



**CNS-ON - Annual General Meeting**  
**AGM – Executive’s Report**  
**Thursday, June 4<sup>th</sup>, 2026**  
 Zoom meeting

**CNS Association of Ontario 2025-2026**  
**Executive members**

<b>President (ENO) (2023-2027)</b>	Paul-André Gauthier
<b>Past President &amp; Director of Finance (ENO) (2023-2027)</b>	Rashmy Lobo
<b>Director of Policy, Practice, and Political Action (ENO) (2024-2026)</b>	Stacey Roles
<b>Director of Communications (ENO) / Secretary (2024-2026)</b>	Vacant
<b>Director of Membership &amp; Services (ENO) (2022-2026)</b>	Emily Fung
<b>Director of Research &amp; Education (ENO) (2025-2027)</b>	Marcy-Lou Martin
<b>Social media (ENO) (2023-2027)</b>	Paul-André Gauthier
<b>Workplace Liaison (ENO) (2023-2027)</b>	Robin Coatsworth Puspoky
<b>Graduate Nursing Student Representative (ENO) (2025-2027)</b>	Krissy Jordan
<b>Member-at-Large (2025-2027)</b>	Elsabeth Jensen

# Clinical Nurse Specialist Association of Ontario

## Annual General Meeting (AGM)

Thursday, June 4<sup>th</sup>, 2026

### Land Acknowledgement

*We acknowledge that the work that we do is on aboriginal land which has been inhabited since time immemorial by Indigenous peoples. As settlers, we are grateful for the opportunity to use the land and we thank all the generations of people who have taken care of this land in the past, present and future. What is now commonly referred to as Ontario, covers 46 treaties and includes unceded land.*



### President's Report

Over the past year, the Clinical Nurse Specialist Association of Ontario has continued its dedicated work, strongly representing the interests of CNSs across the province. Our Colleague-to-Colleague meetings have continued to foster dialogue and connection among CNSs in Ontario and across Canada. Our Executive team has also remained deeply engaged in regular meetings and discussions on key issues affecting our profession.

What sparked the journey toward our provincial CNS resolution? These efforts culminated in the development of a formal resolution on CNS prescribing. We met with the College of Nurses of Ontario in November 2025. Here is a summary of our actions regarding the resolution...

Almost two years ago (in 2024), we had a few meetings with the Ministry of Health's Chief Nursing Officer, Dr. Karima Velji, and other staff at the Ministry of Health, e.g., Nathalie Boudreau, Allison Henry and Samia Shaheen.

In May 30<sup>th</sup>, 2025, the Clinical Nurse Specialist Association of Ontario (CNS-ON) presented a resolution that was unanimously past by RNAO members at the RNAO's AGM.

Then, we met with the College of Nurses of Ontario on November 6<sup>th</sup>, 2025 with Sylvie Crawford, CEO CNO, Stephen Mills, Chief Operating Officer, and Angie

#### Clinical Nurse Specialists expanded formulary prescribing authority

##### Be it resolved that:

RNAO, in collaboration with CNS-ON, develop and present a detailed proposal outlining the benefits and framework for CNS prescribing authority in Ontario, including an **expanded formulary** (to prescribe) appropriate to the area of specialization.

RNAO and CNS-ON jointly lobby policymakers, healthcare leaders, and other stakeholders to ensure the successful implementation of prescribing authority as core skills for CNSs, emphasizing its potential to enhance patient care and system efficiency.

Brennand, Director of Strategy; and RNAO CEO Doris Grinspun, President Lhamo Dolkar, President-Elect Sue Lebeau, and Associate Director, Nursing & Health Policy, Alanna Coleman.

Following our discussions, we sent a letter to express our gratitude for the time and consideration they extended to us during the meeting, and to request a follow-up regarding the advancement of our resolution. (see the letter below in the blue section).

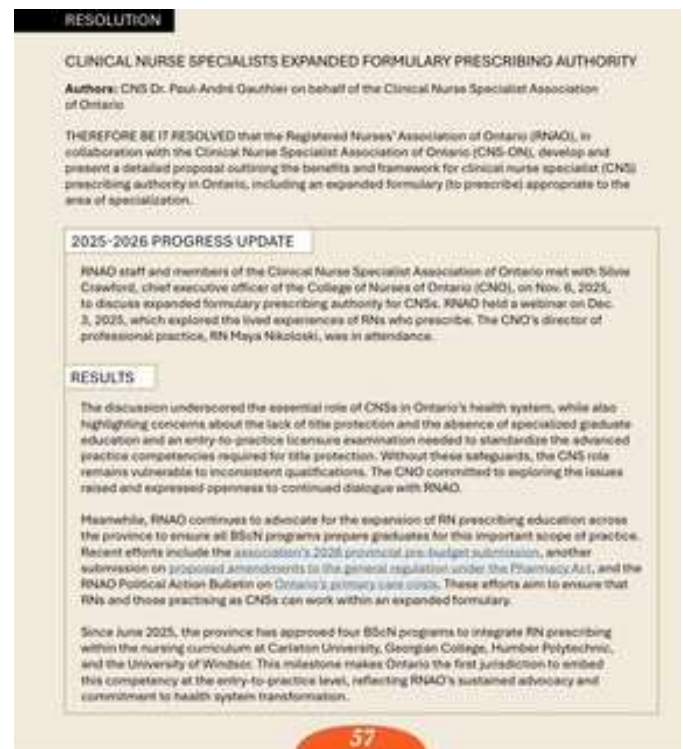
Here is the reply from RNAO AGM's report (May 29):  
<https://rnao.ca/media/10794/download?inline=>

- CNS-ON Resolution -response on page 57 == >

**Paul-André met the Silvie Crawford**, CEO of CNO, on **May 28** in Toronto before the RNAO opening ceremonies and I indicated that I sent to her a thank you note. She asked me to re-send this week; she has not seen it. We talked about protecting the public from misrepresentation of self identified CNS without required credentials.

As President of CNS-ON, I continue to chair executive meetings and represented our association at both provincial and national forums. This role has afforded me the opportunity to attend various meetings across Ontario, Canada, and internationally with our counterpart, the National Association of Clinical Nurse Specialists (NACNS) in the USA. As an **Executive Board Representative** of the CNS Association of Canada (CNS-C), I actively participate in international collaborations and discussions. CNS-ON is working with the CNS-C's President in planning our national the 3<sup>rd</sup> CNS conference in Winnipeg, MB, on September 21, 2026. Also, I am involved in the CNA planning committee for the CNA Conference in Winnipeg, MB, from September 21-23, 2026.

Additionally, I attend the Canadian Nurses' Association (CNA) **Network meetings** alongside representatives from other national nursing associations. In addition to these engagements, I continue to **meet** with our two regional **MPPs** at breakfast meetings, including Jamie West, MPP for Sudbury, and France Gélinas, MPP for Nickel Belt, and she is also the Ontario NDP Health Critic at Queen's Park and shared our concerns regarding healthcare and the need for improvements.



Our association is currently in the midst of a second call for nominations to join our executive team. Following the **initial/first call**, the positions of Director of Membership & Services; acclaimed. **The second call** remains open for the positions not filled yet: President-Elect; Director of Policy, Practice, and Political Action; Director of Communication / Secretary. We encourage members to consider stepping forward to contribute to our growing leadership team.

**Good News !!!**

**# 1**

Financially our association is doing well. Annual financial report for Nov 01, 2024 – Oct. 31, 2025:

- Income: \$ 3,107.76
- Expense \$ 3,418.36
- Deficit: \$ 310.60 (actual)
- As of Nov. 1, 2026 in bank: \$ 34,387.40

We have a **planned** Budget Deficit for 2024-2025 of \$9,345

Additionally, I had the pleasure of attending the RNAO Queen's Park Day in Toronto from February 25 to 27, 2026. Despite the fact that the House at Queen's Park was not sitting on February 26, we were part of good discussions and presentations. RNAO members engaged in meaningful dialogue on pressing healthcare issues and strategies for political advocacy, further strengthening our collective voice in Ontario's healthcare landscape.

As President, I chair the CNS-ON Awards Committee and am proud that our association sponsors and finances educational awards. We continue to offer members five **\$2,000 awards** for 2025-2026, totaling up to \$10,000. This year,

- We have **four** educational awards that we have been granted.
- We have received **one** nomination for the CNS of the Year Award.
- We have received **one** nomination for the CNS Graduate Student Award and are extending the nomination period to allow Ontario's universities to submit candidates until mid June 2026.

**Good News !!!**

**# 2**

To keep our members informed, we have prepared detailed **newsletters** and posted numerous updates on our **Facebook** page and **website**. Special thanks to all the executive members for their insightful articles. Additionally, we have sent multiple **emails** to keep you up to date and have responded to correspondences as necessary. I have submitted activity and **Members' Voice reports** to the RNAO home office as required. All these documents are available on our website, if you haven't visited it recently, I encourage you to do so. CNS Week is coming up soon, in early September, and we encourage CNSs to celebrate.

Finally, let's say that our association will remain focused on **fostering resilience**, promoting professional growth, and celebrating the invaluable contributions of Clinical Nurse Specialists.

A heartfelt thank you to our dedicated executive members for their unwavering support of the

CNS cause in Ontario. We would also like to extend our sincere appreciation to members who are completing their mandates for their valuable contributions.

Respectfully submitted.

*Paul-André Gauthier*, Ph.D. (nursing), M.Sc.N., M.D.D., T.C.C., B.Sc.N.; RN, CNS  
President CNS-ON  
Clinical Nurse Specialist Association of Ontario.  
Executive Board Member of CNS Association of Canada.  
Member of the international CNS collaboration CNS-C & NACNS.

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**Letter sent to the College of Nurses – January 23, 2026**

Dear Ms. Silvie Crawford, CEO of the CNO

- Ref. Meeting with representatives – of College of Nurses of Ontario (CNO), of CNS-ON and of RNAO.

Following our meeting with you and your CNO colleagues on November 6, 2025, we would like to thank you for the time you dedicated to meeting with us and for the constructive exchange regarding **title protection** and **prescribing authority** for Clinical Nurse Specialists in Ontario.

First, we would like to acknowledge and support the College of Nurses of Ontario’s position regarding patient safety and the public protection.

The College of Nurses of Ontario (CNO) has a clear statutory mandate to protect the public by ensuring that nursing practice is safe, competent, and ethical. This mandate includes preventing the misrepresentation of professional roles and titles that may mislead the public or compromise patient safety. **In the absence of title protection** for Clinical Nurse Specialists (CNSs), nurses without the required graduate-level nursing education, advanced clinical nursing competencies, or regulatory recognition may be identified or self-identify as CNSs. This lack of clarity places **patients and clients at risk** and undermines the **public’s trust** in the nursing profession.

Misrepresentation of the CNS role is not a benign issue. Patients, clients, families, and healthcare organizations reasonably assume that a nurse using the CNS title possesses advanced nursing education, specialized clinical nursing expertise, and the authority to manage complex care needs. When this assumption is incorrect, it creates a false sense of safety and accountability. From a public protection perspective, allowing unqualified individuals to use the CNS designation contradicts the CNO’s responsibility to ensure transparency, role clarity, and professional integrity within nursing practice.

At the same time, properly credentialed Clinical Nurse Specialists represent an underutilized resource within Ontario’s healthcare system. CNSs with advanced education and demonstrated competencies improve quality of care through expert clinical decision-making, leadership in evidence-based practice, and system-level improvements. Their impact is well documented in jurisdictions where the CNS role is clearly regulated, showing improvements in patient outcomes, reduced complications, better care coordination, and more efficient use of healthcare resources.

To fulfill its **public protection** mandate, the CNO must address both the risks of misrepresentation and the missed opportunities to strengthen regulatory clarity while advancing excellence in nursing practice. Data from CNO in May 2025 clearly indicates that RN with only a B.Sc.N. (158) and a Nursing Diploma (31) self-identify as CNS **and** that RN with only a B.Sc.N. (172) and a Nursing Diploma (44) self-identify as Advanced Practice Nurse (APN) [ see the link to the table below]. Establishing title protection and enabling prescribing authority for qualified CNSs would ensure that only appropriately prepared nurses use the designation and that patients and clients benefit from timely, safe, and expert care. Such **regulatory clarity** would strengthen accountability, enhance patient outcomes, and align Ontario’s nursing framework with national and international best practices, ultimately reinforcing public confidence in the nursing profession in Ontario.

We are engaging in follow-up discussions to clarify next steps and to explore how we, CNS-ON, can collaboratively support efforts to enhance public safety for people receiving care in Ontario.

Sincerely,

Paul-André Gauthier, Inf./RN, CNS; PhD (nursing)

President CNS-ON

Clinical Nurse Specialist Association of Ontario. CNS-ON.

Association des infirmières et infirmiers cliniciens spécialistes de l’Ontario.

cnsOntario1@gmail.com

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## **Past-President & Director of Finance’s Report**

### **Past President Report (June 2026)**

As the Past President, this past year, I continue to support the President and the Executive team with continuity of activities planned. I continue to attend scheduled meetings and submit articles for newsletter publications when available. I have advocated having the CNS profile raised at various venues at local chapter forums.

### **Director of Finance Report (June 2026)**

As the Director of CNS-ON, for this fiscal year, I have maintained records of bookkeeping and provided updates to the Executive team at Executive team meetings. The annual budget for 2026 was developed in consultation with the President and approved at the Executive meeting. As of April 30, 2026, our Bank Balance is \$ 38,252.40.

All bills have been paid as presented and Membership dues for 2026 have been credited to our account. We have 4 educational awards approved and allocated. Cheques to Awardees will be sent on receipt of receipts. Bank statements have been submitted to the RNAO home office as requested along with Member voice submissions.

Respectfully submitted,

Rashmy Caroline Lobo, RN, BScN, MScN

Past-President and Director of Finances - CNS-ON.

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## **Director of Research & Education' s Report**

I attended and participated in all executive meetings. I have attended most Colleague-to-Colleague meetings.

I attended and reported on the International Council of Nurses (ICN) Congress in June 2025 in Helsinki, Finland. Seven presentations by CNSs were showcased. As part of the congress, I attended the ICN, Nurse Practitioner/Advance Practice Nurses meeting. An overview of the subgroups of Practice, Research, Health Policy, Education and Students was provided.

In November 2025, as a member of the executive of Clinical Nurse Specialist of Ontario (CNS-ON) we met with the CEO of the College of Nurses of Ontario (CNO) and the CEO of the Registered Nurses Association of Ontario (RNAO) to discuss the process for CNSs to be able to prescribe. Title protection of the CNS was also discussed. Both CNO and RNAO will take it back to their respective organizations and then provide further recommendations to us.

Last year CNS-ON conducted a survey with their membership to identify educational needs. One of the priority needs of the CNS-ON survey feedback was conducting Quality Improvement (QI) initiatives and writing QI abstracts for posters at conferences. QI will be presented at the next education session on June 25, 2026, by myself and Rashmy Lobo, and some examples of QI projects and abstracts will be highlighted at the next September educational event.

I will be attending the ICN NP/Advance Practice Nurse Network Conference and meeting on September 14-17, 2026, in Nashville, Tennessee, USA, and I will bring back a report.

The next National Clinical Nurse Specialist Conference will be held on September 21, 2026, in Winnipeg, Manitoba. The call for abstracts and information about the conference has been sent in the newsletter.

Respectfully submitted:

Mary-Lou Martin RN MScN MEd FCAN  
Director of Research & Education

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## **Director of Communication/ Secretary's Report**

The position became vacant during this past year.

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## **ENO Workplace Liaison's Report**

I am in my second term in the position of Workplace Liaison ENO (2023-2027). Over the past year, it has been a great privilege to serve as the ENO Workplace Liaison position for CNS-ON.

My role as Workplace Liaison involved raising awareness about CNSs by participating in activities that increase the visibility of CNSs and CNS-ON. I have attended our CNS-ON executive and Colleague-to-Colleague meetings by Zoom, and other activities arranged by the CNS-ON Executive. I contributed the CNS-ON newsletters and shared my experiences of the staying power of CNS and the importance of title protection.

In November 2025, I attended the meeting with College of Nurses of Ontario (CNO) and the Registered Nurses Association of Ontario (RNAO). As a member of CNS-ON, we discussed and advocated for CNS title protection and an expanded formulary for prescribing authority.

In August 2025, Elisabeth Jensen and I were invited to present about research and CNS practice. Our presentation was titled "Reading and Interpreting Research Evidence for CNS Practice" and was well received by our CNS colleagues.

In addition to being a part of CNS-ON, I am the President Elect with CNS Association of Canada. In these meetings, I am working with the President and the Treasurer to plan our conference in Winnipeg, Manitoba in September 2026. It will be very exciting to be part of the 3rd CNS-Canada conference.

I look forward to continuing in my role as ENO Workplace Liaison in the upcoming year.

Respectfully submitted,

Robin Coatsworth-Puspoky, RN, PhD  
ENO Workplace Liaison

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## **Director of Membership and Services' Report**

I have proudly served as the Director of Membership and Services since September 2022. Over the 2025–2026 term, my focus has been on increasing awareness of the value and impact of professional development for Clinical Nurse Specialists (CNSs), while promoting the opportunities and supports offered through the Clinical Nurse Specialist Association of Ontario (CNS-ON).

Throughout my term, I have remained committed to advancing the mission and visibility of CNS-ON. I have actively engaged with and recruited new members by attending both in-person and virtual Master of Nursing and Nursing PhD events at various academic institutions. I have also participated in professional development and educational sessions related to advanced practice nursing, while continuing to gather member feedback and insights to better understand how we can optimize and strengthen the value of CNS-ON membership.

In support of the CNS-ON executive team and as a representative of the organization, I have participated in a variety of engagement and networking opportunities through RNAO and CNS-ON events, including the Annual General Meeting, General Assembly, Interest Group Chair meetings, Colleague-to-Colleague Zoom meetings, and resolution meetings. I continue to contribute unique and meaningful articles to the CNS-ON newsletter that highlight CNS clinical practice through lived professional experiences. In addition, I have collaborated with fellow executive members on initiatives such as the development and promotion of educational webinar materials, refinement of survey tools, and support for member engagement activities. Building on my goals from the previous year, I am pleased to have contributed to the planning and development of educational and professional events aimed at strengthening member engagement and retention.

In the coming year, I hope to continue representing and promoting CNS-ON to both current and aspiring CNSs across healthcare organizations and academic institutions. I also hope to support the development of a centralized CNS resource hub within the CNS-ON website, where CNSs from diverse specialties can share best practice guidelines, current literature, research initiatives, and clinical insights to foster collaboration, mentorship, and ongoing professional growth across our provincial network.

As CNS-ON continues to grow, I look forward to supporting initiatives that strengthen professional connection, knowledge sharing, and advocacy for Clinical Nurse Specialists across Ontario. I hope our members continue to find value in the educational resources, networking opportunities, and collaborative community that CNS-ON provides.

Thank you for your continued support and engagement in helping to strengthen and expand our community of Clinical Nurse Specialists.

We are presenting you some data (see the table).

Respectfully submitted,

*Emily Fung*, RN, MN, PNC(C)  
Director of Membership and Services ENO

<b>CNS-ON</b>	<b>October 2025</b>	<b>May 2026</b>
RNs & CNSs	241	229
New RNs	0	4
B.Sc. students	6	1
<b>Total:</b>	<b>247</b>	<b>234</b>

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## MAL's Report

During the past year I have attended and participated in all executive meetings. I also contributed to all newsletters. I have also participated in their Board discussions and decisions. As Ontario's representative to the Clinical Nurse Specialist Association of Canada's Board of Directors, I have also

participated in their Board discussions and decisions and contributed to the national newsletters.

As Chair of the Canadian Network of Nursing Specialties (CNNS) I continue to work to promote CNS practice as well as specialty nursing practice. I also Chair the Network Leadership Committee that provides oversight to CNNS. That group is currently involved in discussions around certification and the promotion of CNS contributions to health care at the national level.

I am also involved in planning the next conference for the Canadian Nurses Association. It will be held in Winnipeg Manitoba, September 21-3. The focus will be on specialty practice in nursing. There will be an opportunity for the CNS Association of Canada to hold an event for members during this conference.

In the past year I have facilitated communication across multiple groups provincially and nationally, promoting the CNS contributions to health care and to nursing. This promotes the messaging and support between Ontario and national nursing bodies. This vital cohesiveness of messaging is important for us all. I will be attending the CNSAC conference as well as the CNA Conference in Winnipeg later this year.

Respectfully submitted,

Elsabeth Jensen, RN, BA, PhD  
Member-at-Large, CNS-ON.

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### **Director of Policy, Practice, and Political Action (ENO)'s Report**

No report in relation to her Executive position was received.

Stacey Roles, RN, MScN, PhD  
Director of Policy, Practice, and Political Action (ENO)

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### **Graduate Student's Report**

No report in relation to her Executive position was received.

*Krissy Jordan*, RN, PhD Candidate in Nursing,  
Graduate Nursing Student Representative.

## CNS Association of Ontario 2026-2027 Executive members

|                                                                             |                                     |
|-----------------------------------------------------------------------------|-------------------------------------|
| <b>President (ENO) (2023-2027)</b>                                          | Paul-André Gauthier                 |
| <b>President-Elect (ENO) (2026-2027)</b>                                    | 2 <sup>nd</sup> call for Nomination |
| <b>Past President &amp; Director of Finance (ENO) (2023-2027)</b>           | Rashmy Lobo                         |
| <b>Director of Policy, Practice, and Political Action (ENO) (2024-2026)</b> | 2 <sup>nd</sup> call for Nomination |
| <b>Director of Communications (ENO) / Secretary (2024-2026)</b>             | 2 <sup>nd</sup> call for Nomination |
| <b>Director of Membership &amp; Services (ENO) (2026-2028)</b>              | Harneet Sembhi (new member)         |
| <b>Director of Research &amp; Education (ENO) (2025-2027)</b>               | Marcy-Lou Martin                    |
| <b>Social media (ENO) (2023-2027)</b>                                       | Paul-André Gauthier                 |
| <b>Workplace Liaison (ENO) (2023-2027)</b>                                  | Robin Coatsworth Puspoky            |
| <b>Graduate Nursing Student Representative (ENO) (2025-2027)</b>            | Vacant – Executive to identify      |
| <b>Member-at-Large (2025-2027)</b>                                          | Elsabeth Jensen                     |

Email: [cnsOntario1@gmail.com](mailto:cnsOntario1@gmail.com)

<https://chapters-igs.rnao.ca/interestgroup/6/about>

<https://www.facebook.com/pages/Clinical-Nurse-Specialists-Association-of-Ontario-Canada/113210988761198?ref=ts&fref=ts>

[https://instagram.com/cns\\_ontario?igshid=YmMyMTA2M2Y=](https://instagram.com/cns_ontario?igshid=YmMyMTA2M2Y=)

[https://twitter.com/cns\\_ontario/status/1519437359045124096?s=21&t=oWhFFkS0NkwwYp4zlgvh2g](https://twitter.com/cns_ontario/status/1519437359045124096?s=21&t=oWhFFkS0NkwwYp4zlgvh2g)