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Additional annual reporting, including Chapter and Special Interest Group reports are available here:
www.cano-acio.ca/annual_report
In 1985, the Canadian Association of Nurses in Oncology / Association canadienne des infirmières en oncologie (CANO/ACIO) was established as a national organization to support oncology nurses.

The CANO/ACIO mission is to advance oncology nursing excellence through practice, education, research and leadership for the benefit of all Canadians.

CANO/ACIO’s vision is twofold. First, to be a driving force nationally and an influencing force internationally in advancing excellence in cancer nursing across the cancer control spectrum. Second, to enhance timely access to high-quality nursing for Canadians across the cancer spectrum.
Message from the President

Dear CANO/ACIO members,

As we enter our fourth decade as an organization, CANO/ACIO has much to be proud about. We have established oncology nursing as an important specialty association that contributes to delivering and advancing high quality care for cancer patients, families and their communities across Canada. We continue to evolve our association and support members to be responsive to current trends and issues, as well as proactively to position oncology nurses to be future ready leaders. Over the past year, we also have significantly invested in members by providing new learning opportunities, educational tools and resources and continuing education that support achieving and/or maintaining specialty certification in oncology.

CANO/ACIO’s 2014-2016 Strategic plan set out a highly ambitious blueprint to move forward deliverables within four pillars - specialization, standards, leadership and policy influence. As we move through the final year of this strategic plan, and against a backdrop of an economically challenging health care environment, we are proud to realize completion (and in progress, to be completed) of 86% of the initial deliverables within the plan. This is an outstanding achievement, due to the engagement of CANO/ACIO members, including the Board of Directors, Committee and Special Interest Group (SIG) members and a strong and supportive head office staff at Malachite Management Inc. Please refer to page 9 for a summary of our notable achievements this year.

The Board of Directors is pleased to announce that Dr. Margaret Fitch will continue as the Canadian Oncology Nursing Journal (CONJ) editor for another three years. Over the past year, Dr. Fitch has moved the CONJ to an entirely online format, which is a tremendous contribution to moving CANO/ACIO forward to be future ready. We look forward to Dr. Fitch’s leadership to continue to position the CONJ as a significant vehicle to highlight Canadian and international oncology nurses’ contributions to cancer care.

The Board of Directors said good-bye to two members and welcomed two members mid-year. We welcomed Jagbir Kaur into the DAL-Membership role and Karyn Perry into the DAL-Communications role. We thank outgoing board members Cindy McLennan and Phliz Goh for their contributions to the board and their commitment to moving forward the strategic plan.

At the Annual General Meeting (AGM) in Calgary in October we will welcome Stephanie Ouellette into the Treasurer role. We will also thank outgoing Treasurer Jeanne Robertson for her outstanding commitment to the Executive committee, Board of Directors, and steady leadership of the Conference Planning Steering Committee over the past eight years.

Jyoti Bhardwaj joined the CANO/ACIO Board of Directors this year as Executive Director from Malachite Management Inc. Jyoti has brought a wealth of knowledge, expertise and fresh ideas to the association, and has very quickly become an integral member of the Board of Directors and Executive committee. We are delighted to have Jyoti on board! We also thank Ana Torres, outgoing Executive Director, for her many years of outstanding leadership through numerous CANO/ACIO Board of Directors and members. Many believe Ana deserves an honorary oncology nursing specialty certificate for her tremendous dedication to CANO/ACIO and in her steadfast commitment and leadership in advancing our mission and vision. The CANO/ACIO Board of Directors also approved the renewal of a two-year contract (2016-2017) with Malachite Management, Inc. (MMI), CANO/ACIO’s Head Office. The staff and support from MMI’s leaders continues to be outstanding, and has significantly contributed to advancing CANO/ACIO’s mission, vision and strategic plan.

This spring, we also laid the foundation for developing CANO/ACIO’s next strategic plan, for 2017-2019. Based on input from membership and stakeholder surveys as well as an environmental scan, a draft 2017-2019 Strategic Plan will be presented at the AGM in Calgary in October. The Board of Directors will continue to consult with and harness the expertise of members to formalize structure and deliverables within this plan.

Looking forward, we will continue to develop and refine our collective voice as we take up the challenge to be future ready. We must continue to strengthen existing and leverage new partnerships that further CANO/ACIO’s vision to be a driving force nationally and an influencing force internationally in advancing excellence in oncology nursing across the cancer control spectrum.

Foundation to achieving this vision, the 2017-2019 Strategic Plan will include a number of important initiatives that coalesce around four important goals:

- Grow and retain our membership
- Support oncology nurses to achieve and maintain specialized knowledge and skills
- Be a strong collective voice for Oncology Nursing
- Optimize organizational processes and outcomes

Some examples of key initiatives, which will be foundational to meeting these goals within the 2017-2019 strategic plan include:

- Continue to support oncology nurses to achieve and maintain specialized oncology knowledge and skills, through improving access to education and mentorship, and through ensuring organizational leadership understands the value in supporting oncology nurses to achieve certification and other professional development goals.
- Determine how our various roles (e.g. LPN/RPN, RN, NP, Advanced Practice) and scopes of practice come together synergistically to promote equivalently high quality cancer care.
- Develop supports to strengthen members’ leadership skills and capacities, so that in every moment of practice, education, research and leadership, oncology nurses are leading change.
- Influence a future workforce who has the knowledge, skills and voice to be leaders, through developing and mentoring the next generation of oncology nurses.
- Individually and collectively, positioning ourselves proactively to have a voice nationally on matters that are important to patients and families at risk for/living with cancer.

Considering a challenging economic backdrop across all health sectors, CANO/ACIO has set out a bold strategic plan that positions us for growth and success for years to come. Through our collective engagement as a specialty organization and purposeful partnerships, we will positively influence high quality cancer care for patients, families, and their communities.

Sincerely,

Tracy Truant, RN, MSN, PhD(c)
President
Canadian Association of Nurses in Oncology
Board of Directors

Tracy Truant
RN, MSN, PhD(c)
President

Linda Watson
RN, PhD, CON(C)
Vice-President

Jeanne Robertson
RN, BSc, BA, MBA
Treasurer

Charissa Cordon
RN, MN, EdD, CON(C)
Director-at-Large (DAL), Education

Shari Moura
RN, MN, CON(C), CHPCN(C)
DAL, External Relations

Dawn Stacey
RN, Ph.D., CON(C)
DAL, Research

Jagbir Kaur
RN, MN
DAL, Membership

Allyson Nowell
RN, BSc, MSc, CON(C)
DAL, Professional Practice

Philiz Goh
RN, BScN, MN-HSLA(c), CON(C)
DAL, Communications (on leave)

Karyn Perry
RN, BSN, CON(C), MBA
Interim DAL, Communication

Margaret Fitch, RN, PhD
Canadian Oncology Nursing Journal, Editor-in-Chief (Ex-Officio)

Stephanie Ouellette
RN, CON(C)
Incoming Treasurer

CANO/ACIO HEAD OFFICE

Jyoti Bhardwaj, MSc, MBA, Executive Director
Paul Fogerty, BA (Hon), Manager of Conferences and Meetings
Marlee McElligott, Association Coordinator
Jolie Ko, BA, Association Administrator
Membership Stats

Geographic Distribution

14% Alberta
10% British Columbia
9% Manitoba
2% New Brunswick
1% Newfoundland
3% Nova Scotia
Less than 1% Northwest Territories

42% Ontario
3% Prince Edward Island
14% Quebec
1% Saskatchewan
Less than 1% Yukon
Less than 1% International
**Years in Nursing Practice**

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**Years in Oncology Nursing Practice**

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**Membership Type**

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**Education**

- Bachelor of Arts or Science: 9%
- Bachelor in Nursing: 67%
- Masters (other than Nursing): 8%
- Masters in Nursing: 23%
- Doctorate (other than Nursing): 2%
- Doctorate in Nursing: 4%
- General Diploma: 4%
- Nursing Diploma: 37%
- CON(C): 48%
- Members in Pediatric Oncology Nursing: 2%
- Members in inpatient nursing: 14%

**Total Membership**

- 819 Members

**Membership Highlights:**

- 31% have a Master's degree
- 67% have a Bachelor of Nursing
- 23% have a Master's in Nursing
- 4% have a Doctorate in Nursing
2016 marks the last year of the current three-year Strategic Plan. The focus of the four pillars of this plan are outlined below with key achievements in each pillar over the last year highlighted.

To see the complete strategic plan and an updated action plan, please visit http://www.cano-acio.ca/strategic-plan

**SPECIALIZATION, EDUCATION AND KNOWLEDGE GENERATION**

CANO/ACIO’s Specialization, Education, and Knowledge Generation pillar focused on meeting the education needs of nurses working across the spectrum of cancer care. This includes nurses who care for cancer patients within a generalist context, those who primarily work in specialty oncology settings, those who seek formal specialization/certification in oncology practice, and those nurses who assume advanced nursing practice roles associated with cancer patient populations. Furthermore, this pillar of work aimed to develop educational opportunities for and support knowledge generation by Canadian oncology nurses. CANO/ACIO partnered with national organizations/institutions to ensure the ongoing availability of high quality continuing educational resources, and worked to better bridge clinicians and researchers to increase the capacity for clinically relevant research and knowledge translation. An example included partnering with the de Souza Institute and the Canadian Nurses Association to increase access for CANO/ACIO members to certification study groups and cost savings for initial and continuing certification exams.

**STANDARDS**

CANO/ACIO’s Standards pillar aimed to accelerate the development of oncology nursing practice standards and competencies, position statements, and education resources and opportunities. This included establishing a framework to identify, introduce, implement and evaluate new products/documents. Development of the Radiation Therapy Oncology Nursing Practice Standards and Position Statement is a prime example of the work that was completed within this pillar.

**LEADERSHIP**

Within CANO/ACIO’s Leadership pillar, work occurred to develop an organizational infrastructure to advance leadership opportunities and a strong voice for oncology nursing across the country. Included in this work was the development of a formal mentorship program with capacity building for nurses engaging in CANO/ACIO leadership roles (i.e. those involved in CANO/ACIO Committees, Special Interest Groups, Council of Chapters and as Board members).

**POLICY INFLUENCE**

A critical aspect of achieving the vision of “Canadians having access to high quality nursing and excellence in cancer nursing,” CANO/ACIO worked to influence policy by establishing this fourth strategic pillar. Building upon the work done in specialization, education and knowledge generation, standards and competencies, and leadership, CANO/ACIO worked to create the infrastructure for timely and strategic policy development.
Summary of Strategic Plan Achievements

Of the deliverables identified through the CANO/ACIO 2014-2016 Strategic Plan:

- 40% are complete
- 22% are ongoing and/or integrated into regular operations
- 8% are in progress and due for completion by the end of 2016
- 16% are in progress and will roll over into the next three year strategic plan
- 13% have not been started and will roll over into the next three years provided they align with the strategic directions approved for the 2017-2019 Strategic Plan. Some examples of deliverables not started include development of surgical oncology nursing practice standards, competencies and position statement; a detailed plan for student engagement; formalizing a process for advancing policy briefs proactively and/or in response to key issues. Although each of these deliverables is important to achieving CANO/ACIO’s mission and vision, it was essential to prioritize deliverables across the entire strategic plan in response to fiscal and human resource constraints. These deliverables will be included in the 2017-2019 Strategic Plan.

Some of the Highlights of this year’s (2015-2016) strategic achievements include:

- New Position Statements:
  - Leadership
  - Radiation Oncology Nursing Practice

- Position Statements in Development:
  - Oncology Nurses’ Contribution to High Quality Cancer Care
  - Integrating a Palliative Approach to Care

- Promotion of the Oncology Nursing Certification Position Statement by the Canadian Nurses Association

- Standards and Competencies:
  - Promotion of Radiation Oncology Nursing Practice Standards and Competencies
  - Pediatric addendum to Chemotherapy Nursing Practice Standards and Competencies in development

- Standards of Care (2001) undergoing modernization

- Partnerships to further CANO/ACIO’s mission, vision, and strategic priorities:
  - New:
    + de Souza Institute
    + Cancer Nursing Society of Australia
    + International Society of Nurses in Cancer Care
  - Renewed:
    + Oncology Nursing Society
  - Ongoing:
    + Canadian Cancer Society
    + Canadian Association of Psychosocial Oncology

- Development of CANO/ACIO’s Framework for International “Engagement, Exchange, Influence and Partnerships”

- Canadian Oncology Nursing Journal (CONJ) completely online in an open-access format

- New Special Interest Group: Oncology and Aging

- Increasing evidence of member engagement and publication of research and practice innovation via SOSIDO

- Pan-Canadian Oncology Symptom Triage and Remote Support (COSTaRS) practice guides updated and two new symptom protocols added
In 2016, the CANO/ACIO Board of Directors, led by the Vice-President, began working to develop the 2017-2019 Strategic Plan, which when completed will outline the strategic directions and priorities of the organization for the next three years. A multi-pronged environmental scan was conducted to collect the feedback and insights of key stakeholders to inform the planning process. As a member driven organization, the first step of this process was to administer a survey to CANO/ACIO’s membership in the first quarter of the year. This was followed by targeted surveys to key internal and external stakeholders as outlined below:

MEMBERSHIP SURVEY (INTERNAL)
The membership survey helped to gather members’ awareness of activities completed in the 2014-2016 Strategic Plan as well as identify key priorities for 2017-2019. 129 (~21%) CANO/ACIO members responded to this survey. After analysis of the membership responses, a follow-up survey was developed to specifically gather additional feedback from Special Interest Group Chairs and Chapter Presidents.

Highlights from the Membership Survey:
- 96% of respondents indicated that they plan to renew their membership stating that CANO/ACIO advances cancer nursing excellence.
- Members indicated that they want CANO/ACIO to strengthen member benefits including the provision of more clinically relevant resources and educational programming. They also wanted CANO/ACIO to continue to promote the role and profile of all oncology nurses and enhance chapter and member support.

EXTERNAL SCAN
Insights about trends and issues facing oncology nurses were also gathered from external stakeholders by survey and interviews. 63 external stakeholders participated from a variety of domains including: Educators, Researchers, Administrators, Funders/Sponsors, Non-Members, and representatives from the Canadian Nurses Association and the Oncology Nursing Society.

The themes that arose from these external stakeholders were similar to those generated from the member survey. This synergy of themes further reinforced the need for CANO/ACIO to continue its work on promoting the oncology nurse role and developing standards, competencies, and oncology nursing resources across Canada and to make membership in CANO/ACIO more meaningful to oncology nurses.

PRIORITIES FOR 2017-2019 STRATEGIC PLAN
Informed by the needs of CANO/ACIO members and the insights of key stakeholders, the CANO/ACIO Board of Directors met in June 2016 to set the priorities over the next three years. The following four priorities emerged:

I. Grow and retain our membership. As a member-driven organization that represents oncology nursing specialization, CANO/ACIO will continue to focus on serving needs identified by its members and the larger oncology nursing community.

II. Support oncology nurses to achieve and maintain specialized knowledge and skill. Recognizing the benefits to patients of specialized cancer care, CANO/ACIO will support nurses to excel in oncology nursing practice.

III. Be a strong, collective voice for oncology nursing. As a national organization representing nurses in different roles and organizational settings, CANO/ACIO aims to develop leadership capacity within all oncology nurses to advance oncology nursing practice and transform the cancer care environment.

IV. Optimize organizational processes and outcomes: As an organization that continues to grow its programs and resources, CANO/ACIO will focus on optimizing capacity for growth and on demonstrating its impact through measurable outcomes.

The 2017-2019 Strategic Plan will be available on the CANO/ACIO website in January 2017.
Marketing Initiatives

Oncology Nursing Day

Oncology Nursing Day falls each year on the first Tuesday of April and provides an opportunity for us to come together to celebrate the great work of oncology nurses. This year, the following provinces proclaimed April 5, 2016 as Oncology Nursing Day:

- British Columbia
- Nova Scotia
- Saskatchewan
- Prince Edward Island

In addition, we received mayoral proclamations from 17 cities across Canada including Brampton, Calgary, Edmonton, Fredericton, Kelowna, Kingston, North Vancouver, Ottawa, Pickering, Prince Albert, Red Deer, Regina, Richmond, Saint John, Saskatoon, Vancouver and Victoria. We also received an official message from the Mayor of Toronto.

Celebratory events were hosted by CANO/ACIO Chapters in Ontario, BC, Manitoba, PEI, and Alberta.

PARTNERSHIP WITH THE CANADIAN CANCER SOCIETY

CANO/ACIO and the Canadian Cancer Society continue to work collaboratively to promote Oncology Nursing Day and the Society’s Daffodil Month, which takes place in April, through media and social media. CANO/ACIO Chapters also support the Society with its fundraising efforts as part of the OND celebrations.
ONCOLOGY NURSING DAY 2016 VIDEO

To highlight and celebrate the great work of oncology nurses throughout the cancer care trajectory, CANO/ACIO developed a video that was launched on Oncology Nursing Day and promoted through social media. The video has been viewed by more than 3,000 people (and growing) and has helped us to increase our reach on social media.

"An accomplishment I am very proud of has been the creation of the 2016 OND video which highlighted the many different ways that oncology nurses contribute to excellent care for cancer patients. If you haven’t checked it out yet, please do so by following this link: https://www.youtube.com/watch?v=1x65njQeubA&feature=youtube. It takes a village to provide excellent care to our patients, and in that village, oncology nurses play many important roles!"

- Linda Watson
Vice-President, Scientific Programming Committee 2016 (Chair), Local Planning Committee 2016

ONCOLOGY NURSING DAY WAS MENTIONED BY PARTNER ORGANIZATIONS SUCH AS:

- Alberta Cancer Foundation
- Alberta Health Services
- Association of Registered Nurses of British Columbia
- BC Cancer Agency
- BC Coalition of Nursing Associations
- Blood Disorders
- British Psychosocial Oncology Society
- Camp Ooch-geas
- Canadian Association of Psychosocial Oncology
- Canadian Association Pharmacy in Oncology
- Canadian Breast Cancer Network
- Canadian Cancer Society
- Canadian Nurses Association
- Cancer Chat Canada
- Cancer Knowledge Network
- College of Registered Nurses of Manitoba
- Current Oncology (Canadian Cancer Research Journal)
- De Souza Institute
- Dr. H. Bliss Murphy Cancer Care Foundation
- Facing Cancer
- Graduate Nursing University of Victoria
- Guelph Independent Living
- Initiative for a Palliative Approach in Nursing: Evidence & Leadership (iPANEL)
- Joseph Brant Hospital
- Journal of Medical Imaging and Radiation Sciences
- Kidney Cancer Canada
- LEO Pharma Canada
- Leukemia & Lymphoma Society of Canada
- LookGood FeelBetter
- Mississauga Halton/Central West Regional Cancer Program
- Oncology Education
- Oncology Nursing Certification Corporation (USA)
- Ovarian Cancer Canada
- Pediatric Oncology Group of Ontario
- Princess Margaret Cancer Foundation
- Research Institute in Oncology and Hematology at CancerCare Manitoba Research Centre
- Saskatchewan Registered Nurses’ Association
- South East Regional Cancer Program (ON)
- Spero for Cancer (app)
- Sunnybrook Health Sciences Centre
- University Health Network - Radiation Medicine Program
Oncology Nursing Day
Proclamations

HEREAS, oncology nurses are committed to providing quality oncology care; and WHEREAS, oncology nurses have demonstrated excellence in patient care, teaching, research, administration and education in the field of oncology nursing; and WHEREAS, oncology nurses endeavour to educate the public in the prevention and treatment of cancer,

THEREFORE, I, the Honourable Wade MacLauchlan, Premier of Prince Edward Island, declare April 5, 2016 as “Canadian Oncology Nursing Day” in Prince Edward Island and urge all residents to join in observance of and participate in activities to recognize the special contribution oncology nurses provide to the public.

Signed at Charlottetown, Prince Edward Island, this 5th day of April, 2016.
Wade MacLauchlan, Premier
Oncology Nursing Day Proclamations
Wayne’s commitment to community oncology was evidenced when he took on the role of acting Ambulatory Care Manager along with his educator role. He did this in an effort to keep community cancer care functional and so that patients could continue to be seen and treated close to their homes. Despite the heavy responsibility of two roles he continued to maintain the highest level of patient care. He is an excellent communicator, and advocate for patients and their families not infrequently rising to the myriad challenges facing delivery of community oncology to make practical changes. Wayne led by example. He exemplifies a commitment to lifelong improvement of nursing care delivery for oncology patients.

Wayne adheres to the following personal philosophy on nursing as a profession:

In order to attract bright ambitious people to our profession, to maintain the highest standards for patient care as well as research and development of the nursing profession and most important to ensure that the patient always comes first, we must care for them holistically with compassion, respect and dignity to the best of our ability within the constraints placed upon us whatever they may be. As individual nurses, we must acknowledge our strengths and limitations, continually strive to maintain and improve our knowledge and skills while always keeping in the forefront, the need to attend to those under your care, as you wish to be cared for, when you become a patient and someday you will be a patient.

When he was not working in community oncology, Wayne found time to rebuild classic cars, enjoyed woodworking, golfing, camping, and boating. He is the proud parent of 3 adult children and somehow found the time, alongside his wife to add in a little farming - they raised cattle for 10 years!

Wayne is seen by his colleagues as approachable, humble and compassionate; a ready smile and dry humor ever present. As one nominator stated, Wayne is so well respected by some of his colleagues that they use his name as their password!

After a distinguished 40 year career and delivering numerous guest lectures on cancer care since 1998, Wayne retired in February 2016 from his final role prior to retirement as Nurse Educator for Alberta Health Services - Cancer Control - Community Oncology.
2016 Conference

The 28th annual CANO/ACIO conference is being held at the Hyatt Regency in Calgary, Alberta from October 20 to 23, 2016. The theme for the conference is “Future-Ready: Together, Towards Tomorrow”. Addressing today’s needs of patients, families, care providers, and healthcare systems while planning for tomorrow’s emerging needs, will require new levels of collaboration, commitment, and innovation. The goal of this conference is to reinforce that we are not alone in our work. We hope that through participation in this conference oncology nurses recognize that it is through working together in new ways we will become future-ready.

Over the course of the conference, three key concepts will support the conference theme, “Future Ready: Together, Towards Tomorrow.” They are:

- Patient Partnerships: Together in understanding and action with patients and families
- Professional growth and leadership: Together as Oncology nurses
- Inter-professional collaboration: Together with our interdisciplinary teams

The conference has been organized by the Conference Planning Steering Committee led by Jeanne Robertson (CANO/ACIO Treasurer) and Charissa Cordon (CANO/ACIO DAL-Education), the Local Planning Committee led by Elysa Meek (ONIGA-South Chapter President) and Sydney Farkas (ONIGA-South Chapter Executive), and the Scientific Planning Committee led by Linda Watson (CANO/ACIO Vice-President).

The scientific program will include abstract presentations—oral, poster, workshops and lectureships. The Clinical Lectureship will be presented by Dr. Denise Bryant-Lukosius on “Nurses’ attitudes and practices in promoting patient activation and providing self-management support as essential elements of patient centered care.” The Helene Hudson Lectureship will be presented by Dr. Virginia Lee on “Compassion, connection, Community: Preserving traditional core values to meet future challenges in oncology nursing practice.”
The theme for the upcoming conference in the national capital area is “The Path to Change: Oncology Nurses Leading the Way”. Nursing leadership, essential in every oncology nursing position, encompasses mentorship, professional development quality improvement and advocacy focused on improving care for oncology patients and their families. In an effort to inspire, empower, and support Canadian oncology nurses to pave the path to change we would like to invite you to join us in Gatineau, Quebec, for CANO/ACIO’s 29th Annual Conference from October 27 to October 30, 2017.

The Ottawa-Champlain and Quebec chapters are honoured to co-host this amazing event. Building on the foundation set by CANO/ACIO, we hope this conference will re-ignite your passion and reinforce that together we are not alone. Oncology nurses, from educators, to clinicians, to researchers, are leading the way. We are well positioned to lead system changes for oncology patients by virtue of our unique clinical, educational, management and research perspectives.

Over the course of the conference, through keynote speakers, workshops and presentations, three major themes will be addressed:

- Developing and engaging nursing leadership across the whole continuum of nursing practice;
- Implementing innovative and visionary practices that respond to patient needs and organizational challenges;
- Creating a shared vision to build the future of nursing and health care.

The goal of this conference is to empower oncology nurses to be leaders on the path to change by networking, dialogue and sharing our experience and expertise. Oncology nurses will be inspired to lead change for their profession!

The keynote speakers include:

Basia Solarz  
MAdEd

Jennifer Wiernikowski  
MN, NP-Adult, CON(C)

David Price  
MAdEd

This year’s conference will also feature the following CANO/ACIO driven workshops and joint symposia:

- CANO/ISNCC/ONS International Symposium: Global Nursing Perspectives on Cancer Survivorship: From Lost in Transition to Leading into the Future
- CANO/CAPO First Annual Joint Symposium: Back to the Future: Extending and Integrating the Continuum of Care by Integrating Early Palliative Care
- CANO/CCS Second Annual Joint Symposium: Travel, School, Career, House, Kids... Cancer? Exploring the Unique Aspects of Cancer in Young Adulthood
- Clarifying Oncology Nursing Roles and their Impact on High Quality Cancer Care Workshop
- CANO/ACIO’s International Vision and Strategy Workshop
- Supporting Oncology Nursing Excellence in Obtaining Specialty Certification Workshop
- A National Conversation about Oncology Nursing Contribution to Navigation
- Writing for Publication: Submitting to the Canadian Oncology Nursing Journal (CONJ) and Achieving Success
- Research Workshop: Speed Mentoring to Enhance Oncology Nursing Research

Further to these sessions, there will be business meetings including the Annual General Meeting, awards presentations, Council of Chapters meeting, SIG meetings and Committee meetings.

The ONIGA-South Local Planning Committee will also be hosting the annual Social Event, which provides an opportunity for conference participants to network and enjoy one another’s company outside of the educational programming. This year’s theme is “Boots, Chaps, and Cowboy Hats” and will prove to be an evening filled with great food and entertainment.
Webinars

The CANO/ACIO Education Committee, led by the DAL-Education, promotes and supports CANO/ACIO activities that advance continuing nursing education and professional development such as the CANO/ACIO webinar program. In 2016 CANO/ACIO offered a comprehensive webinar program that was attended by more than 150 participants across the country. Webinar topics were aligned with CANO/ACIO Standards and Practice Competencies for the Specialized Oncology Nurse and are listed below. Webinars are archived on the CANO/ACIO website and accessible to CANO/ACIO members at any time.

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<th>Date</th>
<th>Topic</th>
<th>Speakers</th>
<th>CANO/ACIO Practice Standards</th>
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<td>Jan 14</td>
<td>Targeting the PD-1/PD-L1 Axis [hosted by Merck]</td>
<td>Dr. Juergens &amp; Massey Nematollahi</td>
<td>Management of Cancer Symptoms and Treatment Side effects</td>
</tr>
<tr>
<td>Jan 19</td>
<td>Novel Agents in CLL: Where are We and Where are We Going [hosted by Gilead]</td>
<td>Dr. Jennifer Brown</td>
<td>Management of Cancer Symptoms and Treatment Side Effects</td>
</tr>
<tr>
<td>Apr 21</td>
<td>Mitigating the Mystery of BMT</td>
<td>Tracy Robinson</td>
<td>Management of Cancer Symptoms and Treatment Side Effects</td>
</tr>
<tr>
<td>Apr 25</td>
<td>Integrating Palliative Care into Our Practice: When, Why, and How</td>
<td>Patricia Murphy-Kane, Catherine Purcell, &amp; Kelly McGuigan</td>
<td>Facilitating Continuity of Care/ Navigating the System</td>
</tr>
<tr>
<td>Apr 27</td>
<td>A Collaborative Approach to Improving Transition Experiences</td>
<td>Linda Watson &amp; Shelley Currie</td>
<td>Facilitating Continuity of Care/ Navigating the System</td>
</tr>
<tr>
<td>May 6</td>
<td>Cachexia in the Advanced Cancer Patient: What Nurses Need to Know</td>
<td>Susan McClement</td>
<td>Management of Cancer Symptoms and Treatment Side Effects</td>
</tr>
<tr>
<td>Jun 28</td>
<td>Strategies in Skin Care for the Management of Radiation Dermatitis</td>
<td>Suganya Vadivelu &amp; Michele Cardoso</td>
<td>Management of Cancer Symptoms and Treatment Side Effects</td>
</tr>
<tr>
<td>Aug</td>
<td>Caring for the Aboriginal Population</td>
<td>Lori-lee Kirkaldy</td>
<td>Management of Cancer Symptoms and Treatment Side Effects</td>
</tr>
</tbody>
</table>

Education Committee:
Charissa Cordon, Chair (DAL-Education), Bernadine O’Leary, Diana Incekol, Rosemary Horlin, Irene Leboeuf, Kara Henman, Laurie Ann Holmes, Lori Santoro, Lynn Kachuiik, Michelle Rogez, Michelle Rosentreter, Paula Araujo, Sarah Champ, Suganya Vadivelu

Pocket Guides

CANO/ACIO previously published two pocket resources that we continue to make available to members, upon request, through CANO/ACIO Head Office.

**Cancer Care Pocket Guide** – The Cancer Care Pocket Guide is a valuable tool to provide general guidance on appropriate practice and to assist with decision-making of trained Registered Nurses. Since publication, print production of this Guide has been supported by Merck, Lundbeck, and Gilead.

**COSTaRS Practice Guides** – The Pan-Canadian Oncology Symptom Triage and Remote Support (COSTaRS) Group created 15 user-friendly practice guides for telephone support based on clinical practice guidelines using a rigorous process. These practice guides can be used to guide clinical practice and may also be used for documentation. Print production of these Practice Guides has been supported by Merck (2015) and Lundbeck (2016). These guides are also available in electronic format on the CANO/ACIO website at [http://www.cano-acio.ca/triage-remote-protocols](http://www.cano-acio.ca/triage-remote-protocols)
Research Initiatives

CANO/ACIO aims to have a strong oncology nursing research presence in Canada and to facilitate evaluation and knowledge translation efforts within CANO/ACIO as necessary. The CANO/ACIO Research Committee, led by the DAL-Research, supports a broad range of research activities including a research workshop at the CANO/ACIO annual conference, annual research grant awards, web-based research resources, and dissemination of research through Sosido, and CONJ.

This year, the committee bid farewell and thanked Dr. Lorelei Newton for her participation on the research committee.

Highlights from this year include:

○ An interactive workshop was hosted at the 2015 annual CANO/ACIO conference to engage practicing oncology nurses in thinking about how to get involved with research. As well, this workshop was used to facilitate networking and identify priority areas to support oncology nursing research.

○ In 2015, three research grants were awarded to the following successful applicants:
  • K Haase a doctoral candidate at the University of Ottawa focused on internet cancer information for individuals newly diagnosed with cancer;
  • M Luctkar-Flude a doctoral candidate at Queen’s University focused on exploring perspectives of early-discharge to primary care for breast cancer survivors;
  • TL Powell at the Mount Royal University focused on experiences of first year nursing students in outpatient oncology

○ Sosido, launched in July 2013, provides CANO/ACIO members with weekly emails summarizing publications of CANO/ACIO members and other relevant oncology publications. There has been a significant increase in CANO/ACIO members asking questions with an average of 2.3 questions per month. In 2015-2016, there were 171 publications authored by 213 CANO/ACIO authors. The top 15 CANO/ACIO members with the most number of publications are L Balneaves, D Bryant-Lukosius, J Bottorff, G Cummings, W Duggleby, M Fitch, E Green, D Howell, A Katz, S Lambert, C Maheu, M Putts, D Stacey, S Thorne, and T Truant.

CANO/ACIO has a range of activities supporting oncology nursing research and knowledge translation of research into clinical practice. We are interested in feedback from CANO/ACIO members. In the 2016 member survey, 71% agreed that there are increased discussions of research, 65% agreed that CANO/ACIO supports research activities, and 58% use Sosido. If you have suggestions for enhancing research, please let us know by contacting the DAL-Research at research@cano-acio.ca.

Research Committee:

Dr. Dawn Stacey, Chair (DAL-Research), Dr. Christine Maheu, Aronela Benea, Kristen Haase, Leah Lambert, Dr. Virginia Lee, Jennifer Stephens, Dr. Sally Thorne, Dr. Krista Wilkins.
Doctoral Student Network

The DSN has continued to be a group that, in accordance with its Terms of Reference, has been a forum for doctoral and postdoctoral oncology nurses across Canada to share information and support each other through their respective training programs.

Highlights from this year:

- Fall 2016: members of the DSN met at the CANO/ACIO conference and a number of group members individually presented their doctoral or postdoctoral work
- Winter 2016: DSN members published commentaries about CANO/ACIO conference presentations in the CONJ/RCIO and Oncology Exchange journals. Specifically, Jennifer Stephens and Jacqueline Galica published commentaries in the CONJ/RCIO, and Jennifer Stephens, Kristen Haase, and Jacqueline Galica published commentaries in Oncology Exchange
- Summer 2016: The DSN member area of the CANO/ACIO website was revised to provide more user friendly navigation of the webpages, pictures, and summaries of members’ recent professional achievements. These revisions allow members to remain updated about the important work completed by other DSN members.

Information relevant to DSN members is distributed via newsletter in alternating quarters. The content of DSN newsletters is informed by group members, and creatively presented and disseminated by the DSN Chair. The DSN maintains regular contact among members and is actively seeking new members. Interested doctoral students and postdoctoral fellows can find more information at http://www.cano-acio.ca/doctoral-student-network.

The past year has been characterized by the progressiveness of DSN members and the DSN structure. The DSN looks forward to another year of advancement and growth.

Doctoral Student Network: Jacqueline Galica, Chair, CANO/ACIO Doctoral Student Network

Practice Initiatives

The Strategic Plan for 2014-2016 identified the need to revisit the 2001 Standards of Care and assess with members whether the Standards need to be updated. As this work moved forward through multiple workshops, interviews and questionnaires, members identified a need to articulate Nursing’s role in High Quality Cancer Care. We hosted an invited workshop at the CANO/ACIO conference in 2015 to gather member feedback and compile ideas on how to move this work forward. CANO/ACIO membership and the cancer community at-large have expressed an increasing need to clarify the diversity of nursing roles in oncology, articulate how these roles synergistically work together to promote high quality cancer care, and support the ongoing models of care changes that cancer care is experiencing.

CANO/ACIO will continue to move this work forward, led by the DAL-Professional Practice, with a workshop at the CANO/ACIO Conference in 2016. Input generated from this workshop will inform the initial phase in the development of a national CANO/ACIO Oncology Nursing Roles Framework.

CANO/ACIO has an ongoing focus to continue to move forward exciting work around the CANO/ACIO Standards and Competencies. Last fall our Radiation Oncology Nursing Practice Standards and Competencies were launched at the Conference in Toronto. Link: http://www.cano-acio.ca/radiation-practice-standards-1 Since then, the Radiation Working Group has been finalizing the Radiation Nursing Position Statement to accompany the Standards. CANO/ACIO will conduct an evaluation of the uptake of the Radiation Oncology Nursing Practice Standards and Competencies once system users become familiar with them and begin to utilize them to support practice environments and practitioners’ preparation. This initiative will be led by the Vice-President, DAL-Professional Practice and DAL-Research.

Valuable input from members continues to identify new ways CANO/ACIO can lead work around key areas of practice. We are currently working on an exciting example of this with a small working group of pediatric oncology nurses. The CANO/ACIO National Chemotherapy Administration Standards broadly represents the pediatric practice area but this working group is focused on providing key language and content that highlights some of the variations in a pediatric oncology setting with chemotherapy. The working group has been revising these standards so that they better support our members within the pediatric oncology setting.

2016 Radiation Working Group: Allyson Nowell (DAL-Professional Practice), Tracy Truant (President), Christine Zywine, Maureen McQueston, Brenda Ross

Pediatric Working Group: Allyson Nowell (DAL-Professional Practice), Mary Jean Howitt, Marsha Bucsis, Gale Roberts, Cathy Bourne
CANO/ACIO continues to focus on strengthening collaborative relationships with organizations across Canada and internationally. Represented by the DAL-External, CANO/ACIO works closely with the Canadian Nurses Association (CNA). This includes serving on the Certification Program Advisory Committee with a mandate to provide advice and guidance to the redesign of the CNA Certification Program along with representatives from 19 other specialty certification groups. Did you know that the CNA certification exams have converted to computer based testing in 2016? For more information, visit this website: https://nurseone.ca/certification.

With the development and launch of the Position Statement on Oncology Nursing Certification in 2015 complete, the next step is to plan strategically how to share and promote uptake of CANO/ACIO’s position with Executives and Leaders in Cancer Care on the evidenced based value add of oncology certification. CANO/ACIO is working in collaboration with CNA to promote the benefits of certification.

New strategic thinking to link more closely with members of the Canadian Nursing Students’ Association (CNSA) aligned with regional schools of nursing is underway. “It amazes me how nursing students find time to complete their studies and actively participate in CNSA.” – Shari Moura, DAL-External.

For more information about CNSA, visit http://cnsa.ca.

In 2016, CANO/ACIO developed new partnerships with:

- International Society of Nurses in Cancer Care (ISNCC) – this collaboration offers opportunities that will assist each organization in meeting its goals given the similarity in organizational objectives
- Cancer Nurses Society of Australia (CNSA) – this collaboration promotes educational, political/advocacy and research activities and communication between the two organizations about strategies to develop and promote cancer nursing
- De Souza Institute – this collaboration will support the shared goal of achieving greater success in promoting oncology nursing certification and care excellence in Canada. To launch this partnership, a joint CANO/ACIO, de Souza, and CNA workshop is offered at the 2016 CANO/ACIO Conference to support oncology nurses with the specialty certification process.

Key highlights:

- CANO/ACIO provided feedback for the development of Canadian Nurses Association, Canadian Hospice Palliative Care Association and Canadian Hospice Palliative Care Nurses Group - A Palliative Approach to Care and the Role of the Nurse
- Development of CANO/ACIO’s Framework for International “Engagement, Exchange, Influence and Partnerships”
- Workshop development – CANO/ACIO Conference 2015 - Medically Assisted Death (MAiD) in Canada: Careful and thoughtful practice directions for oncology nurses
- Development of – Presentation on Oncology Nursing for Nursing Specialty Series -2016 CNSA Ontario-Quebec Regional Conference
- CANO/ACIO’s president participation at external partner conferences:

  - Barton-Burke, M., Bialous, S., Chan, R., Truant, T., & So., W., (April 28, 2016). Health Disparities and Cancer Navigation: Impact, Utility, and Implications Globally. Panel presentation by presidents of ONS, ISNCC, CNSA, CANO/ACIO & AONS, Oncology Nursing Society Annual Congress. San Antonio, TX, USA
  - Schneider, S., Truant, T., Wells, M., Chan, R., Walker, D., Izawa, T, & Krebs, L. (Sept 4, 2016) Global Perspectives on Cancer Survivorship. ONS/CANO/ISNCC Workshop at the International Cancer Nurses Conference, Hong Kong, HK.
The Canadian Oncology Nursing Journal (CONJ) is a bilingual, peer-reviewed publication of the Canadian Association of Nurses in Oncology. CONJ serves to support and stimulate the growth and development of oncology nursing practice, education, research and leadership in Canada by acting as a communication vehicle that highlights current issues and advances in the field.

The Journal has evolved considerably over the last several years and has moved towards a stronger online presence. The Journal was introduced in digital format in 2015 and was available in both print and digital format during the period of transition. As of 2016, CONJ is exclusively available online in an open-access format, which has allowed the Journal to increase its reach not only nationally but also internationally. This direction supports CANO/ACIO’s vision to be a driving force nationally and an influencing force internationally in advancing excellence in cancer nursing across the cancer control spectrum.

2016 marks the beginning of Dr. Margaret Fitch’s second term as CONJ Editor-in-Chief. Dr. Fitch began her tenure in 2013, and with the support of the CONJ Editorial Board, she has successfully lead the growth and development of the Journal during her term. This last year, we have seen growth in the number of manuscripts submitted, including those submitted by international colleagues. We have also seen an expanded reviewer list achieved by engaging more colleagues in the peer-review process. Dr. Fitch now looks forward to continuing to work alongside the Editorial Board to increase the quality of the Journal and build on the successes of the last several years.

In the last year, the Journal’s translator of more than 30 years, Hubert Migeon of Victoria, BC, retired from his role and was succeeded by Traductions Hermès as the Journal’s new translation service provider. The contract with Pappin Communications for publishing and distribution services was also renewed in 2016.

Current issues and full archives of the Journal can be accessed at the following site: http://www.canadianoncologynursingjournal.com/index.php/conj.

For more information about the Journal, please visit: http://www.cano-acio.ca/journal-1 or email cano@malachite-mgmt.com.

For information about how to submit an article or how to participate in the peer-review process, please contact editor@cano-acio.ca.

CONJ Editorial Board:

Dr. Margaret Fitch (Editor-in-Chief), Dr. Sally Thorne, Dr. Nicole Allard, Dr. Pat Sevean, Janice Chobanuk, Sharon Thompson, Jeanne Robertson
Benefits of Membership

CANO/ACIO is a specialty nursing association that provides a forum for oncology nurses to connect, network, exchange knowledge and work together to advance the field. This membership connects you with colleagues, experts and leaders in your specialty area, and opportunities for continuing education. It also offers members the following services, programs and products:

Awards, Grants and Scholarships
The CANO/ACIO Annual Awards Program includes numerous awards of excellence and achievement, abstract awards, research and travel grants, and education scholarships available to CANO/ACIO members. Excellence awards include: Boehringer Ingelheim Oncology Nurse of the Year Award, Pfizer Awards in Clinical Practice, Education, Research and Leadership, Amgen Award for Innovation in Oncology Patient and Family Education, Lymphoma Canada Award of Excellence, Kidney Cancer Canada Award, CONJ Editor’s Award of Excellence and Distinguished Oncology Nursing Award; Achievement awards include the Rising Star Award, Distinction Award, and Lifetime Achievement Award. Abstract awards include the Clinical Lectureship Award (sponsored by Merck), Helene Hudson Lectureship Award (sponsored by Amgen), Ovarian Cancer Canada Award, and the Chapter Poster Award (sponsored by CANO/ACIO BC, Ottawa, PEI and Toronto Chapters).

Webinar Series
CANO/ACIO members receive complimentary access to live and archived CANO/ACIO webinars. Topics address current issues, trends and the education needs of CANO/ACIO members.

Canadian Oncology Nursing Journal (CONJ)
The Canadian Oncology Nursing Journal is a peer-reviewed journal that contains research articles on oncology nursing and advancements in practice. Members are first to receive notification of CONJ publications.

Sosido
CANO/ACIO members have access to Sosido, an online platform that facilitates knowledge exchange – members can ask questions directly to colleagues – and keeps the CANO/ACIO network informed about new research in the field published by CANO/ACIO members.

Resources for Practice
CANO/ACIO has developed the following documents to support members with practice:
- Caring for the Oncology Patient Receiving Ambulatory Chemotherapy Infusion: A Guide for Nurses
- Clinical Guidelines for Promoting, Maintaining and Restoring Oral Health in the Cancer Patient (in development)
- Feeling Your Best During Cancer Therapy Patient Education Program
- Feeling Your Best: A Guide to Nausea and Vomiting
- Vaginal Dilator Guidelines
- Survivorship Module: Adult Cancer Survivorship - A Self Learning Resource for Nurses
- Pan-Canadian Symptom Triage and Remote Support Pocket Guides
- Cancer Care Pocket Guide
- Standards of Care
- Radiation Oncology Nursing Practice Standards and Competencies
- Specialized Oncology Nursing Practice Standards and Competencies

Annual Conference
CANO/ACIO organizes an annual conference with the aim of bringing oncology nurses together to learn from each other through presentations, workshops and lectureships. Every year the conference unites 500-600 members of the oncology nursing community across Canada. CANO/ACIO provides a limited number of travel grants and bursaries to support members to attend and also offers a discounted rate for members to attend.
Special Interest Groups

CANO/ACIO members can access any or all Special Interest Groups (SIGs). Currently there are SIGs in the following areas: palliative care, surgical oncology, advanced practice nursing, complementary medicine, hematology/BMT, radiation, leadership, gynecologic oncology, oncology & aging, and survivorship.

Support with Certification and re-Certification

Membership in CANO/ACIO, attending the annual conference, and participating in CANO/ACIO committees all contribute to hours that count towards CON(C) re-certification through the Canadian Nurses Association. Membership alone automatically gives you four Continuous Learning (CL) hours each year: that’s 20 CL hours toward your renewal requirements over the five-year certification period. As of 2016, CANO/ACIO members are also eligible to receive the following discounts:

- $50 off towards either the 2016 Oncology or Hospice Palliative Care study group.
- CANO/ACIO members who are also CNA members who participate in one of de Souza’s study groups will also receive a 15% discount off the CNA certification exam and 10% discount on any de Souza courses / additional study groups that year.

Other Benefits of CANO/ACIO Membership

- Automatic membership to the Canadian Oncology Societies (COS) – www.cos.ca
- Reduced fees to educational symposia organized by provincial chapters of CANO/ACIO
- Access to members area of CANO/ACIO website
- Free subscription to Oncology Exchange (http://www.oncologyex.com/)
- Regular communications about current initiatives and news, including access to CANO/ACIO Connections Newsletter
Council of Chapters

CANO/ACIO supports the development and growth of local chapters. Each CANO/ACIO member is automatically a member of their local geographic chapter and will receive the benefits of additional awards, newsletters, conferences, networking and other educational events. If you would like to get involved with your local chapter, we encourage you to contact the chapter leaders. Please visit http://www.cano-acio.ca/canoacio_chapters for contact information.

COUNCIL OF CHAPTERS CHAIR: Jagbir Kaur, DAL-Membership

ALBERTA—ONIGA NORTH
President: Sarah Champ
Past President: Susan Horsman
Treasurer: Romeo Felix
Secretary: Michelle Blue
Education: Karey McCann
Education: Marie Kemp
Retention and Recruitment: Amanda Banks
Retention and Recruitment: Michelle Lack
Member-at-Large: Marilyn Goodman
Member-at-Large: Mike Harding
Member-at-Large: Derek Rothe

ALBERTA—ONIGA SOUTH
President: Elysa Meek
Secretary & Co-Treasurer: Jennifer Anderson
Education Coordinator & Co-Treasurer: Sydney Farkas
Education Coordinator: April Boychuk

BRITISH COLUMBIA
President: Senz Hamilton
Past President: Theresa Zapach
Vice-President: Michelle Lafreniere
Secretary: Karen Janes
Treasurer: Jennifer Stephens
Communications and Membership: Andrea Knox

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Editor Oncologic: Esther Redekopp

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Secretary: Debbie Harris
Treasurer: Nancy Knox

ONTARIO—LONDON
President: Adrienne Fulford
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Treasurer: Heather Perkins
Secretary: Phillip Nguyen

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ONTARIO—TORONTO
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President: Shawne Gray
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Director of Finance: Sanober Firth
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Events Coordinator: Marcie Flynn-Post
Director of Recruiting and Retention: Jeanne Taraya-Niskiewicz
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Facebook: Alexis Parent
Education: Irène Leboeuf
Education: Melany Leonard
Education: Claudine Tremblay
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President: Carolyn DeVito
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Secretary: Donna Clark

PRINCE EDWARD ISLAND
President: Kara McQuaid-Duffy
Past President: Lori Ferguson-Brown
Treasurer: Elaine Smith
Secretary: Donna Clark
Special Interest Groups

CANO/ACIO also supports the growth and development of Special Interest Groups (SIGs). CANO/ACIO members can easily join any and all SIGs of interest through the website. Please visit [http://www.cano-acio.ca/special_interest_groups](http://www.cano-acio.ca/special_interest_groups) for contact information.

**COUNCIL OF SIGS CHAIR:** Jagbir Kaur, DAL-Membership

**ADVANCED PRACTICE NURSING SIG**
Chair: Edith Pituskin

**COMPLEMENTARY MEDICINE SIG**
Co-Chair: Lynda Balneaves
Co-Chair: Senz Hamilton

**GYNECOLOGIC ONCOLOGY SIG**
Co-Chair: Joanne Power
Co-Chair: Janet Giroux

**HEMATOLOGY/BMT SIG**
Chair: Cherie Severson

**LEADERSHIP SIG**
Co-Chair: Janice Chobanuk
Co-Chair: Karen Janes

**ONCOLOGY & AGING SIG**
Co-Chair: Fay Strohschein
Co-Chair: Lorelei Newton

**PALLIATIVE CARE SIG**
Chair: Vacant

**RADIATION SIG**
Chair: Renata Benc

**SURGICAL ONCOLOGY NURSING SIG**
Co-Chair: Anita Long
Co-Chair: Philiz Goh

**SURVIVORSHIP SIG**
Co-Chair: Margaret Forbes
Co-Chair: Robin Morash
2015 Award and Grant Recipients

CANO/ACIO offers a robust annual Awards Program that includes Awards of Excellence and Achievement, Abstract Awards, Grants and Scholarships. Recipients are selected by the Recognition of Excellence committee and awards are presented at the annual meeting. The following members were recognized at the Awards of Excellence Ceremony held during the 2015 CANO/ACIO annual conference in Toronto, Ontario.

CANO/ACIO Lifetime Achievement Award
Denise Bryant-Lukosius, Hamilton, Ontario

CANO/ACIO Award of Distinction
Cathy Kiteley, Mississauga, Ontario

2015 Boehringer Ingelheim Oncology Nurse of the Year Award
Wayne Enders, Edmonton, Alberta

Lymphoma Canada Award of Excellence
Theresa Whiteside, Winnipeg, Manitoba

Pfizer Award of Excellence in Clinical Nursing Practice
Ann Vlahadmis, Edmonton, Alberta

Pfizer Award of Excellence in Nursing Education
Sydney Farkas, Calgary, Alberta

Pfizer Award of Excellence in Nursing Leadership
Margaret Forbes, Hamilton, Ontario

Pfizer Award of Excellence in Nursing Research
Christine Maheu, Montreal, Quebec

Helene Hudson Lectureship Award
Jennifer Anderson, Sarah Champ, Linda Watson, Alberta

CANO/ACIO Clinical Lectureship Award
Erin Streu, Oakbank, Manitoba

Ovarian Cancer Canada Award for Excellence in Gynecology-Oncology Nursing
Christine Maheu, Montreal, Quebec

Chapter Poster Award, supported by BC, Ottawa, PEI, and Toronto Chapters
Margaret Forbes, Hamilton, Ontario

Education Scholarship
Jacqueline Galica, Toronto, Ontario

Travel Grant Recipients
Kristen Haase, Saskatoon, Saskatchewan
Karine Bilodeau, Montreal, Quebec
Marilyn Goodman, St. Albert, Alberta
Ximena Decaire, Winnipeg, Manitoba
Terra Thibault, Halifax, Nova Scotia

Student Travel Grant Recipient
Johanne Hebert, St. Romuald, Quebec

*Research Grant Recipients
Tracy Powell, Calgary, Alberta
Kristen Haase, Saskatoon, Saskatchewan
Marian Lucktar-Flude, Kingston, Ontario

*Recipients of the Research Grants are selected by the CANO/ACIO Research Committee.

2016 RECOGNITION OF EXCELLENCE COMMITTEE:
Karen Janes (Chair), Cathy Kiteley, Kim Franchina, Joy Bunsko, Jodie Errington, Melany Leonard
Sponsors

CANO/ACIO is able to offer programs and resources to help advance its mission through the support of organizations that participate in our annual conference, corporate membership program and those that support our webinar program and Journal.

This year, we would like to thank the following supporters of our 2016 conference:

**PLATINUM**

![Janssen](image1)  
![Roche](image2)

**GOLD**

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![Lundbeck](image4)  
![Oncology](image5)

**SILVER**

![AbbVie](image6)  
![Astellas](image7)  
![Gilead](image8)  
![Shire](image9)

**BRONZE**

![Abbott](image10)  
![Apobiologix](image11)  
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![BD](image13)  
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![Canadian Breast Cancer Foundation](image16)  
![Canadian Nurses Association](image17)  
![Canadian Vascular Access Association](image18)  
![Canadian Virtual Hospice](image19)  
![Celgene](image20)  
![CSL Behring](image21)  
![de Souza Institute](image22)  
![Eisai](image23)  
![Eli Lilly Canada Inc.](image24)  
![Gilead Sciences](image25)  
![ICU Medical Inc.](image26)  
![Innomar Strategies](image27)  
![Innovative OncoSolutions Inc.](image28)  
![Ipsen Biopharmaceuticals Canada Inc.](image29)  
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![Roche](image38)  
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![Shire](image40)  
![Takeda](image41)

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**FOCUS GROUP**

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Amgen • Boehringer Ingelheim • CANO/ACIO BC, Ottawa, PEI, and Toronto Chapters • Kidney Cancer Canada • Lymphoma Canada • Merck • Ovarian Cancer Canada • Pfizer Oncology

**EXHIBITORS**

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If you are an organization looking to get involved with CANO/ACIO, please contact CANO/ACIO Head Office.
INDEPENDENT AUDITOR'S REPORT

To the Members of the Canadian Association of Nurses In Oncology:

We have audited the accompanying financial statements of the Canadian Association of Nurses In Oncology, which comprise the statement of financial position as at December 31, 2015, and the statement of operations, statement of changes in members' equity and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Association of Nurses In Oncology as at December 31, 2015, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

"Wolrige Mahon LLP"

CHARTERED PROFESSIONAL ACCOUNTANTS

June 13, 2016
Vancouver, B.C.
# Financial Statements

## CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

### STATEMENT OF OPERATIONS

For the year ended December 31, 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual conference</td>
<td>682,676</td>
<td>717,030</td>
</tr>
<tr>
<td>Oncology nursing journal</td>
<td>35,396</td>
<td>53,524</td>
</tr>
<tr>
<td>Nurse of the Year</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Sosido network project</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Oncology nursing day</td>
<td>246</td>
<td>1,558</td>
</tr>
<tr>
<td><strong>Total program revenues</strong></td>
<td>768,318</td>
<td>822,112</td>
</tr>
<tr>
<td>Memberships - individual</td>
<td>68,120</td>
<td>73,025</td>
</tr>
<tr>
<td>Memberships - corporate</td>
<td>6,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Merchandise sales</td>
<td>23,399</td>
<td>875</td>
</tr>
<tr>
<td>Endorsement and royalties</td>
<td>20,000</td>
<td>900</td>
</tr>
<tr>
<td>Job postings</td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>Interest</td>
<td>4,209</td>
<td>5,932</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>3,447</td>
<td>66,496</td>
</tr>
<tr>
<td><strong>Total operational revenues</strong></td>
<td>131,175</td>
<td>168,228</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenditures</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual conference</td>
<td>659,286</td>
<td>629,005</td>
</tr>
<tr>
<td>Oncology nursing journal</td>
<td>112,747</td>
<td>98,570</td>
</tr>
<tr>
<td>Nurse of the Year</td>
<td>25,019</td>
<td>29,279</td>
</tr>
<tr>
<td>Sosido network project</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Oncology nursing day</td>
<td>2,849</td>
<td>1,282</td>
</tr>
<tr>
<td><strong>Total program expenditures</strong></td>
<td>824,901</td>
<td>783,136</td>
</tr>
<tr>
<td>Accounting and legal</td>
<td>5,783</td>
<td>8,128</td>
</tr>
<tr>
<td>Bad debts</td>
<td>197</td>
<td>30</td>
</tr>
<tr>
<td>Bank and credit card fees</td>
<td>3,482</td>
<td>3,916</td>
</tr>
<tr>
<td>Foreign exchange loss (gain)</td>
<td>83</td>
<td>(122)</td>
</tr>
<tr>
<td>Grants and awards</td>
<td>23,250</td>
<td>21,025</td>
</tr>
<tr>
<td>Insurance</td>
<td>4,339</td>
<td>4,328</td>
</tr>
<tr>
<td>Management fees</td>
<td>43,288</td>
<td>33,924</td>
</tr>
<tr>
<td>Office</td>
<td>13,431</td>
<td>14,367</td>
</tr>
<tr>
<td>Promotions and publications</td>
<td>28,833</td>
<td>6,534</td>
</tr>
<tr>
<td>Strategic and educational initiatives (Note 5)</td>
<td>130,446</td>
<td>116,643</td>
</tr>
<tr>
<td>Webinar</td>
<td>2,261</td>
<td>8,317</td>
</tr>
<tr>
<td>Website and database</td>
<td>7,763</td>
<td>9,592</td>
</tr>
<tr>
<td><strong>Total general and administrative expenditures</strong></td>
<td>263,156</td>
<td>226,682</td>
</tr>
</tbody>
</table>

**Deficiency of revenue over expenditures**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(188,564)</td>
<td>(19,478)</td>
</tr>
</tbody>
</table>
# Financial Statements

**CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY**

**STATEMENT OF CHANGES IN MEMBERS’ EQUITY**

For the year ended December 31, 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members’ equity, beginning</td>
<td>756,042</td>
<td>775,520</td>
</tr>
<tr>
<td>Deficiency of revenue over expenditures</td>
<td>(188,564)</td>
<td>(19,478)</td>
</tr>
<tr>
<td>Members’ equity, ending</td>
<td>567,478</td>
<td>756,042</td>
</tr>
</tbody>
</table>
# Financial Statements

**CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY**

**STATEMENT OF FINANCIAL POSITION**

For the year ended December 31, 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>158,282</td>
<td>106,231</td>
</tr>
<tr>
<td>Temporary investments</td>
<td>382,188</td>
<td>652,998</td>
</tr>
<tr>
<td>Receivables (Note 3)</td>
<td>81,263</td>
<td>86,320</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>2,344</td>
<td>8,744</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>624,077</td>
<td>854,293</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables and accruals</td>
<td>29,924</td>
<td>52,591</td>
</tr>
<tr>
<td>Deferred revenue (Note 4)</td>
<td>26,675</td>
<td>45,660</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>56,599</td>
<td>98,251</td>
</tr>
<tr>
<td><strong>Members' Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>567,478</td>
<td>756,042</td>
</tr>
<tr>
<td><strong>Total Members' Equity</strong></td>
<td>624,077</td>
<td>854,293</td>
</tr>
</tbody>
</table>

*Commitments (Note 10)*

Approved by Directors:

[Signatures]
### Financial Statements

#### CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

**STATEMENT OF CASH FLOWS**

For the year ended December 31, 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows related to operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deficiency of revenue over expenditures</td>
<td>(188,564)</td>
<td>(19,478)</td>
</tr>
<tr>
<td>Adjustments for items not affecting cash:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capitalized interest</td>
<td>(4,209)</td>
<td>(5,932)</td>
</tr>
<tr>
<td></td>
<td>(192,773)</td>
<td>(25,410)</td>
</tr>
<tr>
<td><strong>Changes in non-cash working capital:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>5,057</td>
<td>62,581</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>6,400</td>
<td>14,582</td>
</tr>
<tr>
<td>Payables and accruals</td>
<td>(22,667)</td>
<td>17,724</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>(18,985)</td>
<td>(22,742)</td>
</tr>
<tr>
<td>Deferred contributions</td>
<td>-</td>
<td>(62,214)</td>
</tr>
<tr>
<td></td>
<td>(222,968)</td>
<td>(15,479)</td>
</tr>
<tr>
<td><strong>Cash flows related to investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Redemption of temporary investments</td>
<td>275,019</td>
<td>80,000</td>
</tr>
<tr>
<td><strong>Net increase in cash</strong></td>
<td>52,051</td>
<td>64,521</td>
</tr>
<tr>
<td>Cash, beginning</td>
<td>106,231</td>
<td>41,710</td>
</tr>
<tr>
<td>Cash, ending</td>
<td>158,282</td>
<td>106,231</td>
</tr>
</tbody>
</table>
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES
For the year ended December 31, 2015

The Canadian Association of Nurses in Oncology (the "Association" or "CANO") was incorporated in 1994 under the laws of Canada. The Association represents nursing professionals engaged in oncology practice. Its mandates are the promotion of cancer prevention and care, the establishment of care standards, education, and communication.

The Association is a not-for-profit organization registered under the Income Tax Act and, as such, is exempt from income tax.

Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") and include the following significant accounting policies:

Revenue Recognition

The Association follows the deferral method of accounting for contributions. Restricted contributions are recorded as deferred contributions and recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership fees are invoiced annually. Memberships expire December 31. Membership fees are recorded once collection is reasonably assured. Conference and pre-conference revenues are recognized upon receipt of the registration form or when collection is reasonably assured. Journal sales, royalties, merchandise sales, Nurses Day and grants are recorded once the amount is readily determinable and collection is reasonably assured. Amounts received in advance for the following fiscal year are recorded as deferred revenue.

Interest income is recognized on the time proportion basis determined by the amount invested and the interest rate applicable.

Contributed Services and Materials

A number of volunteers contribute a significant amount of their time and services to the Association each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Association records the fair value of contributed materials at the time of receipt, where such fair value is determinable, and the materials would otherwise have been purchased. The Association did not receive any such contributed materials.

Foreign Currency Translation

Monetary assets and liabilities which are denominated in foreign currencies are translated at the exchange rate in effect at the balance sheet date. Revenue and expense items are translated at the weighted average exchange rate for the year. All exchange gains and losses are recognized currently in excess of revenue over expenditures.
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES
For the year ended December 31, 2015

Note 1  Significant Accounting Policies (continued)

Financial Instruments

Measurement of financial instruments

The Association measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in net earnings when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Association subsequently measures all of its financial assets and financial liabilities at amortized cost.

Impairment

Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in net earnings. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of operations.

Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Note 2  Capital Management

The Association's capital consists of its members' equity.

The Association maintains adequate cash and temporary investments to meet current payment obligations and planned program expenditures. Pending actual disbursements for budgeted program expenditures, funds are invested in securities designed to maximize return while minimizing risk and maintaining flexibility. The investment objectives are subject to limitations defined by the Board of Directors and are set to provide maximum current income within the approved risk parameters.
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES
For the year ended December 31, 2015

Note 3 Receivables

Receivables consist of the following:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Trade receivables</td>
<td>81,869</td>
<td>58,270</td>
</tr>
<tr>
<td>GST / HST receivable</td>
<td>1,913</td>
<td>15,014</td>
</tr>
<tr>
<td>QST receivable</td>
<td>571</td>
<td>15,626</td>
</tr>
<tr>
<td>Allowance for doubtful accounts</td>
<td>(3,090)</td>
<td>(2,590)</td>
</tr>
<tr>
<td></td>
<td>81,263</td>
<td>86,320</td>
</tr>
</tbody>
</table>

Note 4 Deferred Revenue

Deferred revenue consists of the following amounts:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Membership</td>
<td>19,786</td>
<td>41,245</td>
</tr>
<tr>
<td>Conference - sponsorship</td>
<td>-</td>
<td>600</td>
</tr>
<tr>
<td>Journal</td>
<td>6,889</td>
<td>3,815</td>
</tr>
<tr>
<td></td>
<td>26,675</td>
<td>45,660</td>
</tr>
</tbody>
</table>

Note 5 Strategic and Educational Initiatives

Strategic and educational initiatives are comprised primarily of:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>External policy analyst</td>
<td>4,673</td>
<td>-</td>
</tr>
<tr>
<td>Educational initiatives</td>
<td>2,313</td>
<td>1,091</td>
</tr>
<tr>
<td>Other strategy initiatives</td>
<td>1,684</td>
<td>-</td>
</tr>
<tr>
<td>Pocket guides</td>
<td>16,862</td>
<td>32</td>
</tr>
<tr>
<td>Project leader stipend</td>
<td>42,018</td>
<td>34,560</td>
</tr>
<tr>
<td>Strategic planning</td>
<td>4,549</td>
<td>11,962</td>
</tr>
</tbody>
</table>
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES

For the year ended December 31, 2015

Note 6  Board and Committee Spending

Board and committee spending is composed primarily of:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual general meeting</td>
<td>717</td>
<td>-</td>
</tr>
<tr>
<td>Committee expenses</td>
<td>362</td>
<td>626</td>
</tr>
<tr>
<td>Council of Chapters</td>
<td>12,585</td>
<td>15,967</td>
</tr>
<tr>
<td>Governance operational expenses</td>
<td>51,019</td>
<td>39,398</td>
</tr>
</tbody>
</table>

Note 7  Grant and Award Initiatives

Grants and awards are offered throughout the year as part of the Association's many initiatives. These grants and awards are comprised primarily of:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endorsement stipend</td>
<td>600</td>
<td>1,200</td>
</tr>
<tr>
<td>Research grants</td>
<td>20,000</td>
<td>10,000</td>
</tr>
<tr>
<td>SIG travel grants</td>
<td>750</td>
<td>-</td>
</tr>
<tr>
<td>Scholarship</td>
<td>2,500</td>
<td>5,000</td>
</tr>
<tr>
<td>Travel grants</td>
<td>-</td>
<td>6,025</td>
</tr>
</tbody>
</table>

Note 8  Financial Instruments

Items that meet the definition of a financial instrument include cash, temporary investments, receivables and payables and accruals.

The following is a summary of the significant financial instrument risks:

**Liquidity risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from its payables and accruals.

**Credit risk**

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is exposed to credit risk in connection with its receivables. The Association provides credit to its members and sponsors in the normal course of its operations.
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES

For the year ended December 31, 2015

Note 9  Financial Instruments (continued)

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. It is management's opinion that the Association is not exposed to significant currency risk or other price risk.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The fair values of fixed rate financial instruments are subject to change, since fair values fluctuate inversely with changes in market interest rates. The cash flows related to floating rate financial instruments change as market interest rates change. The Association is exposed to interest rate risk with respect to its temporary investments, which bear interest at floating rates.

Note 10  Commitments

The Association renewed its management services contract with a third party effective January 1, 2016. Management fees are set at 33% of gross revenues. Gross revenues exclude journal advertising revenue, which is included in oncology nursing journal revenue, and research grants obtained by CANO board members that are aligned with key deliverables within CANO's strategic plan and/or special initiatives. The contract expires on December 31, 2017. Management fees corresponding to the annual conference, the journal and annual Nurses' Day are included in the expenditures for each program, respectively.

The Association has committed to various annual conference locations which are subject to cancellation fees as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
<th>Cancellation fee $</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>The Hyatt Calgary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>From 730 days or greater prior to arrival</td>
<td>114,250</td>
</tr>
<tr>
<td></td>
<td>From 729 days to 366 days prior to arrival</td>
<td>151,250</td>
</tr>
<tr>
<td></td>
<td>From 365 days to 179 days prior to arrival</td>
<td>205,000</td>
</tr>
<tr>
<td></td>
<td>From 178 days or less prior to arrival</td>
<td>242,000</td>
</tr>
</tbody>
</table>

Note 11  Comparative Figures

Certain 2014 comparative figures have been reclassified to conform with the financial statement presentation adopted for 2015.