

Canadian Association of Speech-Language Pathologists and Audiologists

Le Soleil (Quebec, QC)
Date 01.10.2007
Circ. 82

Le bruit à l'école nuit aux enfants

Martin Croteau
La Presse

MONTREAL — Les audiolinguistes de la classe sont devenus bruyants au point de nuire à l'apprentissage des enfants. En conséquence, les députés de la province ont demandé aux gouvernements d'adopter des mesures pour réduire le bruit dans les écoles.

Nombre d'élèves à la hausse, systèmes de ventilation et de chauffage, absence des élèves, tout cela combiné à l'habitude de frotter les chaises sur le plancher fait du bruit beaucoup de bruit.

Une étude publiée en août a démontré que le son ambiant des classes du Canada variait entre 35,4 et 62,3 décibels, l'équivalent

steps & stages | advice through the ages

DO YOU HEAR WHAT I HEAR?

Hearing loss in a noisy world

Try not to make a big deal out of your child's mispronunciations, no matter how cute they may be.

3 to 5 years

The Boston Accent

"I hear you!" Whose heart wouldn't be warmed by that little sound slip-up? We often hear a preschooler struggle with a pesky /l/ or /r/ sound (as in "I can swim fast"). Sometimes it's called a Boston accent (in parts of Massachusetts, the /r/ at the end of syllables is lost — as for car), but it isn't an accent. It's a sound error.

It's also quite common, according to Sharon Fotheringham, manager of speech-language pathology and standards at the Canadian Association of Speech-Language Pathologists and Audiologists (CASLPA). "Both these sounds are later developing. They're difficult sounds to make because they require a lot of tongue coordination and tongue muscle development." (If you say the word lamb, for example,

Association of Speech-Language Pathologists & Audiologists

thestar.com

Noisy toys damage hearing, experts warn

December 11, 2007
THE CANADIAN PRESS

OTTAWA—Regulations governing noise levels in toys are not tough enough and are allowing potentially dangerous toys on the market, hearing experts warned yesterday.

The Canadian Association of Speech-Language Pathologists and Audiologists is urging the federal government to amend its legislation and lower the maximum noise levels allowed in toys.

Sound Effects

If you're worried about your child's speech understanding him, or he has a number of words for a speech assessment or screening. Pages or check the CASLPA website.

LES GRANDES ENTREPRISES PLAIDENT POUR UN VIRAGE VERT

Leurs dirigeants souhaitent que le Canada devienne « une superpuissance en environnement ».

Le Québec a le vin gai Il ne manque que la reconnaissance

Health

Never too young for a head start

Parents and researchers hope tackling children's speech and language problems at ever-younger ages will make a difference.

Early Intervention: Baby Talk

Parents and researchers hope tackling children's speech and language problems at ever-younger ages will make a difference.

CALGARY SUN

Max noise levels in toys too loud: experts

By THE CANADIAN PRESS

OTTAWA — Hearing experts are warning that regulations governing noise levels in toys are not tough enough.

The Canadian Association of Speech-Language Pathologists and Audiologists is urging the federal government to amend its legislation and lower the maximum noise levels allowed in toys.

The federal government's new toy safety regulations, which took effect last month, set the maximum noise level at 100 decibels, but the association says that's too high.

It says that does not take into account how closely children may hold a toy to their ears, or how sensitive children's hearing is to noise.

The organization points out that the International Standards Organization limits noise in toys to 85 decibels, while the World Health Organization sets the limit at 75 decibels.



CASLPA-ACOA

2007 Annual Report

President's Message

CASLPA Can!



If 2006 was a banner year for profiling our professions, in 2007 CASLPA members, directors and staff proved that we *can* outdo ourselves. *How?* ... *by* tripling the number of Canadians reached through our media events: release of radio public service announcements, presentation of two high-profile press conferences, and contributions to numerous popular Canadian magazines, newspapers and professional publications ... *by* attracting more visitors to our website from various professions and from the public, in Canada and internationally ... and *by* addressing key issues impacting on communication health to government officials. *By* keeping our finger on the pulse, we were able to optimize the timing of our media events and discussions with government so they had maximum impact.

Our website has become a hub of activity for members, would-be members, the public and other professionals. *By* expanding our Find a Professional section Canadians looking for our professional services have been rewarded for their efforts, and more people are looking for us. *By* providing resources to supplement our press conferences, our media section has attracted parents, teachers, health and education employers, reporters and politicians who are now more aware of two common hazards to communication development and health in our society: noisy classrooms and loud toys, and how to prevent and mitigate these problems.

Our relationships with other health and education professionals continued to grow as we increased our partnerships for lobbying federal government agencies to improve health, education and social environments for Canadians. *By* working with multidisciplinary groups, such as the Health Action Lobby, CASLPA has ensured the perspectives of audiologists, speech-language pathologists and supportive personnel are reflected in recommendations on critical issues such as health human resources, and that we contribute to the strength in numbers required to effect change. A rewarding side-effect of these collaborations has been the opportunity to educate other professionals on the scope of our professional expertise.

Our members continue to look to CASLPA to offer guidance on professional standards and practice issues and the CASLPA clinical certification program remains one of the most valued benefits for professional members. *By* working with our partner organizations in the UK, US, and Australia, we have made significant progress toward expanding our international mutual recognition agreement partnerships to include New Zealand and Ireland, which facilitates professional mobility. *By* discussing the evolution of the professions, practice standards, and credentialing trends with other organizations concerned about our practice and the public interest, CASLPA is helping its members look to the future and plan for inevitable change. *By* offering members the best continuing education opportunities possible and seeking to improve access for all members, CASLPA supports our desire to keep pace with our rapidly changing knowledge base, skills and responsibilities in the professional world. *By* launching a clinical research grant program, and offering the student scholarship program, CASLPA has nurtured our ambitions to improve the quality of our professional services.

CASLPA members have demonstrated that we are proud owners of our mutual success. In 2007, our membership and member involvement continued to grow. *By* working together we have strengthened our message, expanded our horizons and proved that CASLPA can!

Linda Rammage, PhD, S-LP(C)
President



CASLPA Vision

Speech-language pathologists and audiologists working collaboratively to maximize the communication potential of all Canadians.

CASLPA Mission

To champion and support the professional needs of speech-language pathologists and audiologists, to facilitate the growth and development of our members thereby maximizing the communication potential of Canadians.

CASLPA
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A Review of our Strategic Highlights and Significant Achievements

2007

Raise Profile to the Public

- Reached an audience of more than 19 million, with a value of \$3 million in free air time, through CASLPA's television public service announcement (PSA) campaign. This campaign won the "Make Canada Better" award, from the Canadian Society of Association Executives. The radio PSA campaign reached more than 3 million Canadians with an estimated value of \$90,000 in free air time.
- Various articles and quotes appeared in print publications such as *Canadian Health* magazine, *What's Up Kids*, *Globe and Mail*, *Parents Canada*, etc. Total audience media reach was 69,472,390 (triple 2006). CASLPA was covered by 338 media outlets, generated 363 news articles/segments and reached 93 communities covering all markets from smaller communities to major markets.
- Experienced 5,317 visits to our media centre in 2007, a 17% increase.
- Received an award, in the public service campaign category, from *PR News*, a prominent American public relations publication, for our 2006 Noisy Toys campaign.
- Increased annual visits to the website to 714,651, a 44% increase. The number of pages viewed last year was 3,295,698 (41% increase). 218,151 documents were downloaded including 44,415 fact sheets.

Support Health and Education Human Resources

- Completed and distributed a supportive personnel salary survey.
- A human resources (HR) task force produced a comprehensive report outlining data gaps as identified to support HR planning; strategies to address HR planning activities and recommendations.

Represent Interests to the Federal Government

- Held two press conferences on Parliament Hill that highlighted audiologists as the experts in hearing health. A press conference on classroom acoustics was held October 1, 2007 and a Noisy Toys conference was held on December 10.
- Reached more than 31 million Canadians, through 228 media segments, including a CTV National news report, with the campaign on classroom acoustics.
- Held numerous meetings with MPs regarding revision of the current legislation on noisy toys.
- Continued meetings with Veterans Affairs Canada/Blue Cross at the CASLPA conference.

Educate other Health and Education Professionals

- Participated in various committees and meetings including: the Human Resources Joint Committee for Cancer, the Working group with the Canadian Patient Safety Institute and Neuroscience and Mental Health.
- Exhibited at the National Teachers Federation conference to educate teachers about the role of speech-language pathologists, audiologists, and supportive personnel.

Expand Professional Standards

- Published CASLPA position papers on dysphagia in adults and the professional doctorate degree in audiology.
- Participated in a drafting a paper and presentation on the history of terminology in communication sciences and disorders at the International Association of Logopaedics and Phoniatics in Copenhagen.
- Administered the clinical certification exams to 201 applicants and certified 279 individuals.

- Awarded the first two clinical research grants totalling \$4,000.
- Completed CASP re-accreditation for the Ottawa Hospital Rehabilitation Centre, department of communication disorders.

Enhance Continuing Education Opportunities

- Established a Cochrane Corner on the CASLPA website to provide members with easy access to current systematic reviews relevant to the professions.
- Renewed CASLPA member discounts for online education opportunities with ASHA, Speechpathology.com, Audiologyonline and Care2Learn.
- Awarded \$22,500 in scholarships to 21 student members.
- Granted \$6,798 to support provincial education initiatives.
- Granted \$5,124 to support student education and student participation at CASLPA's conference.
- Signed an agreement with Thomson Gale publishers to have CJSPLA indexed on their Academic One web database.
- Released a CJSPLA CDROM containing all articles/back issues.
- Posted session handouts/notes from the CASLPA conference presentations on the website and they were downloaded more than 16,000 times (double 2006).

Increase CASLPA Membership

- Increased supportive personnel membership by 82%.
- Increased total membership by 4.25% (renewal rate of 97%) bringing the total number of CASLPA members to 5,348.
- 41% of members renewed their membership online (42% increase from 2006).
- Designed and distributed a flyer promoting CASLPA for insertion into L'Ordre des orthophonistes et audiologistes du Québec's September mailing to its members.
- Conducted an Ontario recruitment campaign. 94 individuals took advantage of the free trial membership offered and 21 were converted to full memberships.

Improve Communications with Members

- Enhanced and expanded French content on the website and visits to the French side of the site increased 26%.
- Developed a new web area to educate members about the provincial education fund and its application process.
- Conducted a CommunE-cate readership survey that indicated a high member satisfaction rating.
- Successfully launched the new 25+ year membership recognition program.
- Experienced triple the visits to the CASLPA website chat area in the past year.

Auditor's Report

To the Members of the Canadian Association of Speech-Language Pathologists and Audiologists

I have audited the statement of financial position of the Canadian Association of Speech-Language Pathologists and Audiologists (the "Association") as at December 31, 2006 and December 31, 2007 and the statements of operations and net assets for the years then ended. These financial statements are the responsibility of the Association's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2006 and December 31, 2007 and the results of its operations for the years then ended in accordance with Canadian generally accepted accounting principles.



Richard D. Mundell
Chartered Accountant, Licensed Public Accountant
Ottawa, Ontario, February 19, 2008

STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2007

	2007	2006
CURRENT ASSETS		
Cash	\$101,706	\$ 87,383
Short term investments (Note 5)	897,872	759,450
Accounts receivable	31,552	29,357
Inventory	4,305	4,276
Prepaid expenses	35,486	56,137
	<u>1,070,921</u>	<u>936,603</u>
CAPITAL ASSETS (Note 2)	<u>17,113</u>	<u>22,745</u>
	<u>1,088,034</u>	<u>959,348</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 41,244	\$ 93,148
Deferred revenue (Note 3)	<u>603,591</u>	<u>428,779</u>
	<u>644,835</u>	<u>521,927</u>
NET ASSETS		
Unrestricted	372,457	362,169
Invested in capital assets	16,941	22,745
Advocacy Fund	5,600	5,600
Education Fund	2,680	666
Charitable Fund	<u>45,521</u>	<u>46,241</u>
	<u>443,199</u>	<u>437,421</u>
	<u>\$1,088,034</u>	<u>\$959,348</u>

Commitments (Note 4)

APPROVED ON BEHALF OF THE BOARD:



Linda Rammage, President



Tracie Lindblad, Director

STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31, 2007

	2007	2006
REVENUE		
Membership dues/standards	\$1,034,738	\$962,047
Exam fees	85,250	92,650
Publications	196,498	204,741
Conference	246,275	191,201
Administration	62,889	81,944
Pan Canadian Alliance	<u>1,700</u>	<u>1,500</u>
	<u>1,627,350</u>	<u>1,534,083</u>
EXPENSES		
Salaries and benefits	768,943	716,049
Meetings	134,468	118,055
Prof. Fees & Honorariums	57,552	61,751
Printing	45,978	53,364
Translation	26,083	24,776
Promotions	82,454	95,907
Certification Exams	35,377	36,298
Student Activities	5,125	1,919
Strategic Planning / Board Education	2,785	1,326
Rent	76,310	79,527
Legal and Accounting	12,599	7,480
Communications	14,838	14,589
Postage and courier	48,937	52,177
Office Supplies	19,470	19,168
Insurance	3,330	3,181
Equipment leases	24,812	21,222
Bank Charges	23,097	17,993
Amortization	5,804	8,521
Support Personnel	1,453	831
Conference	227,309	171,595
Pan Canadian Alliance	2,087	2,682
Awards & Scholarships	<u>575</u>	<u>493</u>
	<u>1,619,386</u>	<u>1,508,904</u>
EXCESS OF REVENUE (DEFICIENCY) OVER EXPENDITURES	<u>\$ 7,964</u>	<u>\$ 25,179</u>

CASLPA 2007 ANNUAL REPORT

STATEMENT OF NET ASSETS YEAR ENDED DECEMBER 31, 2007

	Invested in capital assets	Advocacy Fund	Education Fund	Charitable Fund	Unrestricted	2007	2006
Balance, beginning of year	\$22,745	\$5,600	\$ 666	\$46,241	\$362,169	\$437,421	\$385,609
Excess of revenue (deficiency) over expenditures	(5,804)	-	-	-	13,768	7,964	25,179
Receipts	-	-	2,014	6,280	-	8,294	9,786
Grants	-	-	-	(7,000)	-	(7,000)	-
Unrealized gains on available for sale financial assets during the year	-	-	-	-	(3,480)	(3,480)	16,847
BALANCE, END OF YEAR	\$16,941	\$ 5,600	\$2,680	\$45,521	\$372,457	\$443,199	\$437,421

CASLPA 2007 ANNUAL REPORT

NOTES TO FINANCIAL STATEMENTS - YEAR ENDED DECEMBER 31, 2007

GENERAL

Canadian Association of Speech-Language Pathologists and Audiologists (the "Association") was incorporated on November 10, 1975 by Letters Patents pursuant to the laws of Canada. On October 10, 1985 Supplementary Letters Patent were issued to the Association approving its present name. The Association is a registered charity and accordingly is exempt from income taxes.

1. SIGNIFICANT ACCOUNTING POLICIES

Prepaid Expenses - Prepaid expenses represent expenditures made during the period which will be expensed in a future accounting year.

Capital Assets - Capital assets are amortized on a declining balance basis at rates which reflect their estimated useful lives. Amortization is calculated at the following annual rates: Office furniture and equipment - 15%, Telephone equipment - 20%, Computer equipment - 25%, Computer software - 50%

Revenue Recognition - Revenues are generally recognized in the accounts in the period in which they are earned. Monies received from memberships, conference fees and government grants in periods prior to when they will be earned are recorded in the accounts as deferred revenue.

Unrestricted Fund - This fund is designated for special operational projects of the Association. This fund is also used as the Association's emergency fund in case of an unexpected occurrence (i.e. disaster fund).

Advocacy Fund - This fund is designated to develop an advocacy strategy to communicate the role speech-language pathologists and audiologists play in supporting the well-being and health of Canadians.

Education Fund - This fund is designated to provide continuing education.

Charitable Fund - This fund is designated for qualifying expenditures to be ascertained by the Board.

Short Term Investments - Short term investments are valued at market (cost \$890,783).

4. COMMITMENTS

The Association is committed to the following future payments in respect to operating leases and other contractual obligations:

	Conference Planning	Premises and Equipment	CJSLPA Editor
2008	38,400	71,813	15,000
2009	38,400	68,984	15,000
2010	38,900	68,984	15,000
2011	16,500	68,984	-
2012	-	68,984	-
	<u>\$132,200</u>	<u>\$ 347,749</u>	<u>\$45,000</u>

5. FINANCIAL INSTRUMENTS

For cash, short term investments, accounts receivable and accounts payable and accrued liabilities, the carrying amounts approximate their fair value due to their short term maturity or capacity for prompt liquidation. The short term investments consisted of:

	2007	2006
Cash on deposit	47,634	148,050
Guaranteed Investment Certificate	696,881	459,709
Accrued interest receivable	10,898	25,515
Common shares	<u>142,459</u>	<u>126,176</u>
	<u>\$897,872</u>	<u>\$759,450</u>

Unless otherwise noted, it is management's opinion that (i) the Association is not exposed to significant interest, currency or credit risks arising from these financial instruments and (ii) the Association does not have significant concentrations of credit risk.

6. CASH

	2007	2006
Bank	\$101,706	\$ 87,383
Deposit with ING Direct	47,486	144,599
Deposit with RBC Dominion Securities Inc.	<u>148</u>	<u>3,451</u>
	<u>\$149,340</u>	<u>\$235,433</u>

7. STATEMENT OF CASH FLOWS

The Association has not prepared a Statement of Cash Flows as the necessary information is readily apparent from the other financial statements and notes.

2. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value 2007	2006
Office furniture and equipment	\$19,330	\$16,976	\$ 2,354	\$ 2,769
Telephone equipment	7,632	2,748	4,884	6,106
Computer equipment	33,949	25,130	8,819	11,758
Computer software	<u>56,920</u>	<u>55,864</u>	<u>1,056</u>	<u>2,112</u>
	<u>\$117,831</u>	<u>\$100,718</u>	<u>\$17,113</u>	<u>\$22,745</u>

3. DEFERRED REVENUE

	2007	2006
Membership fees and certification fees	\$584,391	\$405,360
Conference revenues	<u>19,200</u>	<u>23,419</u>
	<u>\$603,591</u>	<u>\$428,779</u>

CASLPA Standing Committees 2007

Committees

Board of Directors

President

Linda Rammage

President Elect

Linda Walsh

National Student Advisor

Annie Porter

University Representative

Elizabeth Kay-Raining Bird

Territories

Carol Miller-Deuling

British Columbia

Sue Wastie

Alberta

Kathy Packford

Saskatchewan

Charlotte Douglas

Manitoba

Dale Kotowsky

Ontario

Tracie Lindblad

Quebec

James Lapointe

New Brunswick

Melanie Osmond

Nova Scotia

Susan Wozniak

Prince Edward Island

Pat Ellis

Newfoundland & Labrador

Kathy Miles

Executive Committee

Linda Rammage, Chair
Linda Walsh
Tracie Lindblad
Dale Kotowsky

Staff: Ondina Love

Nominations Committee

Linda Walsh, Chair
Kathy Miles
Kathy Packford
Carol Miller-Deuling
Melanie Osmond
Mandy Kay-Raining Bird

Staff: Ondina Love

CASLPA Representative to the Cochrane Network

Rosemary Martino

Ethics Committee

Kathy Packford, Chair
Carrie Stacey
Anne Mason-Browne
Tracie Lindblad
Sue Wastie

Staff: Sharon Fotheringham

CASP

Margaret Melanson, Chair
Catherine Arthur-MacDonald
Heather Maessen
André Lafargue
Susan Carroll-Thomas

Staff: Chantal Kealey

Awards and Recognition Committee

Kathy Miles, Chair
Jeanne Finn-Allen
Annie Porter
Robin Springer
Deryk Beal
Kristina Ostermann
Rachel Liu
Lynn Ellwood
Maureen Penko
Jennifer O'Donnell
Pat Roberts

Staff: Angie D'Aoust
Phyllis Schneider

Clinical Research Grants Committee

Elizabeth Kay-Raining Bird, Chair
Greg Noel
Tracie Lindblad
Janice McKay
Rosemary Martino

Staff: Chantal Kealey

Clinical Certification Examination Committees

Audiology

Nancy Smith, Chair
Cynthia Tompkins
Christine Brown
Navid Shahnaz
Manon Ethier
Grace Shyng

Speech-Language Pathology

Anne Lopushinsky, Chair
JB Orange
Cindy Dobbelsteyn
JoAnne Wilding
Colleen Coll
Colleen Braun-Janzen

Staff: Sharon Fotheringham

Scholarship Committee

Jerri-Lee Ducharme, Chair
Dominic Leach (Elks)
Crystal Klassen
Carolyn Cronk
Catherine Arthur-MacDonald
Janet Montgomery
Suzanne Hamilton
Heather Schilling
Lynne Bailey

Staff: Ondina Love

Standards Advisory Committee

Susan Wozniak, Chair
Margaret Melanson
Anne Lopushinsky
Nancy Smith
Carol Miller-Deuling
Pat Ellis
Melanie Osmond

Staff: Sharon Fotheringham

Expert Committee for Supportive Personnel

Mary Lynn Taschereau-Park, Chair
Sean Kinden
Leanne Gardiner
Ann Rollins
Nancy Bassendowski
Carol Miller-Deuling
Darlene Kowalchuck

Staff: Chantal Kealey

CASLPA National Office

Executive Director
Ondina Love

Manager of Speech-Language Pathology and Standards
Sharon Fotheringham

Manager of Audiology and Supportive Personnel
Chantal Kealey

Membership Coordinator
Francine Morris

Communications Manager
Angie D'Aoust

Manager of Finance and Operations
Dawn Kelly

Publications Coordinator
Judith Gallant

Communications Officer
Nick Dike

Standards Officer
Bev Bonnell

Executive Assistant
Diane Doucet

Membership/Administrative Assistant
Shirley MacQueen

Administrative Assistant
Nancy Vardy

