Annual Report

2018

Parks and Recreation Ontario
Healthy People  |  Vibrant Communities  |  Sustainable Environments
A MESSAGE FROM PRO’S LEADERS

Parks and recreation is commonly seen as a source of play and leisure, a place people can go to throw a ball, have a picnic, or take a class. But our sector is so much more than that. We are community health leaders, conservation advocates, and equity champions. We help ensure that everyone has access to the programs and spaces that contribute to social, physical, and emotional health. We play a vital role in the economic and environmental well-being of Ontarians and their communities. In short, we affect real social change.

This past year, we supported our members through new political realities, changing demographics, and the ever present issue of budgetary constraints. PRO brought together thought leaders from across the country at our conferences to tackle critical issues such as inclusion, technology, and resource allocation. We saw our flagship programs expand and we worked to create more tools and resources. In this report, it is clear to see that we have made great strides in advancing the benefits of parks and recreation. This would not be possible without our members.

At PRO, we know that our strength lies in our diverse membership. We rely on our members to inform our policy submissions, training events, and advocacy positions. Since 1995, PRO has worked to provide our members with the tools they need to ensure the vitality of parks and recreation in their communities. But we are always striving to do better. In 2018, we embarked on a series of conversations with members from across the province to find out how we can best serve them and what our strategic priorities should be moving forward. As we hear more from our members, we are eager to begin work on our new strategic plan that is responsive to the needs of the sector. A relevant and compelling strategic plan needs to be created by the sector and for the sector and we will be working hard to ensure we reflect the diversity of the sector.

On that note, we would like to extend our thanks to the members, stakeholders, and partners who have played such a pivotal role in ensuring the success of the sector. We couldn’t be more proud to say that so many of Ontario’s service providers stand behind the work we do.
OUR MEMBERS. OUR STRENGTH. YOUR PRO.

83% of Ontarians are provided with essential recreation and parks services by 6,300+ members.

PRO MEMBERS (%) BY POPULATION SIZE OF MUNICIPALITY

- 100,000+: 100%
- 50,000 - 100,000: 94%
- 25,000 - 50,000: 100%
- 10,000 - 25,000: 78%

OUR MEMBERS. OUR STRENGTH.

82 volunteers contributing 1500 hours to PRO’s initiatives.

2,000+ students engaged.

OUR VISION

Healthy People
Vibrant Communities
Sustainable Environments

OUR MISSION

Advance quality recreation and parks through advocacy, standards, tools and training.

MEMBERSHIP REACH IN ONTARIO

Hearst
Kenora
Leamington
Hawkesbury
POLICY LEADERSHIP

2018 was a year of political change in Ontario. With a new provincial government and many new members of municipal council across the province, it was more important than ever that PRO play a leadership role in public policy. With a unified voice and a clear vision, PRO has been able to positively influence legislation, regulation and develop policy to enhance access to recreation and parks.

NEW GOVERNMENT, NEW APPROACH, NEW OPPORTUNITIES

During more than a decade of Liberal leadership, PRO had established itself as a trusted advisor with government. In the lead up to the 2018 election, PRO mounted a campaign, positioning the importance of recreation and parks with the three leading parties. PRO used powerful data to illustrate the far-reaching benefits of investing in recreation and parks for economic, health and social benefits.

The PC government acted swiftly and issued several pieces of legislation that would affect recreation and parks. PRO was poised with responses to the proposed legislation to ensure that the government considered the impact on communities.

As promised, the PC Government kept the minimum wage at $14 per hour, allowing municipalities and non-profit recreation providers to adjust. The omnibus Bill 66, Restoring Ontario's Competitiveness Act, affects numerous pieces of legislation, ranging from the Planning Act to the Child Care and Early Years Act. Thanks to PRO’s continued efforts, this proposed legislation would allow children who are four and five years old to take part in authorized recreation programs before and after school. This means children entering JK (aged 3.8 years or older) could participate in authorized recreational programs, instead of those entering Grade 1.

POOL REGULATIONS

Before the election, the Liberal Government finalized the regulations under the Health Promotion and Protection Act. The modernization of these regulations was a three-year process and PRO was a key stakeholder in the consultation process. PRO also led efforts to educate the sector on the new regulations, supported by its partners Canadian Red Cross and Lifesaving Society.
As one of the 13 provincial/territorial partners that make up CPRA, PRO played a leadership role on many national files. CPRA co-lead the implementation and monitoring working group for the Framework for Recreation in Canada. PRO received funding from CPRA to enhance the Municipal Audit Toolkit, a resource that helps municipalities align with the goals and priorities of the Framework.

PRO provided support for CPRA’s advocacy efforts on several pieces of legislation including Bill S-228, the proposed Bill that would limit marketing of less-healthy food to children.

PRO has great ongoing communication with their members, beneficial for keeping everyone up to date with ever changing standards.”
– PRO Member

Parks and recreation play a vital role in the daily lives of Ontarians and many different provincial ministries have programs and policies that support the sector. PRO represents the sector on many provincial task forces, both with government and with allied stakeholders.

Here are a few of the partnerships and advisory groups that PRO contributed to in 2018:

**GOVERNMENT**
- Ministry of Education
  Recreation Stakeholder Working Group
- Ministry of Health and Long-Term Care
  Recreational Water Stakeholder Group
- Ministry of Tourism, Culture and Sport
  and Ministry of Transportation
  Ministers’ Advisory Panel on Cycling;
  Ontario Trails Strategy Steering Group;
  Rowan’s Law Advisor

**SECTOR PARTNERSHIPS**
- Healthy Eating in Recreation Settings Project
- Ontario Chronic Disease Prevention Alliance
- Ontario Collaborative on Healthy Eating and Physical Activity
- Ontario Mentoring Coalition
- Outdoor Play Canada Steering Committee
SUPPORTING WELLBEING

PRO supports the wellbeing of Ontarians by building capacity within the recreation sector and beyond through training and resources. In today’s competitive and results-driven world, research, training and thought leadership are critical to ensure the growth and sustainability of our sector. In 2018, more than 18,000 certifications offered by PRO were held by professionals, students and volunteers working across Canada.

CONFERENCES

PRO has three flagship events designed to meet the educational and professional needs of the sector: the Educational Forum and Trade Show; the Aquatics Conference; and the MBA Symposium on Youth Development. To ensure parks and recreation staff and volunteers are on the leading edge of service provision, session content continues to expand though presentations from across Canada and beyond. New discussion sessions have also been included to enhance networking opportunities and to share best practices.

WORKSHOPS AND WEBINARS

PRO offers workshops and webinars on trends, issues and important legislative changes. PRO partnered with sector experts for three webinars on the implementation of new regulations governing the operation of public pools and spas and held two information sessions on Yardstick, a tool to help communities benchmark their parks operations and open spaces. PRO also continued to offer its targeted, intensive workshops for camp and after school program staff.

The Parks and Recreation Management Certificate Program was created to build capacity in the sector and provide future leaders with skills required to advance their careers. Since its launch in 2016, more than 120 individuals have successfully completed the program, which is offered in partnership with the Schulich Executive Education Centre at the School of Business at York University.

LEARNING AND THOUGHT LEADERSHIP

Here’s just a small sample of the wide range of topics covered at PRO events:

- Open data in the recreation sector
- Rural tourism: harnessing local amenities
- Factors driving facility design
- Diversity and Inclusion
- Working effectively with first responders
- Dead water, the silent killer
- The customer is always right
- Healthy aging for older adults
- Preparing for the legalization of cannabis

Parks and Recreation Management Certificate Program (PRMC) Class of October 2018
SPOTLIGHT ON MEMBER ENGAGEMENT

PRO has a powerful and dedicated membership and we are committed to continually enhancing our programs to better meet the diverse needs of the sector. 2018 marked the beginning of a new, multi-year member engagement plan. In March, PRO hosted a think tank for senior leaders at the PRO Forum and CEO Cathy Denyer continued these conversations in meetings with members across the province. We also launched an e-newsletter, PROFile, focused on legislation, advocacy and trends.

One of the key activities in this first year was a member survey. Just over 700 people, or about 12% of PRO’s members, responded to the survey. The results confirmed that members highly value PRO’s programs and services. The data will help PRO create a long-term plan and enhance current offerings.

As education, training and networking were most important to members, PRO will take advantage of technology and new opportunities to meet sector needs throughout the province.

What are the most pressing issues for PRO Members?

<table>
<thead>
<tr>
<th>Issue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing</td>
<td>89.4%</td>
</tr>
<tr>
<td>Meeting citizens expectations</td>
<td>87.8%</td>
</tr>
<tr>
<td>Budgetary challenges</td>
<td>86.8%</td>
</tr>
<tr>
<td>Recognition of the importance of parks and recreation</td>
<td>85.1%</td>
</tr>
</tbody>
</table>

Result from Membership Survey 2018

A FOCUS ON YOUTH

Since 2005, PRO has been the leading organization for Play Works, the Ontario Partnership for Active and Engaged Youth. The Play Works Youth Friendly Recognition Program is now firmly established as a benchmark of excellence, with 45 youth friendly communities recognized across the province. Play Works is pleased to say that nearly 40% of Ontario young people live in Youth Friendly Communities!

2018 was the last year of a three-year Ontario Trillium Foundation grant to support youth engagement in Ontario. Since the beginning of the project, PRO has supported the creation and helped sustain of 18 Youth Advisory/Action Committees in rural Ontario. A day-long workshop on Rural Youth Engagement was created and hosted in 14 locations across the province and for more than 350 registrants, and nearly 100 attended the Do you have what it takes to be an Adult Advisor webinar.

BUILDING LEADERS: GREEN JOBS

The Canadian Parks and Recreation Association secured Government of Canada funding via Employment and Social Development Canada to support a “green jobs” program for youth. The Green Jobs initiative will provide meaningful job experiences for 1,000 youth working outdoors in parks and natural areas.

PRO administered this subsidy program in Ontario and Manitoba. In Ontario, more than 200 youth in communities across the province were employed in a huge range of jobs in the sector.

“PRO does an excellent job representing the Parks & Recreation industry and advocating on our behalf with provincial and federal levels of government.”

– PRO Member
QUALITY STANDARDS

Quality can be defined as the standard of something as measured against other things of a similar kind; or the degree of excellence of something. High quality recreation and parks make a significant contribution to the overall health and wellbeing of Ontarians. That is why quality stands as the third pillar in PRO’s strategic plan.

As Canada’s quality standard for children’s programs, HIGH FIVE® continues to reach more communities and children each and every year. Organizations are embracing the holistic approach to quality that encompasses training, policies and evaluation.

With the expansion of HIGH FIVE to include Healthy Aging, the standard is now able to meet the needs of Canada’s older adults.
QUALITY EXPERIENCES NEVER GET OLD

With a grant from the Ontario Trillium Foundation, PRO worked with subject matter experts to develop and deliver a new training, the HIGH FIVE Principles of Healthy Aging. Already 825 practitioners have been trained across Canada. To complete the suite of resources, PRO has worked with researchers and practitioners, such as the Canadian Centre for Active Aging, to modify the QUEST 1 and QUEST 2 tools to be applicable for older adult programs, which are scheduled for release in 2019. PRO is connecting with new partners such as retirement homes and seniors’ centres to ensure that all older adults have access to quality services.

ALWAYS EVOLVING – ALWAYS IMPROVING

For over 15 years, PRO has worked with its partners to make HIGH FIVE Canada’s recognized standard for quality recreation and sport. In 2018, PRO began a significant review and enhancement of the Principles of Healthy Child Development training. The review includes both training content and delivery format, recognizing the changing nature of our sector and our society. Along with the review of this core training, PRO has also begun a significant national consultation to learn how we can continue to evolve and improve administration and training delivery.

While we began work on existing training and systems, PRO also collaborated with a variety of stakeholders on new initiatives like the Tips for Consideration for Accessibility. These Tips help trainers deliver PHCD in organizations that run inclusive camps and other programs. We also worked with our aquatic partners to streamline administration and update training tools for those working on the pool deck.

HIGH FIVE Accreditation continues to be a benchmark of excellence in our sector. In 2018, 17 organizations became Accredited or were re-verified, including the first outside of Ontario, St. John’s, NL.

BENCHMARKING FOR QUALITY RECREATION AND PARKS

More communities are assessing their assets and how they respond to constituent needs. To help parks departments do this, and to benchmark services against best practices, PRO has partnered with the Ontario Parks Association and Yardstick to help local communities tell their story. Yardstick is a benchmarking tool for recreation facilities and parks that delivers “need to know” information to establish and maintain quality services. In our knowledge- and data-driven sector, tools like Yardstick will ensure PRO’s members and stakeholders are enhancing quality for all programs and services.

“By incorporating the HIGH FIVE® principles into our martial arts training we have happy children who are looking forward to coming to class.”

– HIGH FIVE® Registered Organization
HIGH FIVE ACCREDITED ORGANIZATIONS

Alison Neighbourhood Community Centre  
Boys and Girls Club of Durham  
Boys and Girls Club of Greater Kingston & Area Inc  
Boys and Girls Club of Niagara  
Boys and Girls Club of Ottawa  
Boys and Girls Clubs of Kawartha Lakes  
City of Barrie  
City of Burlington  
City of Hamilton  
City of Mississauga  
City of St. John’s, NL  
City of Toronto  
City of Windsor  
County of Brant  
Dovercourt Recreation Association  
East Scarborough Boys and Girls Club  
Futures Gymnastics  
Greenway Chaplin Community Centre  
Kinbridge Community Association  
Langs Farm Village Association  
Municipality of Port Hope  
PSP Petawawa Community Recreation  
Rainbow Programmes for Children  
St. Alban’s Boys and Girls Club  
Toronto Kiwanis Boys and Girls Clubs  
Town of Ajax  
Town of Bracebridge  
Town of Essex  
Town of Halton Hills  
Town of Milton  
Town of Oakville

YOUTH FRIENDLY COMMUNITIES

CITIES
Barrie  
Brampton  
Brantford  
Brockville  
Burlington  
Cambridge  
Guelph  
Hamilton  
Kingston  
Markham  
Mississauga  
Pickering  
Sarnia  
Sault Ste. Marie  
Greater Sudbury  
Thunder Bay  
Welland  
Windsor

MUNICIPALITIES
Brooke-Alvinston  
Kincardine  
Meaford  
Port Hope  
South Huron  
West Nipissing Ouest

TOWNS
Ajax  
Aurora  
Bracebridge  
Essex  
Gananoque  
Halton Hills  
Hanover  
Milton  
Minto  
Newmarket  
Oakville  
Richmond Hill  
The Blue Mountains  
Whitby  
Whitchurch-Stouffville

CANADIAN FORCES BASES
Petawawa

FIRST NATIONS
Wikwemikong Unceded  
Indian Reserve No. 26

COMMUNITIES
East Scarborough,  
Toronto

TOWNSHIPS
Rideau Lakes  
Wilmot

COUNTIES
Brant  
Norfolk
# AWARDS PROGRAM

<table>
<thead>
<tr>
<th>Category</th>
<th>COMMUNITY UNDER 30,000</th>
<th>COMMUNITY OVER 30,000</th>
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</thead>
<tbody>
<tr>
<td>EXCELLENCE IN PARK OR FACILITY DESIGN</td>
<td>Nokiidaa Trail, Town of East Gwillimbury, in partnership with York Region and Lake Simcoe Region Conservation Authority</td>
<td>Snakes &amp; Ladders Park, Town of Richmond Hill</td>
</tr>
<tr>
<td></td>
<td>HONOURABLE MENTION</td>
<td>Trafalgar Park Community Centre, Town of Oakville</td>
</tr>
<tr>
<td>EXCELLENCE IN OPERATIONS</td>
<td>2018 York Region Parks and Forestry Challenge, Town of East Gwillimbury</td>
<td>David Dunlap Observatory: Astronomy and Science Programming, Town of Richmond Hill</td>
</tr>
<tr>
<td></td>
<td></td>
<td>HONOURABLE MENTION</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Camp Ignite, City of Burlington</td>
</tr>
<tr>
<td>EXCELLENCE IN ACCESS AND EQUITY</td>
<td>Fair Access, York Region, DAC Inc., Town of East Gwillimbury and Holland Landing Public School</td>
<td>Limitless Guelph, City of Guelph</td>
</tr>
<tr>
<td></td>
<td></td>
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</tr>
<tr>
<td>EXCELLENCE IN AQUATIC FACILITY DESIGN</td>
<td></td>
<td>Windsor International Aquatic and Training Centre, City of Windsor</td>
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<tr>
<td></td>
<td></td>
<td></td>
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<tr>
<td>EMERGING LEADER AWARD</td>
<td>Anna Rookyard, Town of Oakville</td>
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<td></td>
<td></td>
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<tr>
<td>AQUATIC LEGACY GRANT</td>
<td>Stefanie Lauppe, Town of Orangeville</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HIGH FIVE® CHAMPION AWARD</td>
<td>City of Toronto</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BOB SECORD STUDENT LEADERSHIP AWARD</td>
<td>Erin Wilson, Centennial College</td>
<td></td>
</tr>
<tr>
<td>and HUGH CLYDESDALE BURSARY</td>
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</tbody>
</table>
In my first year as Board Treasurer, I am pleased to present my Financial Report for the year ended December 31, 2018. This year we have engaged the Chartered Professional Accounting firm of Fruitman Kates LLP. Fruitman Kates has worked with PRO staff and the Board to audit the financial statements, and we look forward to a strong partnership in the coming year. As reflected in the Annual Report, PRO has continued to practice sound fiscal and operational management, while offering high quality, relevant programs and services within the parks and recreation sector.

In a rapidly changing environment, PRO has maintained a coherent and responsible expenditure management strategy, which is augmented with revenue earned from a relevant portfolio of offerings and services. These efforts have resulted in an operating surplus of $130,017 for the fiscal year 2018.

The 2018 operating surplus will allow for $120,017 to be invested in the Board restricted Research and Development Reserves, and will be used to fund a planned series of quality improvements and initiatives to be implemented during 2019. This strategy will continue the work that commenced in 2017 to lay the foundation for PRO to remain as a relevant and essential partner within the sector. The portfolio of products and services in key areas will be enhanced to add value to PRO’s stakeholders, partners, customers, and members. The surplus has also allowed PRO to invest $10,000 in its general reserve to be used for risk management of future operations.

In 2019, PRO will continue its commitment to the provision of public policy support, and will again bring a diverse portfolio of pertinent educational opportunities directly to the sector. The Educational Forum and Trade Show, the Aquatics Conference, the Parks and Recreation Management Certificate, and the MBA Symposium are amongst some of the programs that are well received by our sector and will be reviewed again for relevancy as we move into the future. PRO continues its commitment to delivering the respected HIGH FIVE program and 2019 will see PRO reinvest significantly to enhance content and delivery methods. PRO members are supported by an array of modalities including a newly released PRO database, the Job Mart service, and a soon to be deployed knowledge hub.

I look forward to continuing to support PRO in 2019 as it develops the new Strategic Plan for 2020 to 2024, and implements the 2019 operating budget. It has been an honour to assume the role of Treasurer and to be able to support the professional staff as it implements its initiatives and plans for the continued success of the organization.

Romas Keliacius
Treasurer
## SUMMARIZED STATEMENT OF FINANCIAL POSITION*  
**AS OF DECEMBER 31**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>991,747</td>
<td>713,036</td>
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<tr>
<td>Accounts receivable</td>
<td>70,962</td>
<td>86,945</td>
</tr>
<tr>
<td>Inventory</td>
<td>45,973</td>
<td>54,854</td>
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<tr>
<td>Prepaid expenses and sundry assets</td>
<td>43,770</td>
<td>61,344</td>
</tr>
<tr>
<td>Deposits</td>
<td>12,643</td>
<td>12,643</td>
</tr>
<tr>
<td>Capital assets</td>
<td>26,141</td>
<td>18,239</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$ 1,191,236</strong></td>
<td><strong>$ 947,061</strong></td>
</tr>
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</table>

## LIABILITIES

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>2018</th>
<th>2017</th>
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</thead>
<tbody>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>282,939</td>
<td>224,369</td>
</tr>
<tr>
<td>Deferred contributions</td>
<td>357,393</td>
<td>301,805</td>
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## NET ASSETS

<table>
<thead>
<tr>
<th>Net Assets</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>General fund</td>
<td>465,737</td>
<td>374,072</td>
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<tr>
<td>Restricted fund</td>
<td>85,167</td>
<td>46,815</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$ 550,904</strong></td>
<td><strong>$ 420,887</strong></td>
</tr>
</tbody>
</table>

## SUMMARIZED STATEMENT OF OPERATIONS*

**AS OF DECEMBER 31**

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH FIVE®</td>
<td>1,400,206</td>
<td>1,422,321</td>
</tr>
<tr>
<td>Education and training</td>
<td>663,681</td>
<td>637,096</td>
</tr>
<tr>
<td>Grants</td>
<td>412,221</td>
<td>594,113</td>
</tr>
<tr>
<td>Membership services</td>
<td>385,213</td>
<td>365,209</td>
</tr>
<tr>
<td>Contract services</td>
<td>48,313</td>
<td>2,971</td>
</tr>
<tr>
<td>Corporate services</td>
<td>44,583</td>
<td>37,622</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>2,954,217</strong></td>
<td><strong>3,059,332</strong></td>
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<table>
<thead>
<tr>
<th>Expenditures</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH FIVE®</td>
<td>975,819</td>
<td>1,147,224</td>
</tr>
<tr>
<td>Education and training</td>
<td>596,100</td>
<td>526,420</td>
</tr>
<tr>
<td>Special project expenses</td>
<td>412,869</td>
<td>594,113</td>
</tr>
<tr>
<td>Communications and public relations</td>
<td>345,093</td>
<td>295,491</td>
</tr>
<tr>
<td>Corporate services (Note 5)</td>
<td>339,084</td>
<td>291,269</td>
</tr>
<tr>
<td>Membership services</td>
<td>155,235</td>
<td>197,094</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>2,824,200</strong></td>
<td><strong>3,051,611</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Excess of revenue over expenditures</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$ 130,017</strong></td>
<td><strong>$ 7,721</strong></td>
<td></td>
</tr>
</tbody>
</table>

*The complete Audited Financial Statements are available at the Parks and Recreation Office 416-426-7182, and can be downloaded from PRO's website: www.prontario.org*
STRATEGIC PARTNERS

Working in collaboration is essential in order to leverage resources and maximize the impact of initiatives. PRO is proud to work with many organizations across the province to advance the field of recreation and parks through training, resource development and advocacy.

4-H Ontario  
Arts Network for Children and Youth  
Association of Municipalities of Ontario  
Boys and Girls Clubs of Canada – Central Region  
Canadian Centre for Activity and Aging  
Canadian Coaches Association  
Canadian Forces  
Canadian Parks and Recreation Association  
Canadian Red Cross  
Lifesaving Society  
Northeastern Ontario Recreation Association  
Older Adult Centres’ Association of Ontario  
Ontario Chronic Disease Prevention Alliance  
Ontario Collaborative Group on Healthy Eating and Physical Activity  
Ontario College and University Coordinators  
Ontario Dietitians in Public Health  
Ontario Mentoring Coalition  
Ontario Public Health Association  
Ontario Parks Association  
Ontario Recreation Facilities Association  
Ontario Society of Physical Activity Promoters in Public Health  
Ontario Trails Council  
Ophea  
ParticipACTION  
Rural Ontario Institute  
Sport for Life Society  
YMCA Ontario

“I think the annual educational forum is a great practitioner oriented event, and really the only one that is relevant to – and draws participation from – all aspects of the field.”

– PRO Member
PRO is an awesome resource. I want my peers to excel in the field [and] PRO provides that opportunity.”

— PRO Member