



ADTO
Association of Dental
Technologists of Ontario

ASSOCIATION OF DENTAL TECHNOLOGISTS OF ONTARIO

MINUTES of the 2023 Annual General Meeting
held virtually via Zoom videoconference/webinar
on Friday, October 27, 2023 at 7:00 p.m.

Karim Sahil, who had been appointed by the Board as AGM Chair, welcomed all present to the meeting. Attendance was confirmed as follows:

Board:	Karim Sahil	-	President
	Shabana Mirza	-	Vice President
	Debra Blanco	-	Secretary
	Aura Szigiato	-	Treasurer
	Aaliyah McPherson	-	Education
Members:	Sandra Bunnaman		Shafiq Mojaddedi
	Sarah Cheah		Tony Oh
	Samuel Cristea		Nicoleta Parfeni
	Wasem Darwesh		Manijeh Rezaeizzadeh
	Kevin Hsia		Helai Safi
	Hasina Imrani		Refael Shalamov
	Allen Katz		Heike Thamm
	Ronald Klausz		Bill Van Evans
	Jill Langford		
By Invitation:	Veronica Ng	-	Office Administrator, ADTO
	Ronald Kwok	-	Auditor, Kwok and Associate
	Kaylie Flynn	-	Health Plus Insurance
	Galen Flynn	-	Health Plus Insurance
	Judy Rigby	-	Registrar and CEO, CDTO
	Nicole Guy	-	Recording Secretary, MinuteTakers Inc.
Regrets:	Chris Ji	-	Member Benefits

1. **NOTICE OF MEETING**

Notice of this Meeting of Members was delivered to all registered members in good standing in accordance with the Association's bylaws. Proof of such notice as presented by the Secretary of the Board of Directors was tabled for member review; same to be filed with these Minutes herein.

2. **ANNOUNCEMENT OF QUORUM and CALL TO ORDER**

It was confirmed that a quorum was present either in person or by proxy and that the meeting could therefore be properly constituted for the transaction of business. The meeting was duly called to order at 7:08 p.m.

3. **APPROVAL OF AGENDA**

On a motion by A. McPherson and seconded by A. Szigiato it was:

“Resolved that the Agenda of the meeting be approved as presented.”
Motion carried as evidenced by a virtual show of hands.

4. **MINUTES OF 2022 ANNUAL GENERAL MEETING**

4.1 **Reading of Minutes** – It was noted that the Minutes of the Annual General Meeting held on November 18, 2022 were provided to the members together with the Notice of the Annual General Meeting.

4.2 **Approval of Minutes** – There being no errors or omissions noted, the Chair requested a Motion that the reading of the Minutes of the 2022 Annual General Meeting be dispensed with and be approved. On a motion by D. Blanco and seconded by S. Mirza it was:

“Resolved that the reading of the Minutes of the 2022 Annual General Meeting of the Association of Dental Technologists of Ontario held on November 18, 2022 be dispensed with and that they be adopted and verified as presented.” Motion carried as evidenced by a virtual show of hands.

5. **PRESIDENT’S MESSAGE**

ADTO President, Karim Sahil, MDT, RDT welcomed all present and read out the Association’s mission statement. Additional messaging was noted as follows:

- (a) *New Logo* – The Board has developed a new logo, which has now been implemented.
- (b) *Annual Report* – Great leaps have been made coming out of the COVID-19 pandemic and the membership is becoming stronger. Feedback received from members has helped the Board stretch itself to provide online education seminars, grow the branding, and establish the ADTO as an industry leader.
- (c) *Events* – In-person events have been well attended, including participation by other associations such as the ODA, ODHA, and DAO, providing additional relationship-building and networking opportunities.

- (d) *Advocacy* – The Board is working on launching the Dental Technology a national organization in the future, which will enable the profession to have a seat at the table for Federal decision-making.

6. **INTRODUCTION OF 2023/2024 BOARD**

The Chair introduced the new Board of Directors as follows:

Karim Sahil	-	President
Shabana Mirza	-	Vice President
Debra Blanco	-	Secretary
Aura Szigiato	-	Treasurer
Chris Ji	-	Member Benefits
Aaliyah McPherson	-	Education

7. **BOARD MEMBERS' INTRODUCTION SPEECHES**

- 7.1 **Vice-President Comments** – Shabana Mirza, Vice-President, extended a warm welcome to those in attendance at the AGM. The ADTO aspires to broaden its horizon and establish a national association to become a voice for dental technologists across the country. The collaborative spirit of the Board was noted.
- 7.2 **Secretary Comments** – Debra Blanco, Secretary, introduced herself and expressed support for the vision of the ADTO. The members were thanked for their support of the Board and the Association.
- 7.3 **Treasurer Comments** – Aura Szigiato, Treasurer, introduced herself. The Association is financially healthy. The Board will be reviewing the budget for more ways to utilize funds for the benefit of the members and to improve the wellbeing of the community. Education is an important function of the Association. Suggestions and ideas from the membership are welcomed.
- 7.4 **Education Chair Comments** – Aaliyah McPherson, Chair of the Education Committee, provided an update on the educational webinar program. The Board hopes to continue this partnership, as well as find new educational opportunities for the members.
- 7.5 **Member Benefits Comments** – Chris Ji is responsible for the Member Benefits Committee. It was noted that Chris was unable to attend the meeting.
- 7.6 **Administrator Comments** – Veronica Ng was introduced as the Association's administrator and gave a brief report. Members were encouraged to visit the ADTO website for regular updates, and to follow and subscribe to the Association's LinkedIn page.

8. **INSURANCE PRESENTATION**

Kaylie Flynn and Galen Flynn of Health Plus Insurance were introduced to deliver a presentation on health insurance benefits. Highlights were noted as follows:

- (a) *Company Overview* – K. Flynn provided information on the company and its offerings. Health Plus is a broker, but also offers its own Priority plan to ADTO members; this plan was custom designed and provides better coverage at lower rates. It was noted that health care costs are rising, driven by innovations in medicine and demand for specialty drugs, many of which are not covered by the Ontario Health Insurance Plan (OHIP).
- (b) *New Members* – K. Flynn pointed out that, while some newer technologists may believe they don't need a plan when young and/or starting out in their careers, the best time to get health insurance is when one is healthy, to maximize the plan options available.
- (c) *Plan Review* – G. Flynn provided an overview of the Health Plus Priority and Optimum plans for information, and outlined the differences between the plans. Other insurance, including life insurance and disability, is also available.
- (d) *Wellness Resources* – K. Flynn noted that the Health Plus plans include a few wellness-in-business resources in partnership with Beneplan at no additional cost. The available programs were reviewed, including mental health support, business advice, and genetic testing.

K. Flynn and G. Flynn were thanked and excused from the meeting at this point. Contact information for Health Plus was provided to all members.

9. **DRAFT ANNUAL AUDITED FINANCIAL STATEMENTS**

Ronald Kwok, the Association's Auditor, provided a brief overview of the ADTO's financial status as evidenced by the draft Annual Audited Financial Statements that were prepared by Kwok and Associate, Licenced Public Accountant for the fiscal year ended June 30, 2023.

9.1 **Overview** – Highlights were noted as follows:

- (a) *Net Assets* – The Association's assets totalled \$427,977 as at year end. Net assets are comprised of fixed assets of \$31 and unrestricted assets of \$427,946.
- (b) *Financial Health* – The Corporation is financially strong, with \$504,203 in assets, liabilities of \$78,157, and \$426,046 in working capital, for a ratio of 6.5.
- (c) *Statement of Revenue and Expenditures* – Revenues for the fiscal year exceeded expenditures by \$55,838; this is a little lower than last year but is still healthy for a non-profit corporation.

- (c...) An overview of revenues generated during the year was provided, and it was noted that interest income significantly increased over the previous year. The largest expenditure was on events, primarily due to the CN Tower event held in 2022. Travel and meeting costs also increased over last year, due to the return to in-person meetings.
- (d) *Auditor's Opinion* – R. Kwok confirmed that these statements are a fair representation of the Corporation's financial position for the fiscal year ended June 30, 2023 in all material respects.

9.2 **Discussion** – The floor was then opened for questions; none were raised.

There being no discussion from the floor, R. Kwok was thanked and excused from the meeting at this point.

10. **BOARD UPDATE**

K. Sahil provided an update on behalf of the Board, outlining the challenges facing the Association, risks, opportunities, etc. Highlights were noted as follows:

- (a) *Market Gap* – A current challenge being faced by many members is a loss of sales by not offering production at lab prices, and an increase of products and materials on the market that may not be Health Canada approved.
- (b) *Solutions* – The Board is hoping to conduct a national survey to gather information and feedback from all dental technologists and industry partners throughout the country. The end goal is to create a national association to represent all registered dental technologists (RDTs), and to develop a suggested fee guide for use by all provinces.
- (c) *Two-Year Action Plan* – A timeline for implementing the Board's goals over the next two years was presented for review. A cross-province communication portal will be developed and tested.
- (d) *Fee Guide* – It was noted that another updated fee guide will be released early in the new year. The new guide will be fully digital only and will be accessible through the member portal of the ADTO's website. The guide will be sent to the Canadian insurance companies and to the ODA.
- (e) *Growth Strategy* – Communication will be open and data gathered throughout 2024, in preparation for a town hall meeting in May 2025. It is hoped that the national association and fee guide can be launched by October 2026.

11. **CDTO PRESENTATION**

Judy Rigby, Registrar and CEO of the College of Dental Technologists of Ontario (CDTO) was welcomed to deliver a presentation, with highlights were noted as follows:

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- (a) *Overview* – The job of the CDTO is to find a way to engage with all RDTs, and to envision the future and work to modernize regulations.
 - (b) *Governance* – The CDTO District 2 by-election nominations closed on October 11, 2023 with no nominations received. A by-election will be held to fill two vacancies; the qualifications to run for these positions were outlined. Members were encouraged to participate, in order to share their expertise and perspectives, develop new skills, and make a positive impact on the profession and community.
 - (c) *Collaboration* – J. Rigby outlined some of the collaborations that CDTO has participated in, including COVID-19 guidance and mandatory reporting.
 - (d) *Initiatives* – CDTO will be embarking on various initiatives, including: supporting cultural safety, awareness, competence, and sensitivity; developing a cost-effective process to handle unauthorized practice and reduce regulatory disruption; implementing the emergency class of registration to address temporary shortages in health human resources and the limited class of registration to reduce barriers and support labour mobility for skilled workers in multiple disciplines; and supporting the prior learning assessment and recognition (PLAR) pathway to credentialing.

12. **OTHER BUSINESS – QUESTION & ANSWER PERIOD**

The floor was then opened for questions and comments.

- (a) *CDTO Contact* – Nicoleta Parfei and Shafiq Mojaddedi expressed concern that CDTO has been less responsive since its office was shut down for remote work. **Response:** J. Rigby provided contact information and invited any member to contact her directly if they do not receive a response from the office. The College was proactive in shutting down its office to save costs, with funds repurposed for some of the above-mentioned initiatives.
- (b) *Unauthorized Practice* – Upon inquiry, J. Rigby clarified the process for following up on and shutting down unauthorized practices. It was noted that the cost of this work can be tens of thousands of dollars. Members were assured that reporting is anonymous and were encouraged to come forward with any information.
- (c) *Engagement* – Sarah Cheah noted that she will be participating in the performance-based assessment (PBA) event on October 28, 2023. **Response:** J. Rigby encouraged members to participate in the industry in some way, and noted a few additional opportunities that could be pursued.
- (d) *Board Meetings* – Shafiq Mojaddedi inquired regarding the frequency and format of CDTO Board meetings. **Response:** The Board meets regularly in both virtual and in-person formats, occasionally offering hybrid attendance.

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- (e) *Transparency* – Aaliyah McPherson inquired whether the ADTO is informed when action is taken against an unauthorized lab. **Response:** CDTO publishes the name and the lab on its website, and this information remains available into the future. J. Rigby will follow up to determine what transparent communication is provided for as part of this process.
- (f) *Participation* – Jill Langford and Bill Van Evans expressed disappointment in the attendance for this meeting and the lack of representation for District 2. Members were encouraged to step up on behalf of RDTs and the public. **Response:** J. Rigby agreed that RDTs have a professional obligation to support each other, advocate for the profession, and protect the public.

13. **ADJOURNMENT OF MEETING**

There being no further business brought before the meeting, the meeting was concluded at 9:06 p.m. on Motion by A. McPherson and seconded by D. Blanco.
