to further advance our profession here in Ontario.

Lastly, I want to take a moment to thank each of you for your commitment and dedication to your patients and our profession. Although we are a small group within the nursing profession, we are strong and even stronger together. I also want to thank the NPAO Board, NPAO staff/volunteers and our Executive Director; without them NPAO would not be able to achieve its many successes.



Barbara Bailey

NP-adult, CCN(C), MN, BScN
NPAO, President-Elect



NPAO EXECUTIVE DIRECTOR MESSAGE

Dana Cooper

MBA, CAE

I hope this message finds you well and effectively coping with the challenges you continue to face. It is difficult to comprehend that another year has passed us by. However, it has been an eventful year to say the least.

I would classify this past year as one of hope, promise, and momentum. Perhaps that sentiment is overly influenced by the latter half of the year, but I cannot help but sense a groundswell of interest in Nurse Practitioners and the desire for them to be more integrated into the Ontario health care landscape and contribute more to improving health care access for Ontarians. There is heightened interest from the Ministry of Health, Ontario Health, Ministry of Long Term Care, communities that want to establish an NPLC, as well as primary care and specialty clinics that wish to hire NPs.

To add to the optimism, we have a new Minister of Health as well as a new Ontario Chief Nursing Officer and we can only hope that new perspectives will be accompanied by the courage for change. There are many challenges facing health care access and delivery in Ontario and increasing pressure from the public for change. Change is what is needed and Nurse Practitioners are positioned well to be the change they should be seeking.

Additionally, there have been numerous media articles raising concerns about the physician shortage, and many of these articles reference Nurse Practitioners as one solution. To leverage those articles, NPAO has been conducting the "It's Time for NPs" campaign, to support the notion that NPs need to be utilized more and better. NPAO is seeing increased interest from

the media about Nurse Practitioners and has been contacted several times this past year for interviews. It is important to 'ride the wave' of awareness and NPAO is very active on social media to build awareness about NPs and NPLCs. Your contribution to these efforts are important to broaden the reach of our messaging and we encourage you to share/like/comment on NPAO posts AND use the hashtag #NPAO in your posts so that NPAO can share as well.

I can't say whether you sense the same level of interest, given you are immersed daily in your role as an NP and the challenges that brings. However, there is also an increase in grassroots interest and participation in NPAO's advocacy efforts. We have been working with Impact Public Affairs during the election and after to elevate our political activities and they will facilitate access to the influencers and decision makers for NPAO. We have created a micro-site to direct people to during this period: supportnursepractitioners.ca

In addition to our primary messaging for more NPLCs in Ontario, better integration of NPs, and more flexible funding models for NPs, we are also asking for the Ontario Government to increase the number of seats in the NP programs. If indeed, the demand and funding for NPs grows, we are going to need more NPs. There are 355,000 registered NPs in the USA. If we apply a general 10 percent rule to the Canadian population, there should be 35,000 NPs in Canada, with 14,000 practicing in Ontario. Currently, there are 7,000 NPs in Canada, with 4,300 practicing in Ontario. There is a long way to go to get to the 35,000 and 14,000 levels.

Finally, NPAO is very excited to be introducing a new NP community platform. This will be your new member portal where you can engage in conversations with other NPs, access resources, undertake webinars and much more. We hope to launch this by the end of the year and are very excited by the potential to build and engage the NP community in Ontario. Watch for more information soon.

In closing, I have stated publicly that working on behalf of NPs is humbling and rewarding. The work that you do, the promise that NPs present to the health care system, and your brilliance is very motivating. I believe in you and I believe that barriers will come down and opportunities will emerge.

Wishing you all the best in the year ahead.



Dana Cooper

MBA, CAE
NPAO, Executive Director

MEET THE 2021-2022 BOARD OF DIRECTORS

Past-President



Leanna Lefebvre BScN NP-PHC

As a strong patient advocate, Leanna brings to NPAO's leadership 15 years of nursing experience, including ten years as a PHC NP. She graduated with honours from the BScN program at McMaster University in 2001, with a special interest in Maternal Child and Interprofessional care. Relocating to Eastern Ontario, Leanna spent eight years as an acute care RN, developing skills in patient advocacy, evidence-based care expansion and change management. She concurrently taught nursing at St Lawrence College and for the Mohawk Council of Akwesasne. Leanna completed the NP-PHC program at the University of Ottawa and relocated to Muskoka in 2008. Within this underserved region, she saw opportunity to expand client access through the mobilizing of the NP workforce. She furthered her education in Healthcare Leadership and Management with McMaster University and, with her strong NP colleagues, developed and continues to lead the North Muskoka NPLC, a non-profit, interprofessional team providing life-long care to thousands. Leanna remains intimately involved in patient-centred care, primary care expansion, management and leadership, most recently as a Steering Committee member of the Muskoka and Area Ontario Health Team. She is proud to serve as a volunteer for the NPAO, advocating for NPs and patients across Ontario. Leanna brings to the board experience in innovative leadership, business management, collaboration, policy development, and non-profit governance.



President

Amanda Rainville BScN MScN NP-PHC

Amanda completed her undergraduate degree in Nursing at Laurentian University in 2003. She worked as an RN in small rural hospitals in Northern Ontario until returning to Laurentian to complete the NP program and Master's Degree. She has been practicing as a PHC-NP since 2009 and has been working at the Capreol NPLC since it opened in 2011. Amanda's focus on the Board is to ensure that NPs across the province have an avenue to voice their concerns.



President-Elect

Barbara Bailey NP-Adult, CCH(C), MN, BScN

Barbara Bailey graduated in 1995 with a Bachelor of Science in Nursing at McMaster University. Upon graduating, she worked across the United States and returned to Canada in 2001 when she joined University Health Network (UHN). She began her UHN career as a staff nurse in the cardiovascular surgery intensive care unit. In 2007, she completed her Master's in Nursing/Acute Care program from the University of Toronto while working as a nurse clinician in cardiovascular surgery, transitioning to nurse practitioner (NP) once completing her studies. Barb has developed advanced knowledge in adult congenital heart disease (ACHD) with a focus in postoperative management. However, since April 2015 she is the NP for the Toronto ACHD program at the Peter Munk Cardiac Centre. Barb is currently cross-appointed with the Lawrence S. Bloomberg, Faculty of Nursing, University of Toronto. She holds memberships with the Registered Nurses Association of Ontario (RNAO), Canadian Council of Cardiovascular Nurses (CCCN), International Society of Adult Congenital Heart Disease (ISACHD), Nurse Practitioner Association of Canada (NPAC) and Nurse Practitioner's Association of Ontario (NPAO). She is currently co-chair for the NPAO Hospital Based Community of Practice (CoP), co-led a NPAO acute care education day (June 2021) and is on the NPAO annual conference planning committee. Barb is certified in cardiovascular nursing (CCN(C)), basic and advanced cardiac life support. Her accomplishments include a patient education initiative, a children's storybook to help parents discuss their heart surgery with their children and the development of a mindfulness recovery program after cardiac surgery. She has co-authored publications in adult congenital heart disease (ACHD) and cardiovascular surgery. She has submitted a manuscript to the Canadian Journal of Nursing Leadership for publication and is preparing a second manuscript for publication, which explores cannabis use in ACHD.

Secretary



Marie Greer-King

BScN, MN, NP-PHC

Marie completed her undergraduate degree in Nursing at Western University in 2005. She worked as an RN in the areas of pediatrics and post-partum care in London and Stratford hospitals. In 2008 she returned to Western part time to complete the Masters of Nursing degree and Primary Health Care NP program.

She has been practicing as a PHC-NP since 2011 and has been working as the only NP at the Alexandra Marine & General Hospital (AM&GH) since 2012. At AM&GH, Marie provides primary care to patients and their families in the emergency department, prenatal clinic and mental health inpatient units. When Marie is not working, she enjoys spending time with her family. Marie is looking forward to being part of the board and to continuing to advocate for NPs in Ontario in this constantly changing healthcare environment.

Paediatrics



Kevin Zizzo

MN GDipNPAC NP-Paed

Kevin Zizzo completed his Bachelor of Science in Nursing (BScN) through Ryerson University and George Brown College. After gaining several years of clinical experience he pursued a graduate level education and obtained a Master in Nursing (MN) and a Pediatric Nurse Practitioner

(NP) Certificate through the University of Toronto. In addition, Kevin is one of seven individuals in Canada to obtain a Graduate Diploma as an NP in Anesthesia Care (GDipNPAC). His clinical experiences have primarily been in Pediatric Emergency Medicine, Community Health in remote First Nations communities, Pediatric Cardiology, and Pediatric Anesthesia. Kevin is a strong advocate for NP practice and has a passion for educating future nurses. He is cross appointed as an Assistant Clinical Professor at McMaster University and an Adjunct Lecturer at the University of Toronto.

Primary Health Care



Chantal Sorhaindo

MN, NP(PHC-GH), RN(EC), BScN

Chantal is a Nurse Practitioner at the Department of Family and Community Medicine, University of Toronto Family Practice Unit, St. Michael's Hospital. She graduated from the Sheridan College Practical Nursing program in 2010, completed the Centennial College Bridging to University Certificate in

2011, and graduated from the Ryerson University Bachelor of Science in Nursing Program in 2013. She recently completed her MN and NP Certificate (Primary Health Care) with a specialty in global health at the University of Toronto (U of T). Chantal has experience working in Primary Care, Occupational Health, Safety and Wellness, Home Care, and served as a Quality Improvement and Charge Nurse in Long-Term Care. She prides herself in her anti-Black racism work and served as the Black Graduate Student Association (BGSA) Outreach coordinator, where she represented U of T at the Harvard University Black Policy Conference in April, 2019. Currently, she is the group Chair of the NPAO Black Nurse Practitioners' Community of Practice, is on the leadership team of St. Michael's Hospital Department of Family and Community Medicine Anti-racism Advisory Committee, is working with the NPAO social media committee, and was a contributor to the New and Novice NP New Graduate Tool kit. In her spare time, she enjoys singing and song writing, spending time with friends and family, and has recently picked up golfing. She is looking forward to working with the NPAO board of directors with the goal of elevating NP voices and making actionable changes to benefit the lives of NPs in Ontario.

NP-Adult



Tara Bolden

RN(EC), MN, NP, CHE

Tara has undergraduate degrees from Queen's University and the University of New Brunswick. She completed her Master of Nursing and Acute Care Nurse Practitioner Diploma with the Lawrence S. Bloomberg Faculty of Nursing, at the University of Toronto. Tara has more than 10

years of comprehensive clinical and leadership experience, specializing her clinical work in Lung Transplantation and Respiratory medicine. As the Nurse Practitioner Lead at the University Health Network in Toronto, Tara is well recognized for her advocacy of the NP role, and promotion of NP practice. She has held various leadership positions both locally and nationally, and has authored and presented at a variety of international forums and invited speaking engagements. Tara currently holds cross-appointment as an Adjunct Lecturer with the Lawrence S. Bloomberg Faculty of Nursing at the University of Toronto.



Legal

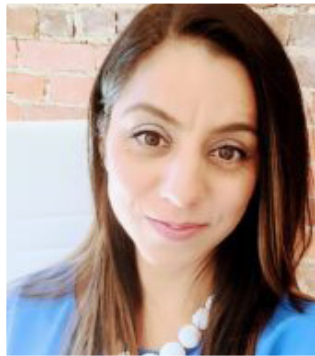
Julian Berko

JD

Julian is a lawyer that specialises in Civil Litigation and Privacy law. Julian completed his bachelor's degree at York University. After graduating, he pursued a Juris Doctorate at Dalhousie University in Halifax, Nova Scotia. Prior to serving as Board Director of Governance, Julian served in the role of Legal Advisor to the NPAO Board where he regularly provided support to the Board on its responsibilities to the

organization and to the Members. Julian also contributed to the development of policies while serving as Board Legal Advisor.

In his current role as Board Director of Governance, Julian is responsible to ensure the NPAO is aware of its risks with respect to legal and regulatory requirements as it concerns the affairs of the NPAO and to the Board's decisions. Julian regularly contributes to Board discussions and decisions as a non-NP board member and provides a non-clinical lense to the Board on pertinent issues and decisions.



Director

Noorin Jamal

NP-Adult, CCN(C), MN, BScN

Noorin is a passionate nurse leader with over 15 years of clinical experience. After several years in critical care, she pursued her passion for learning and graduated from the Master in Nursing program at the University of Toronto. She has been practicing as a Nurse Practitioner since 2010 with a specialty in car-

diology. She is currently practicing as a Nurse Practitioner at Sunnybrook Health Science Center and Akira by Telus health. In her previous hospital leadership role, she was responsible for professional practice of nursing and health professions in the Peter Munk Cardiac Center, General Surgery and Psychiatry program at the University Health Network. She is actively involved in the academic realm with an adjunct lecturer appointment through the Lawrence S. Bloomberg Faculty of Nursing at the University of Toronto. Most recently she worked in the role of clinical consultant for the development of the first decision aid tool on refractory angina. She has developed a supplementary chapter on chronic angina self-management in Living a Healthy Life with Chronic Conditions, a program through Stanford University. She is most passionate about her volunteer work which has focused on resolving issues pertaining to access to healthcare and healthcare education for marginalized populations. Her goal is to enhance the patient experience through patient education and she uses this to guide her clinical practice.



Finance

Melanie Towell

CPA CA, Director

Melanie Towell is the Director Finance, Association of Ontario Midwives Benefit Trust, a Trust which manages the benefits administration of the Association of Ontario Midwives. She has served in several senior financial roles in the not for profit sector, including The Arthritis Society, Canadian Breast Cancer Foundation and Muscular Dystrophy Canada. Ms. Towell, completed her LLB at the University of Exeter, U.K. and her C.A. at the Institute of Chartered Accountants of England and Wales, and her CPA in Ontario.

GET TO KNOW THE NPAO STAFF



Executive Director

Dana Cooper

MBA, CAE

Dana possesses over 30 years of experience in association management in a variety of roles and as a consultant. He is credentialed as a Certified Association Executive (CAE) and has an MBA from the University of British Columbia. In addition to being the Executive Director for NPAO, he is also the Executive Director for the Canadian Association for Nurses in Oncology after spending six years with Orthotics Prosthetics Canada as their Executive Director. Prior to that, he served as the Director of Government Relations and Public Policy for the Canadian Association of Optometrists.

Dana currently instructs the CAE 200 membership course and has presented at conferences across Canada on the member experience, service delivery, volunteer leadership, relations and retention, technology and amalgamation. In 2015, he was awarded the Executive Member of the Year by the CSAE Ottawa-Gatineau Chapter.

Dana lives in Ottawa and likes to golf, scuba dive, hike and be outdoors as much as he can.



Manager of Administration & Operations

Marcela Killin BA

Marcela Killin was born and raised in São Paulo, Brazil and immigrated to Canada in 2013. She holds a Business Administration degree from the Getulio Vargas Foundation, a Diploma in Healthcare Management from the Ontario Hospital Association, a certificate in Public Policy and Administration with the University of Guelph, a Credential of Readiness from Harvard Business School Online and is currently pursuing her MBA in Social Enterprise Leadership with the University of Fredericton. She is passionate about social impact, healthcare and education and has been with the NPAO team since 2015. She is also a board member with the Ajax Public Library, a volunteer of the Town of Ajax IMPACT team and a committee member of the Regional Municipality of Durham's Newcomer Advisory Table.



Manager of Continuing Education

Vanessa Mooney

Vanessa is an accomplished planning, program development and delivery strategist with over 14 years of experience leading the innovation, design and delivery of creative program solutions in the not for profit health sector

In addition to this rewarding work Vanessa has a passion for running and has completed 2 triathlons and 3 half marathons.



Admin & Member Support Coordinator

Pavarni Jorgensen

Pavarni Jorgensen (B. Sc.; B. Sc. Honors; M. Sc. (Genetics)) has worked as a research scientist in South Africa for 16 years and has published peer-reviewed scientific articles, popular scientific communications, and compiled and edited industry-specific technical manuals and books. She has presented her work at local and international conferences. She moved from Cape Town to Toronto in 2019.



Communications & Member Support

Justine Rose BFA

Justine is an experienced designer who has been working in the marketing and design industry for over 10 years. Her expertise lies in corporate and creative brand identity and marketing collateral. After graduating from OCADU, she went on to work with companies whose focus ranged from fashion and food & wine, to the technology and health care sectors. Justine became the contract designer for the NPAO in 2016 and was the head photographer for the 2016-17 NPAO Annual Conference.

Technology Officer

Duncan Mountford

BSc (Hons)



A MESSAGE FROM

Dr. Karima Velji

Chief of Nursing and Professional Practice & Assistant Deputy Minister Ontario Ministry of Health

Dear NPAO Board and NPAO members,

I am pleased to be sending this message to you as part of the Nurse Practitioner's Association of Ontario's Annual Report for 2022.

This has been quite a year with the COVID-19 pandemic still not behind us yet. Healthcare professionals and especially nurses and nurse practitioners have really stepped up and shown their strength resilience through this critical time.

Your value, expertise, professionalism and courage as nurse practitioners demonstrate your contributions as clinicians, leaders and educators in inspiring and impactful ways to both your colleagues and to your patients.

The pandemic this year has also brought along some amazing successes for NPs in the province including the ordering of MRIs and CTs.

As your new Chief of Nursing and Professional Practice and Assistant Deputy Minister for the Ministry of Health, I'm dedicated to working for all nurses to push boundaries towards common goals and the best healthcare system of Ontarians.

There certainly are challenges facing all of us in ensuring equitable and timely health care access for Ontarians. As we identify the issues and work together to develop and implement solutions, I have no doubt that Nurse Practitioners will play a key role to moving health care forward across the Province.

That said, the nursing and physician communities, as well as allied health professionals must work together for the common good. Optimal care is interdisciplinary, team based care. We will need to break down barriers and implement innovative solutions to achieve the quality of care Ontarians need and deserve.

I look forward to working with you, and all health care providers, to making Ontario health care the best it can be.

Dr. Karima Velji

Chief of Nursing and Professional Practice and Assistant Deputy Minister
Ontario Ministry of Health



**NURSE
PRACTITIONERS'
ASSOCIATION OF
ONTARIO**

Nurse Practitioners believe
that every person deserves
the best possible care



Nurse Practitioners
are with you for life.

Nurse Practitioners.
For a Healthier Ontario.

npao.org

Nurse practitioners assess, diagnose and treat illness for millions of Ontarians, every year.

NPAO

Membership Growth & Statistics

NP numbers by specialty, registered in the province of Ontario

Source: CNO Membership Statistics as of August 2022

Note: NPs may have one or more specialties. The College of Nurses also has the authority to register NPs-Anesthesia. To date, there are no registrants in this specialty



NP Specialty

NP-PRIMARY HEALTH CARE

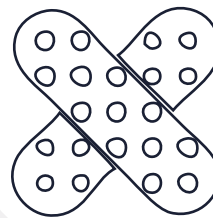
= **3,494**



NP Specialty

NP-ADULT

= **746**



NP Specialty

NP-PEDIATRICS

= **271**



TOTAL NPS

= **4,511**

NPAO BY THE NUMBERS

Making Healthy Change Happen



4,511
NPs serving
13.6 Million
Ontarians across
health care systems

Growing
YEAR OVER YEAR



In **2010** there were **1592** NPs in Ontario
In **2022** there are **4,511** NPs in Ontario.

— And we keep growing —

25
Nurse Practitioner-led
clinics attending
100,000
clients!

NPs are part of
296
Interpersonal Primary
Care teams helping **OVER**
4,000,000
clients!

94%

of all Ontarians have a
family doctor or nurse
practitioner



Continuing Education	2021 Conferences
Yearly Webinars: 26	400+ Conference Attendees
Total Viewers: 1040	70 Exhibitors & Sponsors
Cost to Members: FREE	\$1500 Given in Awards and Bursaries

Nurse Practitioners.
Solutions for a stronger
& healthier Ontario



4.6K
Twitter
Followers



3.5K
Facebook
Followers



1.2K
Instagram
Followers

4.6K Twitter Followers
14.3K Tweets

3.5K Facebook Followers
2.9K Facebook Page Likes

1.2K Instagram Followers
935 Instagram Posts



NPs Speaking for NPs

Help Strengthen the NP Community in Ontario

Join NPAO, the only organization exclusively dedicated to advancing the NP profession

Since 1973, NPAO has been working to help achieve the full integration of Nurse Practitioners across the healthcare system to ensure that Ontarians receive the best possible care by the most appropriate healthcare provider.

[Click Here to Become a Member](#)

Committed to speaking on behalf of NPs at local & provincial tables



★ *Influence Health System Change*

Through involvement in advocacy and sector negotiations, NPAO is recognized by stakeholders and government as the professional voice of NPs in Ontario.

Get Support from NP Colleagues ★

Join a professional community of practice for networking and mentorship. Connect at local, regional and provincial meetings.

Be the First to Know

★ Get the latest information through our members-only website, exclusive Facebook Group and weekly newsletters. Follow us on Twitter and Instagram for up to date information at @NPAOntario

Polish Your Practice ★

Conferences, webinars, OTN sessions, polished best practice guidelines, and clinical updates.

★ *Be Recognized as a Shining Star*

Awards, bursaries and media spotlights.

Build Public Awareness ★

Increasing the profile of NPs through media coverage and print materials.

www.npao.org
 email us at: info@npao.org
 or call: 437.980.4566



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ONTARIO

npao.org

Not a Member? Join Now!



Renew your NPAO Membership Today

Dedicated exclusively to advancing Nurse
Practitioners throughout the province

Become a member at npao.org



Conquering NP Challenges, Growing a Vibrant Profession!

**NPAO is your representative ensuring the
best interests of the Nurse Practitioner
profession**

Looking after specific NP needs & interests, the NPAO is engaged in all provincial discussions involving NPs. We build bridges with the many healthcare partners involved in the evolution of healthcare. Join the NPAO and take advantage of all the benefits we have to offer.

*Dedicated exclusively to advancing NPs
throughout the province*

Become part of this vibrant, dynamic community!

Advocacy • Monthly Webinars • Discounts • Continuing Education

PLUS MORE

To renew your membership or join as a new member visit npao.org

Members receive 25% off their next regular membership when they refer a new member. [Learn more at npao.org](http://npao.org)





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npao.org

25% OFF

WHEN YOU REFER A
NEW MEMBER



NPAO Member Referral Program

Dedicated *exclusively* to advancing Nurse Practitioners throughout the province

Become a member at npao.org

Conquering NP Challenges Together!

CURRENT MEMBERS RECEIVE A 25% DISCOUNT

On their next regular membership when they refer a new member!*

NPAO, your representative ensuring the best interests of the Nurse Practitioner profession. Exclusively looking after NP needs & interests, the NPAO is engaged in all provincial discussions involving NPs.

Join the NPAO and take advantage of all the unique NP benefits we have to offer!

Dedicated exclusively to advancing NPs throughout the province



Become part of this vibrant, dynamic community!

Advocacy • Monthly Webinars • Discounts • Continuing Education

PLUS MORE

To renew your membership or join as a new member visit npao.org

*Discount applies when a referred individual signs up. Only applies to regular NP membership. Multiple discounts available. Get a free membership if you refer four individuals that sign up for an annual NP regular membership.





NPAO Strategic Plan 2021-2024

Fulfilling the Promise of Nurse Practitioners



VISION

Exceptional Health Care For All

MISSION

NPAO is Exclusively Dedicated to the Empowerment & Integration of NPs Across Ontario.
NPs Speaking For NPs

VALUES

Equity, Diversity, & Inclusion
Leadership
Integrity
Innovation & Collaboration

Strategic Pillars

Public Awareness & Education

NP Brand, NP Community, Awareness & Education, Media Relations

Advocacy & Government Relations

Build Political Relations, Position Statements, Endorsements, Enhance Physician Relations

Membership Growth, Engagement & Communication

Attract Students/New Grads, Improve Communications, Access to Resources, PLP, Develop NP Niche Practice Areas

Workforce Utilization & Remuneration

Expand Funding Models, NP HHR Study

Strategic Pillars

Professional Education

Develop Certification Course in NP Niche Practice Area

Diversity, Equity & Inclusion

NPAO Insight, Support Broad System Change

NPAO Capacity & Sustainability

Increase Sustainable Revenue, Alignment with NPLCA

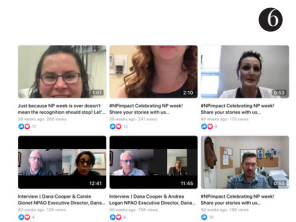
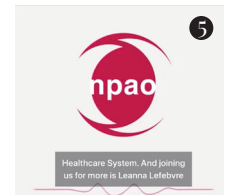
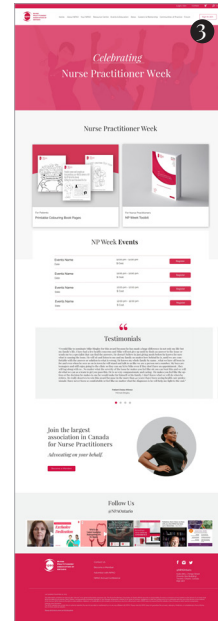
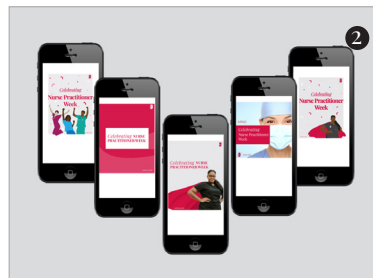
NPAO is the only organization exclusively dedicated to advancing the NP profession

NPAO Highlights

NP Week

Promotional Materials

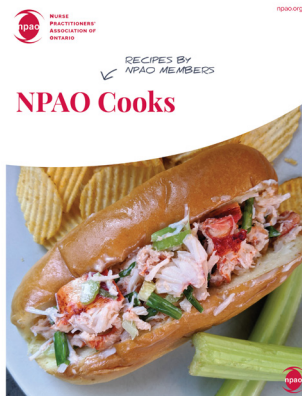
- 1 NP Week Toolkit
- 2 Social Media Promotional Images
- 3 Sub-site Dedicated to NP Week & Corresponding Promotional Tools
- 4 Press Release Highlighting NP Week Distributed to Health Reporters & Media Channels
- 5 NPAO's Past President, Leanna Lefebvre Featured on AM800 (CKLW-AM)
- 6 #NPimpact Video Series Celebrating Nurse Practitioners' wide ranging contributions by meeting NPs and getting an introduction to what they do and where the needs of healthcare are from an NP perspective.



NPAO Cooks

Member Engagement

- 1 NPAO Cooks cookbook - Recipes by NPAO members for members



Valentine Wall

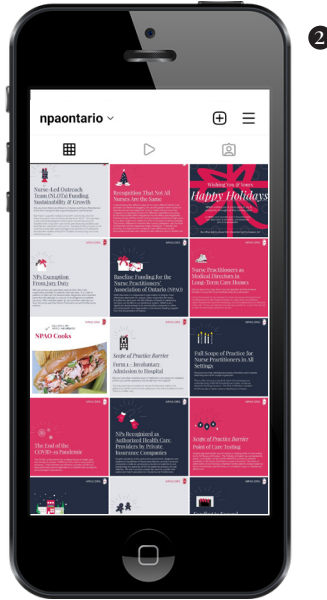
Member Engagement

- 1 Public campaign encouraging positive messaging for Nurse Practitioners and their colleagues



Holiday Wish List

Interactive Advent Calendar



1 Interactive online advent calendar featured on our website highlighting barriers to practice and NP scope

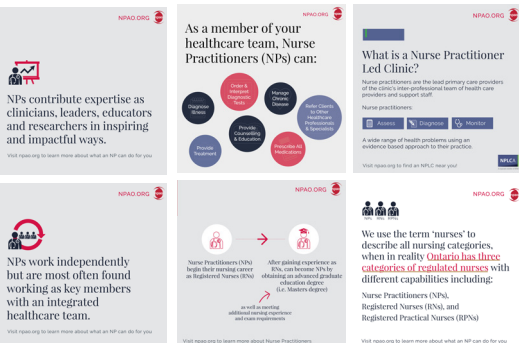
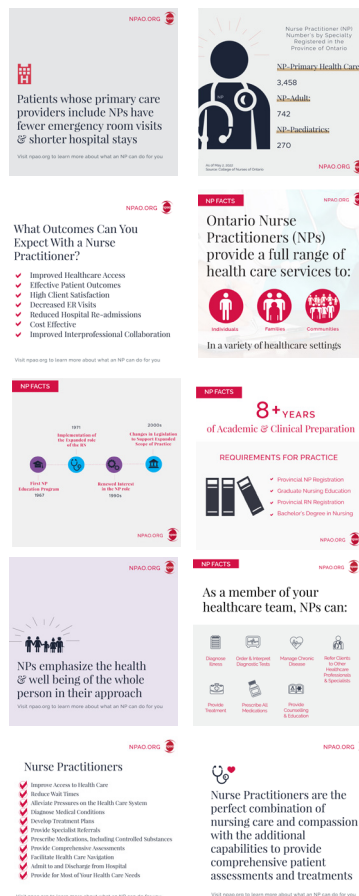
2 Social Media holiday wish list advent calendar

NPAO Remuneration Advocacy



Infographic's Highlighting the NP role

1 Creation of infographic's by NPAO and featured on our social media pages



Surveys

- 1 Member Surveys
- 2 PLP Protection Survey
- 3 Compensation Survey
- 4 Diversity, Equity & Inclusion Survey

Position Statements & Media Releases

- 1 It's Time - To leverage the unique promise of Nurse Practitioners
- 2 CT/MRI Legislation for Nurse Practitioners is coming July 1, 2022
- 3 NPAO Applauds Government of Ontario's investment in Long Term Care
- 4 The Future of a Strong Health Care System in Ontario Relies on Nurse Practitioners

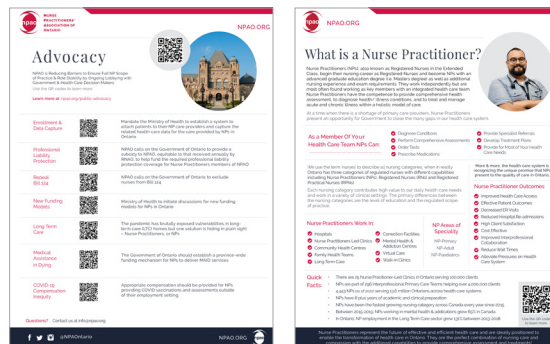
Social Media

@NPAOntario

- 1 Frequent posts on Instagram, Twitter & Facebook highlighting NP initiatives and scope of practice



#NPAOntario #NPAO #GetToKnowNPAO



NPAO Advocacy Poster & Fact Sheet

NPAO Advocacy for Province-wide MaiD Compensation for NPs

NP Learning Network

Webinars, Workshops and Conferences

NPAO Continuing Education Opportunities



- 1 NPs in Long-Term and Palliative Care
 - 67 Participants

- 3 NPs in Mental Health
 - 47 Participants

- 5 2021 NPAO Annual Conference
 - 225 Participants

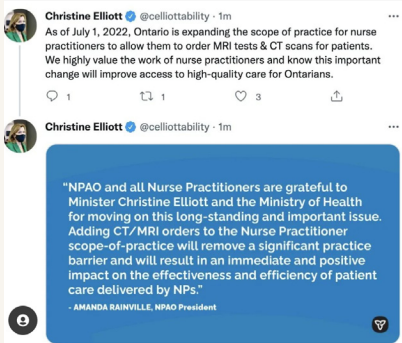
- 2 NPAO Indigenous Health Care Conference
 - 38 Participants

- 4 Ottawa Education Event
 - 25 Participants/in person
 - 36 Participants/online

NPAO has hosted 26 webinars over this fiscal year and had over 1,040 NPAO members in attendance in total. Topics have ranged from vaccines, to falls prevention to ADHD, Compassion Fatigue and CT/MRI.

Long Term Care Advocacy for NPs as Medical Directors

Successfully Lobbied for NP MRI/CT Referral Legislation

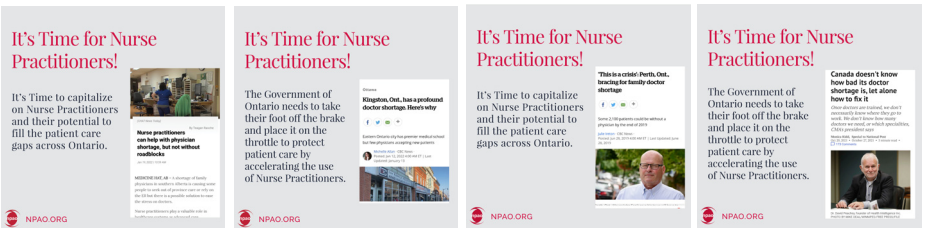


COVID-19 Initiatives:

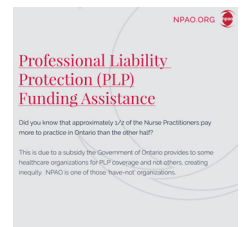
NPAO participation on numerous provincial Tables advocating for PPE, Paid Sick Days, Primary Care involvement in vaccinations,

Successfully Advocated for NP POC Testing

NPAO “It’s Time For Nurse Practitioner’s” Campaign



Professional Liability Protection Funding for NPAO Members Advocacy



Repeal Bill 124 Advocacy



NPs in LTC Advocacy



NPAO Executive Director, Dana Cooper Meets with Ontario Minister of Health, Sylvia Jones



Patient Enrollment with NPs & NP Data Capture Advocacy



NPAO X Impact Public Affairs













NPAO Ontario Election Campaign Launch

NPAO has partnered with Impact Public Affairs, an award-winning full-service government relations and public relations agency, to assist us in building awareness about NPs in Ontario during the election and as government resumes.

Impact has over 25 years of experience supporting clients with a wide range of strategies and objectives, including extensive experience with health care associations. Through our work together, we are educating MPPs and the public about the value NPs contribute to Ontario's health care system and how they can be better integrated. Our goal is to increase the profile of Nurse Practitioners and the understanding of the valuable role they play.

We have launched a provincial advocacy campaign designed to transform and improve the integration and utilization of NPs. We are also engaging with elected officials across the province, building relationships, and bringing ourselves to the table where health policy decisions are made.

To learn more, we encourage you to visit NPAO's campaign-specific microsite supportnursepractitioners.ca, which communicates key advocacy issues to the public and policymakers. Additionally, under the "Send a letter to your MPP" tab, you can support our efforts and spread our message by sending a pre-written letter to your local MPP.

<p>Nurse Practitioner (NP):</p> <p>A nurse practitioner (NP) is a registered nurse with advanced university education who provides personalized, quality health care to patients. Ontario nurse practitioners provide a full range of health care services to individuals, families and communities in a variety of settings.</p> <p> supportnursepractitioners.ca</p>	<p>Erin Ziegler</p> <p>Nurse Practitioner providing LGBTQ2SQ healthcare Burlington</p> <p></p> <p>"It is an honour to help my patients on their transition journey and see them reach their true selves. The happiness they feel as a result of my care is the best part of my job."</p> <p> supportnursepractitioners.ca</p>
<p>Nurse Practitioner-Led Clinics (NPLCs):</p> <p>NPLCs are primary care offices where Nurse Practitioners work collaboratively to provide comprehensive, accessible, and coordinated primary care to people who previously did not have access.</p> <p> supportnursepractitioners.ca</p>	<p>Arif Ahamed Abdul Samad</p> <p>Nurse Practitioner specializing in Dermatology Pickering - Uxbridge</p> <p></p> <p>"Identifying and treating skin diseases and conditions is a critical component of primary care. To ensure all Ontarians have access to treatment, we must expand the number of specialized Nurse Practitioners."</p> <p> supportnursepractitioners.ca</p>
<p>Nurse Practitioners can support in regions where primary care can be difficult to access.</p> <p> supportnursepractitioners.ca</p>	<p>Tanya Burr</p> <p>Palliative and End of Life Care Nurse Practitioner Hastings - Lennox and Addington</p> <p></p> <p>"The best part of my job is working with my residents and ensuring they are comfortable in the last moments of life."</p> <p> supportnursepractitioners.ca</p>
<p>Help us better integrate Nurse Practitioners into the Ontario health care system.</p> <p> supportnursepractitioners.ca</p>	<p>Deborah Cooper</p> <p>Long Term Care based Nurse Practitioner Parry Sound - Muskoka</p> <p></p> <p>"Providing care to the most vulnerable seniors to ensure they live out their lives the way they want is the most rewarding part of being an NP."</p> <p> supportnursepractitioners.ca</p>



NPAO X Tradewing

NPAO New Online Community

We are excited to announce that the NPAO will be offering a new, members-only benefit!

We understand how important it is for you to be able to connect, collaborate, and learn from your peers. To help meet this need, we are thrilled to be launching an online community exclusively for NPAO members where you can engage in discussions with and learn from your peers across the country anytime.

The goal of this platform is to serve as a space where you can connect, collaborate, and learn from you peers all year long.

Ontario Nurse Practitioner-Led Clinics

(NPLCs)



Nurse Practitioner Led Clinics (NPLCs) are the newest model for the delivery of comprehensive team-based primary health care in Ontario. The NPLCs improve access to care for the thousands of individuals and families, delivering coordinated care through a team of health professionals or community support workers. NPLCs have become known for providing whole person care with an emphasis on disease prevention, health education and promotion. NPLCs are not-for-profit organizations, community governed and funded by the Ministry of Health. Today, there are 25 NPLCs in Ontario collectively caring for more than 90,000 people across the lifespan. Despite the small number, the NPLCs have an impact on delivery of primary care in Ontario, and are highly regarded within their communities, and recognized in provincial legislation.

Every staff member of an NPLC has focused on the goal of providing care to clients and has worked tirelessly, despite barriers and limitations, to improve the health care system, to challenge the status quo and deliver primary care in an innovative and effective manner.

In 2018, the NPLCs formed the Nurse Practitioner-Led Clinic Association (NPLCA) to act as a formal, collective voice, becoming a member of the Nurse Practitioner Association of Ontario (NPAO).

The NPLCA provides opportunities for mutual support and empowerment among NPLC professionals, for the purpose of assisting NPLCs to fulfill their operational and strategic goals, while concurrently advocating for the expansion and provincial support for NPLC inter-professional primary care teams and improvements in client care efficiency and outcomes.

The Association:

Acts as the “common voice” of NPLCs

Examines and responds to Ministry policy and program initiatives that have implications for NPLCs and their clients

Promotes governance excellence

Promotes the expansion of Nurse Practitioner-Led Clinic Model of Primary Health Care, and

Promotes geographic equity in access to NPLCs in Ontario.



NPLCA 2022 Update

Nurse Practitioners (NPs) and NPLCs have made great strides this past year: we have achieved a broader scope of practice with the addition of CT/MRI and POC testing, and we have become an important part of the primary care landscape in Ontario. The NPLCA is an integral component of the Ontario government's primary health care planning. The NPLCA continues to advocate for NPs and the NPLC model of care, participating in even more levels of health care, global, national, provincially and local. Some organizations are even seeking out NPs, NPLCs and NPLCA to make recommendations on various areas of health care. The NPLCA continues to work hard to bring NPLC issues to light; we are working on having our data recognized at the provincial level, and we continue to advocate for NPs and NPLCs at the provincial health care tables which we actively participate.

It has been an extreme pleasure and privilege to work with you on these important endeavours. Many thanks to NPs in Ontario, the NPLCs, NPLCA and NPAO.

Teresa Wetselaar

NP-PHC

Chair, NPLCA

NEW & EXCITING PARTNERSHIPS

NPAO members enjoy special discounts such as:



1 UpToDate

Save up to 23% off on an annual or longer subscription



2 Johnson Insurance

Discounted rates for Home, Auto & Travel Insurance, and Health & Dental Coverage



3 GoodLife Fitness

Special rates for NPAO members



4 Perkopolis

Special offers on events and activities



5 CAA Corporate Membership

Exclusive offers for NPAO members. Corporate membership rate is \$134 + HST



6 NPAO Corporate Health and Wellness Plan

NPAO members get exclusive membership fee for Women Fitness Clubs - starting at \$16 bi-weekly



7 KindPass

NPAO members enjoy up to 50% off SIXTY local and national partners for \$24 per year.



8 Pepid

Clinical Decision Support with exclusive NPAO discounts - NPAO members save up to \$375*

9 MAS: First Aid Training



10 THMA Course discounts



11 MediSeen Health discounts

12 MUMS Health Publications



Use code NPAO2020



13 Safe Direct Medical Supplies

NPAO members enjoy discounted prices on PPE and medical supplies

14 DelSuites



15 RxVigilance

NPAO members enjoy special prices on RxVigilance services

16 Storewell Self Storage

NPAO members save 10%

NPAO Communities of Practice

Groups of NPs with similar interests looking for an opportunity to network and move initiatives forward in their respective communities of expertise

More information on how to join our CoPs can be found at npao.org.

- Black NPs' CoP
- Dermatology CoP
- Hospital-based NPs' CoP
- Long Term Care CoP
- Mental Health CoP
- Medical Aesthetics CoP
- Novice NPs/Students CoP
- NP Rainbow CoP
- Ontario Health Teams CoP
- Palliative and End of Life Care CoP
- Pediatric CoP



Don't see a CoP that matches your interest? Consider starting one!



Award Winners



NPAO Patient Choice Award

Pauline Marcus

South West LHIN

Pauline Markus is a primary care nurse practitioner who specializes in palliative care at Home and Community Care Support Services in the Southwest. She completed her Bachelor of Science in Nursing at the University of Western Ontario in 2003. She worked as an Emergency Room nurse for 17 years in a large trauma center and in various community hospitals in southwestern Ontario. She also developed her love for palliative care while working at the local hospice, Sakura House, in Woodstock, Ontario. She returned to Western University to complete her Master's of Nursing, Primary Health Care Nurse Practitioner degree and managed to graduate in October 2020, not only through a pandemic while aiding her two children through virtual learning and supporting her husband on their dairy farm but also while palliating her father who had an aggressive metastatic lung cancer. She is extremely thankful for her family and friends who supported her through those grueling years!

Pauline is passionate about providing excellent palliative care in the community despite health human resource constraints. She believes there is no higher honour than ushering a person out of this life with comfort and dignity. She thanks her mentors Dr. Jitin Sondhi, Dr. Karen Fryer and NP Danielle Simandl for their leadership and guidance as well as the support of the nurses, care coordinators and support staff on the Oxford/Norfolk Palliative Care Outreach Team – it takes an intricate network of people to serve patients well through end of life. Pauline is overwhelmed with gratitude to be recognized by the families she has served for simply providing the care they deserve. There is no greater reward than this!



NPAO Patient Choice Award

Andrea Logan

Orillia Soldier's Memorial Hospital

Andrea is a Paediatric Nurse Practitioner currently working with paediatric eating disorder patients at Orillia Soldiers' Memorial Hospital and Royal Victoria Regional Centre. She has recently been providing additional support and training to community partners through grand round presentations and outreach talks. Andrea completed her NP education at the University of Toronto, Post-Masters program. Andrea previously worked as a Registered Nurse for 20 years at The Hospital for Sick Children, in paediatric medicine/infectious diseases and the emergency department. She was a professor in Nursing at Georgian College and has worked previously as assistant manager and Paeds NP in paed/NICU at William Osler Civic Hospital in Brampton. Andrea also provides care in event medicine for Odyssey Medical Inc. During her spare time Andrea is a hockey mom to an amazing young man, and volunteers as a hockey trainer for his team, while also working as a volunteer firefighter in the town of Innisfil. Andrea is passionate about paediatric care and created the NPAO paediatric community of practice for which she is co-chair

NPAO Patient Choice Award Nominees

Honourable Mention

Veronica Proper

Thunder Bay District Health Unit

Patient Choice Nominations

Natalie Desjardins

Centre De Santé communautaire du temisakming

Jodi Colwill

Mapleton Health Team

Sahar Haji

Waterloo Region Nurse Practitioner Led Clinic

Lisa Underhill

Telus Health Virtual Care

Suzanne Menard

Hearst, Ontario

Faiza Ahmed

Inner City Health Associates

Allison Anderson

Norwest Community Health Centre

Tricia Provost

Wawa Medical Centre

Kelsey York

Lakehead Nurse Practitioner-Led Clinic

Sarah Cleland

Waterloo Region Nurse Practitioner Led Clinic

Darcia Paul

University Health Network (Toronto Western Site)

Paula Carere

Waterloo Region Nurse Practitioner Led Clinic

Kristy Naulls

Belleville Nurse Practitioner-Led Clinic

Malcolm Morum

Huronian Nurse Practitioner Clinic

Brenda Louttit-Bunker

Smiths Falls Nurse Practitioner Led Clinic

Kelsea Michaud

Jubilee Centre, Timmins

Marylou Kobzick

Pic Mobert First Nation

Dan Collins

North Channel Nurse Practitioner Led Clinic

Mandy Larouche

Northern Neighbours Nurse Practitioner-Led Clinic

Teresa Wetselaar

NPLC - Whitestone

Mary Geroux

Sudbury District NP Clinics

Morgan Krauter

Southlake Regional Health Centre

Joanne Presseault

Tri Town Extended Care

Alanna Mitchell

Seaway Valley Community Health Centre

Alicia Moonesar

Sunnybrook Health Sciences Centre



NPAO Bursary Winner

Anna Reitano

Anna is currently entering her final year of the Post-Master's Nurse Practitioner Diploma at the University of Toronto. After graduating with her BScN from the University of Toronto in 2011, Anna started her nursing career on a medical/surgical intensive care unit at Sunnybrook Health Sciences Centre, where she completed her CNA certification in Critical Care. Anna then went on to obtain a Master's of Nursing degree from the University of Toronto in 2015 and took on an advanced practice position as an Acute Pain Clinical Nurse Specialist at Lakewood Health. In her advanced practice role, Anna led the development of several corporate policies related to pain management, created patient education materials for quality improvement projects, and assisted in the development and implementation of a same day discharge program for elected orthopedic surgeries. She has been a registered nurse for ten years and is excited to expand her scope of practice to that of a Nurse Practitioner. In her spare time, Anna enjoys playing tennis and gardening.



Boehringer Ingelheim Award

Chris Varughese

Chris Varughese is the Clinical Lead Nurse Practitioner at WOHS Complex Medicine Clinic. She completed her undergraduate degree in 2009 and her experience has been with CCU patients. In 2015, Chris completed her Masters degree and started working as a NP at the Emergency Department. In 2018, Chris became the project lead for developing the Complex Medicine Clinic, a comprehensive multidisciplinary program, for complex patients with multiple co-morbidities such as HF, COPD, HTN, DM, and CKD. These patients are often at their advanced stages and at high risk for recurrent ED visits/hospitalizations. Chris works with these patients and their families by optimizing their underlying chronic risk factors through symptom monitoring and management. Chris' role involves patient consultations, medication management, and coordination and navigation of our healthcare resources to help patients manage their care at the comfort of their homes. Chris' goal with these patients is to prevent recurrent Emergency visits and hospitalizations by providing evidence based care and treatment at the right time and at the right place before symptoms worsen. Her passion is to improve quality of life and care delivered for patients living with chronic diseases.



Jerry Gerow Award
Erin Ziegler

Erin Ziegler (she/her) is a primary health care nurse practitioner and an Assistant Professor in the Daphne Cockwell School of Nursing at Toronto Metropolitan University where she teaches in the NP program. She is the clinical lead of a transgender primary care program with Queen Square Family Health Team. She is the chair of the NPAO Rainbow Community of Practice. She is a faculty member with the Canadian Centre for Advanced Practice Nursing Research and the provincial course professor for the Advanced Health Assessment and Diagnosis course with the Ontario Primary Healthcare Nurse Practitioner program. Her research focuses on exploring barriers and facilitators to accessing healthcare within the LGBTQ2S population; nursing education; and advance practice nursing. She co-developed the online eLearning toolkit Sexual Orientation and Gender Identity Nursing (www.soginursing.ca) which aims to improve nurses and healthcare providers' understanding of cultural humility when caring for LGBTQ2S individuals. She is an editorial board member for the Nurse Practitioner Open Journal and the journal Primary Health Care Research and Development.



**The Christina Hurlock-
Chorostecki Scholarship**
Vaska Micevski Jones

Vaska Jones is a certified Nurse Practitioner in both Primary Health Care and Adult specialties since 1997 and 2017, respectively. She completed her post-Master's Adult Nurse Practitioner program at the University of Toronto in 1997 and focused on cardiac health. She provided care across the spectrum of heart health including a focus on advanced heart failure. Vaska subsequently completed the Primary Care Nurse Practitioner program at Toronto Metropolitan (Ryerson) University in 2017 with a clinical practice focused on urgent care. She has a long history of demonstrating excellence and leadership in the NP role and has been the recipient of numerous clinical and research awards during her lengthy career. Vaska has presented nationally and internationally on the NP role and cardiac health and her research has been published in numerous peer-reviewed journals. She has worked in leadership, research and educational roles within the hospital, community and educational sectors to influence the next generation of NPs.

Vaska is currently a student in the PhD in Nursing program at Queen's University, School of Nursing where her research focus is nursing leadership in Canada. She will use the Christina Hurlock-Chorostecki for further scholarly development to assist with her continuing doctoral studies.

Audited Financial Statements

The full audited financial statements can be viewed [here](#)



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Page 1

INDEPENDENT AUDITORS' REPORT

To the Members of
Nurse Practitioners' Association of Ontario

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Nurse Practitioners' Association of Ontario, which comprise the statement of financial position as at June 30, 2022, and the statements of operations and 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 Nurse Practitioners' Association of Ontario as at June 30, 2022, 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

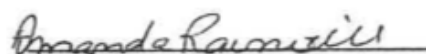
We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Nurse Practitioners' Association of Ontario 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.


NURSE PRACTITIONERS' ASSOCIATION OF ONTARIO
STATEMENT OF FINANCIAL POSITION
 AS AT JUNE 30, 2022

Page 4

	2022	2021
	\$	\$
ASSETS		
CURRENT		
Cash	967,404	625,022
Accounts receivable	5,865	12,941
Prepaid expenses	13,722	7,528
	986,991	645,491
EQUIPMENT (Note 2)	1,635	-
	988,626	645,491
LIABILITIES		
CURRENT		
Accounts payable	58,397	65,499
NPLCA/NPAO Membership Fund (Note 3)	112,566	92,122
Legal assistance (Note 4)	216,711	161,079
HST payable	11,553	7,535
Deferred revenue (Note 5)	210,031	180,063
	609,258	506,298
NET ASSETS		
Unrestricted net assets	379,368	139,193
	988,626	645,491

APPROVED ON BEHALF OF THE BOARD:

 , Director

 , Director

See accompanying notes to the financial statements

NURSE PRACTITIONERS' ASSOCIATION OF ONTARIO
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
 FOR THE YEAR ENDED JUNE 30, 2022

Page 5

	2022	2021
	\$	\$
REVENUES		
Membership fees	485,132	494,868
Annual conference	100,560	77,562
Educational services for members (Note 6)	71,156	84,675
NPLCA/NPAO membership contributions (Note 3)	53,212	42,582
Other	25,326	14,307
Legal assistance program (Note 4)	24,118	22,140
OCFP/MAiD project	9,426	-
CABHI project	-	14,584
Government assistance (Note 7)	-	2,033
	768,930	752,751
EXPENSES	528,755	557,610
Excess of revenues over expenses for the year	240,175	195,141
Unrestricted net assets (deficit), beginning of the year	139,193	(55,948)
Unrestricted net assets, end of year	379,368	139,193

See accompanying notes to the financial statements

NURSE PRACTITIONERS' ASSOCIATION OF ONTARIO
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
 FOR THE YEAR ENDED JUNE 30, 2022

Page 6

	2022	2021
	\$	\$
EXPENSES		
Salaries and benefits	300,357	339,270
NPLCA/NPAO membership (Note 3)	53,212	42,582
Legal assistance program (Note 4)	24,118	22,140
Bank charges, credit card fees, interest and penalty	22,654	21,139
Website	21,899	23,841
Education services for members (Note 6)	18,780	16,470
Annual conference	18,382	23,902
Professional fees	16,309	20,102
Consulting - policy	13,200	2,713
Consulting - administrative	10,050	-
Insurance	7,205	10,302
Printing and promotional material	4,655	18,665
Administration and office	4,619	2,966
Public awareness	4,519	1,214
Telecommunications	3,778	5,174
Board and staff development	2,521	4,934
Other	1,280	2,046
Travel, meals and accommodation	953	150
Amortization	264	-
	528,755	557,610

See accompanying notes to the financial statements



Acknowledgements

Thank you to past and present Board members for your vision, dedication and leadership! NPAO has seen over 45 years of significant accomplishments and there is more to come!

Thank you to all members for your enthusiastic support and hard work. Thank you for providing excellent care to clients and communities. You exemplify the best of our profession.

Thank you to the NPAO staff! We appreciate your time, energy, dedication and effort.

NURSE PRACTITIONERS: SOLUTIONS FOR A STRONGER & HEALTHIER ONTARIO



www.npao.org
email us at: info@npao.org
or call: 437.980.4566