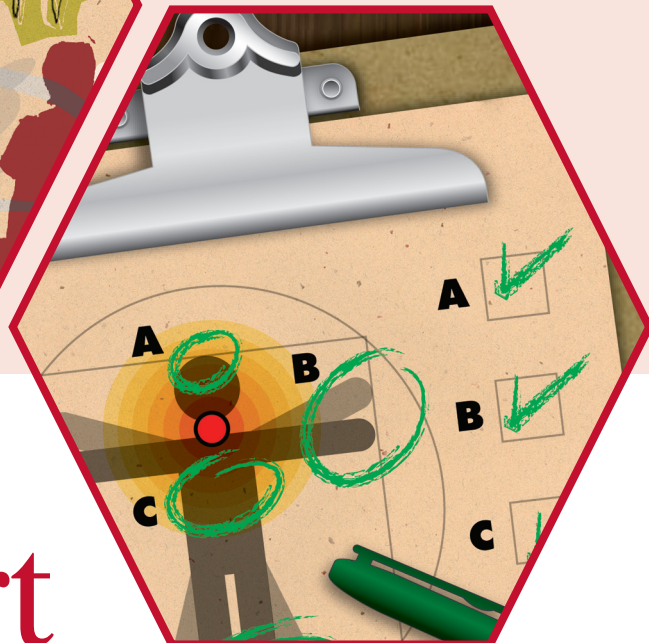
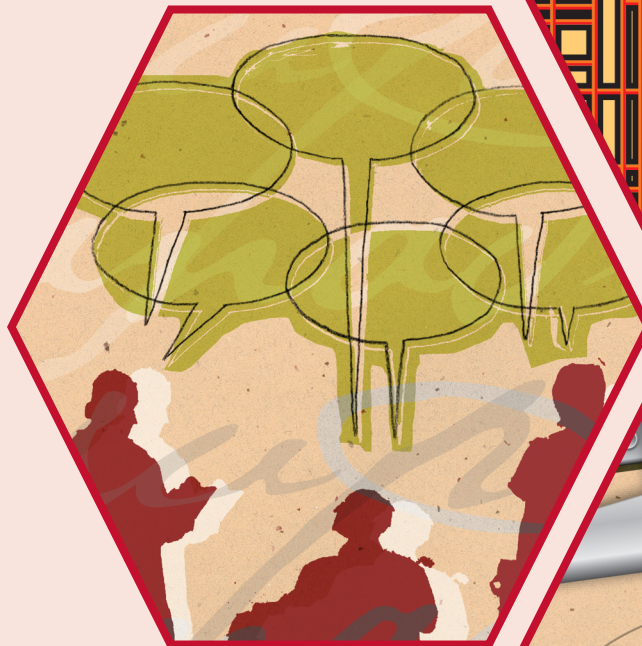




Canadian Association of Speech-Language Pathologists and Audiologists



2009
Annual Report

President's Message



CASLPA - Acting with Vision

The CASLPA board of directors is guided by our mission and vision statements but also by certain values we have defined as essential to the success of our association. They ensure that we are accountable, evidence-based, inclusive, member-driven, responsive and visionary. In particular, the need to be “visionary... guided by long-term needs of members...” was foremost in our minds as we developed a number of new initiatives during 2009.

Members look to CASLPA to provide opportunities for continuing education, and the board recognized the need to revise our methods for attaining this goal. To this end, we created a new staff position, manager of continuing education, responsible to plan and manage our national conference and develop other options for member professional development. At the 2009 CASLPA conference, we successfully piloted a webinar that members could access from anywhere, paving the way for future online events.

Members want to be recognized for the essential services they provide and in 2009, CASLPA conducted lobbying campaigns to achieve this goal. We created the Concerned About Classrooms Coalition, a collaboration of 21 associations focused on the issue of noise in the classroom. A Coalition press conference resulted in a flood of media attention on the topic. It also submitted a request to change national code documents to include standards for classroom acoustics across Canada. CASLPA is a recognized leader in lobbying efforts as evidenced by several awards, the most recent from the Canadian Society of Association Executives for our work in organizing the Concerned About Classrooms Coalition.

Another lobbying effort resulted in major insurance companies adding audiology to their list of services covered, resolving a long-standing concern for audiology members. To highlight the role of speech-language pathology and audiology in literacy development, CASLPA submitted a brief to the National Strategy for Early Literacy. Throughout 2009, we continued our Noisy Toys campaign and I am pleased to report that the federal government will be reducing the allowable limit of noise emitted by toys. It is important to note that all lobbying efforts, whether specific or general in nature, whether short or long-term, allow us to tell the public and government of the vital work we do.

In this era of economic constraint, visionary associations must look for opportunities to collaborate. Our collaboration in 2009 with other audiology and speech-language pathology professional associations, regulatory bodies and university programs resulted in the completion of national infection prevention and control guidelines for our professions. In the past, various groups developed their own guidelines, duplicating and possibly conflicting with the work of others. We now we have a collaboration, the Canadian Interorganizational Steering Group for Audiology and Speech-Language Pathology, that produces truly national guidelines.

In some ways, 2009 was a difficult year for Canadians but thanks to the visionary leadership of your board of directors, it was another successful year for CASLPA. I would also like to thank our exceptional team of CASLPA staff and the expertise of members who volunteered in some capacity to help us achieve our 2009 successes.

Linda Walsh, President

CASLPA
1000 - 1 Nicholas St., Ottawa, ON K1N 7B7
1-800-259-8519 caslpa@caslpa.ca
www.caslpa.ca

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CASLPA Vision

The Canadian Association of Speech-Language Pathologists and Audiologists ... the national voice and recognized resource for speech-language pathology and audiology.

CASLPA Mission

The Canadian Association of Speech-Language Pathologists and Audiologists... supporting and empowering our members to maximize the communication and hearing potential of the people of Canada.

A Review of CASLPA Strategic Priorities and Significant Achievements 2009

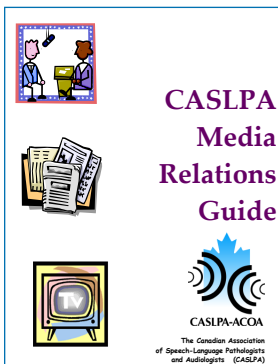
Key Result Area #1 Advocacy and Awareness

► Held a 'Noise in the Classroom' national press conference and media teleconference in January 2009; achieved a media reach of over 13 million. It highlighted the need for acoustical standards in Canadian classrooms, the effects of poor acoustics on teachers' vocal health and children's learning and the role of audiologists and S-LPs.

► Presented before the Health Committee on Parliament Hill to address Bill C-6 (Consumer Products and Safety Act) — specifically noisy toys. Subsequent to this, Health Canada drafted revised regulations to reduce the acceptable noise levels in toys to align with international standards.



CASLPA president Linda Walsh presenting to the Health Committee on Parliament Hill.



► Sent a letter to all Senators regarding Bill C-32, an act to protect children from tobacco addiction and improve public health.

► Experienced success in May Month promotional efforts, with 12,525 hits on various May Month pages. CASLPA was in the news across Canada extensively throughout May.

► Received 644,415 visits to the CASLPA website, with more than 3 million page views and almost 290,000 downloads.

► Developed and submitted a brief for the National Strategy for Early Literacy Initiative.

► Generated more than 220 media segments reaching an audience of 51,860,100.

► Launched the new consumer website **www.speechandhearing.ca**.

► CASLPA and Group of Seven Health Professions (G7) met with the Minister of Health, the Honourable Leona Aglukkaq.

► Developed an information sheet identifying important considerations when supportive personnel and speech-language pathologists and audiologists enter into a working relationship.

► Developed a handout on hearing protection and the role of the audiologist which was disseminated at the 2009 World Acadian Festival.

► Worked collaboratively with a number of groups, including the Health Action Lobby, G7, Canadian Coalition for Public Health in the 21st Century, Mental Health Table, Canadian Partnership Against Cancer, Canadian Academy of Audiology (CAA), Canadian Alliance of Regulators, Canadian Council of University Programs in Communication Sciences and Disorders, etc.

► Selected by the Canadian Society of Association Executives as co-winner of the Associations Make A Better Canada Award in the category of Public Information/Education for our work leading the Concerned About Classrooms Coalition.



Ondina Love, second from left, receives CSAE award on behalf of CASLPA.

Key Result Area #2 Evidence-Informed Practice, Continuing Education and Research



The 2009 CASLPA Conference was held in London, Ontario April 29 to May 2, 2009.



- ▶ Administered clinical certification examinations to 256 candidates (an increase of 12.4% more than 2008).
- ▶ Partnered with the Canadian Language and Literacy Research Network to offer a two-day continuing education event in Halifax in June on Contextualizing Bilingualism and Biliteracy.
- ▶ Hosted a successful conference in London, Ontario including a full day of supportive personnel programming.
- ▶ Awarded \$5,000 in Clinical Research Grants and a \$5,000 Community Rehab Research Grant. These grants are intended to increase the evidence base in audiology and speech-language pathology in Canada.
- ▶ Continued work with the Pan-Canadian Alliance on the development of benchmarks for wait times.
- ▶ Council on Accreditation of Canadian University Programs in S-LP and Audiology granted accreditation to the University of Alberta and the University of Toronto.



- ▶ Launched first e-learning webinar, *Putting Evidence into Practice in Communication Disorders*, from the 2009 conference site with 75 participants. Survey results and feedback indicated it was a success.

- ▶ Funded support for expansion of speechBITE, a database providing open access to a catalog of best interventions and treatment efficacy across various areas of speech-pathology practice.
- ▶ Published a substantial special issue of CJSPLA on head and neck cancer.
- ▶ Canadian Accreditation of Service Programs (CASP) awarded re-accreditation to Nova Scotia Hearing and Speech Centres, which is the last site to be re-accredited as CASP is being phased out.
- ▶ Examined the possibility of developing bridging courses for regulated and unregulated members.



Key Result Area #3 Relationship with Members

► Increased total CASLPA membership by 3.93% to 5,692. Increased student membership by 13.96%.

► Achieved a 96% renewal rate with 62% of members using the online renewal system. 77% of student member graduates renewed their 2009 CASLPA membership as full members.

► Negotiated a 3.5% decrease in rates for professional liability insurance from Aon Reed Stenhouse.

► Produced excellent results and an increase in participation of 17% with the Home and Automobile Insurance Program provided by TD Meloche Monnex.

► Re-designed E-news to feature a front splash page with profession-specific content targeted separately to S-LPs, audiologists and supportive personnel. It also contains a section called “News from the Board.”

► Began posting mini polls on website as of March on a bi-monthly basis. Topics included specialty certification, preferred vehicles for communication, quality worklife programs and social media vehicles.

► CASLPA’s board directors presented at provincial/territorial annual general meetings.

► Sent broadcast emails in a new specialized format on a regular basis.

► Conducted an evaluation of the awards program.

► Invited members to observe board meetings in London, Ontario and Winnipeg, Manitoba

Started posting bi-monthly polls on the CASLPA website.



2009-2010 CASLPA Board of Directors, at CASLPA conference in London, Ontario April 29 to May 2, 2009.



Insurance

Meloche Monnex

CommunE-cate

CASLPA's monthly E-newsletter - September 2009

Speech-Language Pathology Issue

- [Speech-Language Pathology Highlights](#)
- [Other Important News](#)
- [Students](#)
- [Calendar of Continuing Education and Special Events](#)
- [S-LP Career Positions Available](#)

Don't miss the deadline for the conference **call for contributed papers** extended to **September 30, 2009**

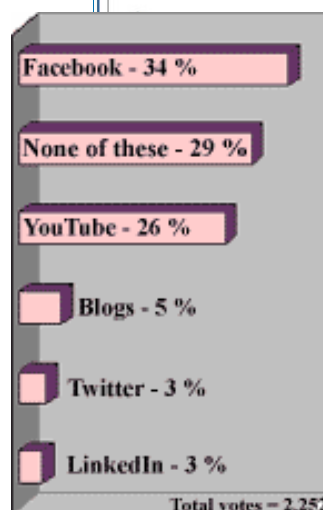


E-news Re-design Evaluation Survey
As you may be aware, in an effort to provide specialized information to our various member segments, we recently re-designed our monthly e-news introducing a new front page highlighting information specifically of interest to each of our member groups (S-LP, audiology, supportive personnel). Now that you've received several issues in this format, we would like your feedback.
Please take a few moments (no more than five) to answer a few questions. Please respond by September 30.

Speech-Language Pathology Highlights

Continuing Education Reports for Clinically Certified Members
Congratulations to all 28 members who passed the audit of their continuing education self-report for 2006-07-08! There was a 13.7% increase in members using the convenient online reporting system for their CEEs. Those who have elected to report online can enter 2009 activities and review and print out a complete record of all of their current and past activities since 2006 at www.caslpamembership.ca. Remember, 2009 activities must be entered by the Jan 31, 2010, deadline.

More Tips on Healthy Workplaces
Sitting on child-sized chairs, suddenly twisting in an unexpected way, helping move a client in and out of a chair, carrying heavy bags of materials and test



E-news was redesigned with profession-specific splash pages.

Key Result Area #4 System Funding and Human Resources



Encouraged Treasury Board to increase coverage of speech-language pathology services and include audiologists in list of medical practitioners in public service health benefit plan.

► Obtained \$98,300 from Health Canada for a study titled Quantitative and Qualitative Study of Speech-Language and Hearing Services for First Nations, Métis and Inuit Communities in Canada.



► Received \$250,000 for a CASLPA, Canadian Association of Occupational Therapists and Canadian Physiotherapy Association 27-month study to develop an Interprofessional Caseload Management Tool, addressing member concerns about reasonable caseloads.

► Awarded \$18,500 in CASLPA Scholarships.

► Completed the CASLPA salary and benefits survey report.

► Held a successful meeting with the Federal Healthcare Partnership in May 2009 at the conference. Attendees included Veterans Affairs Canada, Blue Cross, RCMP, DND and Health Canada (which represents Non-Insured Health Benefits), CAA and some provincial associations.



ELKS & ROYAL PURPLE
FUND FOR CHILDREN

► Posted information on healthy workplaces on the CASLPA web site.

► Developed template letter for audiologists and their clients to advocate for audiology service coverage in extended health benefits plans.

► Sent letters to Treasury Board requesting coverage for speech-language pathology services be increased and audiologists be included in the list of medical practitioners in the public service employee health benefit plan.

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, 2008 and December 31, 2009 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, 2008 and December 31, 2009 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, March 19, 2010

STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2009

	2009	2008
CURRENT ASSETS		
Cash	\$ 14,799	\$ 185,740
Short term investments (Note 5)	1,179,792	832,384
Accounts receivable	19,803	17,741
Inventory	2,271	3,182
Prepaid expenses	50,337	44,312
	1,267,002	1,083,359
CAPITAL ASSETS (Note 2)	<u>18,271</u>	<u>13,051</u>
	\$ 1,285,273	\$ 1,096,410
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 60,526	\$ 48,860
Deferred revenue (Note 3)	753,854	606,546
	<u>814,380</u>	<u>655,406</u>
NET ASSETS		
Unrestricted	393,300	370,553
Invested in capital assets	18,271	13,051
Advocacy Fund	5,600	5,600
Education Fund	5,991	2,530
Charitable Fund	47,731	49,270
	<u>470,893</u>	<u>441,004</u>
	\$ 1,285,273	\$ 1,096,410

Commitments (Note 4)

APPROVED ON BEHALF OF THE BOARD:



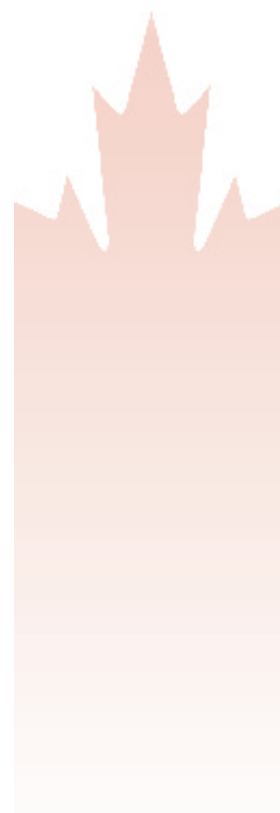
Linda Walsh, President



James Lapointe, Director

STATEMENT OF OPERATIONS – YEAR ENDED DECEMBER 31, 2009

	2009	2008
REVENUE		
Membership dues/standards	\$1,177,582	\$ 1,087,286
Exam fees	120,360	98,515
Publications	138,998	203,558
Conference	254,264	321,082
Administration	74,971	41,959
Pan Canadian Alliance	2,175	1,700
	<u>1,768,350</u>	<u>1,754,100</u>
EXPENSES		
Salaries and Benefits	903,516	805,905
Meetings	139,038	180,624
Prof. Fees & Honorariums	64,166	50,750
Printing	50,260	48,618
Translation	27,065	23,280
Promotions	61,564	74,288
Certification Exams	28,769	28,633
Student Activities	5,240	1,819
Strategic Planning / Board Education		16,136
Rent	76,672	74,665
Legal and Accounting	16,152	10,363
Communications	12,406	12,003
Postage and Courier	51,034	42,753
Office Supplies	24,332	16,774
Insurance	4,009	3,330
Equipment leases	21,298	18,678
Bank Charges	30,966	26,664
Amortization	5,897	4,208
Support Personnel	580	3,599
Conference	218,560	279,876
Membership Survey	1,051	18,624
Pan Canadian Alliance	3,082	1,882
Awards & Scholarships	710	2,682
Salary Surveys	-	14,020
	<u>1,746,367</u>	<u>1,760,174</u>
EXCESS OF REVENUE (DEFICIENCY)	\$ 21,983	\$ (6,074)
OVER EXPENDITURES		



CASLPA 2009 ANNUAL REPORT

STATEMENT OF NET ASSETS – YEAR ENDED DECEMBER 31, 2009

	Invested in capital assets	Advocacy Fund	Education Fund	Charitable Fund	Unrestricted	2009	2008
Balance, beginning of year	\$ 13,051	\$ 5,600	\$ 2,530	\$ 49,270	\$ 370,553	\$ 441,004	\$ 443,199
Excess of revenue (deficiency) over expenditures	(5,897)	-	-	-	27,880	21,983	(6,074)
Additions to capital assets	11,117	-	-	-	(7,227)	3,890	
Receipts	-	-	3,461	17,551	-	21,012	8,841
Interest allocated	-	-	-	910	-	910	
Grants	-	-	-	(20,000)	-	(20,000)	(5,242)
Unrealized gains on available for sale financial assets during the year	-	-	-	-	2,094	2,094	280
BALANCE, END OF YEAR	\$ 18,271	\$ 5,600	\$ 5,991	\$ 47,731	\$ 393,300	\$ 470,893	\$ 441,004

CASLPA 2009 ANNUAL REPORT

NOTES TO FINANCIAL STATEMENTS – YEAR ENDED DECEMBER 31, 2009

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 \$ 1,177,418 including accrued interest).

2. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value 2009	2008
Office furniture and equipment	\$ 19,945	\$ 17,721	\$ 2,224	\$ 2,001
Telephone equipment	7,632	4,506	3,126	3,908
Computer equipment	43,733	31,435	12,298	6,614
Computer software	57,638	57,015	623	528
	<u>\$ 128,948</u>	<u>\$ 110,677</u>	<u>\$ 18,271</u>	<u>\$ 13,051</u>

3. DEFERRED REVENUE

	2009	2008
Membership fees and certification fees	\$742,470	\$ 605,046
Conference revenues	11,384	1,500
	<u>\$ 753,854</u>	<u>\$ 606,546</u>

4. COMMITMENTS

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

	Premises and Equipment	CJSLPA Editor
2010	\$ 91,746	\$ 15,000
2011	93,024	-
2012	99,424	-
2013	96,162	-
2014	95,074	-
	<u>\$ 475,430</u>	<u>\$ 15,000</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:

	2009	2008
Cash on deposit	\$ 452,551	\$ 49,150
Guaranteed Investment Certificate	630,024	682,114
Accrued interest receivable	20,647	10,769
Common shares	46,599	20,280
Mutual Funds	9,511	70,071
Preferred shares	20,460	-
	<u>\$ 1,179,792</u>	<u>\$ 832,384</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

	2009	2008
Bank	\$ 14,799	\$ 185,740
Deposit with ING Direct	407,711	48,990
Deposit with RBC Dominion Securities Inc.	44,840	160
	<u>\$ 467,350</u>	<u>\$ 234,890</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.

8. SUBSEQUENT EVENTS

In the calendar year 2010 the Association received a sales tax refund of approximately \$5,300 (net). As the amount was not known at year-end, this has not been reflected.

CASLPA Standing Committees 2009

Committees

Board of Directors

President

Linda Walsh

Past President

Linda Rammage

National Student Advisor

Sasha Wade

University Representative

Alice Eriks-Brophy

Supportive Personnel Representative

Mary Lynn
Taschereau-Park

Territories

Tracey Robertson

British Columbia

Sue Wastie

Alberta

Judy Meintzer

Saskatchewan

Charlotte Douglas

Manitoba

Leslie Sarchuk

Ontario

Patricia Dillabough

Quebec

James Lapointe

New Brunswick

Nadine Jacob

Nova Scotia

Duncan Floyd

Prince Edward Island

Pat Ellis

Newfoundland & Labrador

Sean Kinden

Executive Committee

Linda Walsh, Chair
Gillian Barnes
James Lapointe
Pat Ellis

Staff: Ondina Love

Nominations Committee

Gillian Barnes, Chair
Sue Wastie
Charlotte Douglas
James Lapointe
Pat Ellis
Linda Rammage

Staff: Ondina Love

CASLPA Representative to the Cochrane Network

Rosemary Martino

Ethics Committee

Sue Wastie, Chair
Patricia Dillabough
Pat Ellis
Sean Kinden
Dale Kotowsky
Tracie Lindblad
Mary Lynn Taschereau-Park

Staff: Sharon Fotheringham

CASP

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

Staff: Chantal Kealey

Awards and Recognition Committee

Lynn Ellwood, Chair
Cindy Bruce
Anne Carey
Rachel Liu
Cindy Millar
Donelda Moscrip
Jennifer O'Donnell
Maureen Penko
Pat Roberts
Tracy Robertson
Darrelyn Snider
Mary Lynn Taschereau-Park
Krista Trow
Sasha Wade

Staff: Angie D'Aoust
Tim Bressmann

Clinical Research Grants Committee

Alice Eriks-Brophy, Chair
Dale Kotowsky
Tracie Lindblad
Greg Noel
Navid Shahnaz

Staff: Chantal Kealey

Clinical Certification Examination Committees

Audiology

Grace Shyng, Chair
Christine Brown
Rachel Cassie
Carol McCullough
Nancy Smith
Anna Van Maanen

Speech-Language Pathology

Colleen Braun-Janzen, Chair
Donna Bandur
Melanie Campbell
Colleen Cole
Cindy Dobbelsteyn
Anne Lopushinsky
JoAnne Wilding

Staff: Sharon Fotheringham

Scholarship Committee

Krista Sheehan, Chair
Carolyn Cronk
Suzanne Hamilton
Crystal Klassen
Isabelle Leblanc
Elaine Litvak
Janet Montgomery
Heather Schilling
Terri Paziuk

Staff: Ondina Love
Nancy Vardy

Standards Advisory Committee

Judy Meintzer, Chair
Colleen Braun-Janzen
Pat Ellis
Margaret Melanson
Tracy Robertson
Grace Shyng

Staff: Sharon Fotheringham

Expert Committee for Supportive Personnel

Mary Lynn Taschereau-Park, Chair
Janet Campbell
Charlotte Douglas
Leanne Gardiner
Sean Kinden
Darlene Kowalchuk
Tammy McPhail
Ann Rollins

Staff: Chantal Kealey

CASLPA National Office

Executive Director
Ondina Love

Director of Speech-Language Pathology and Standards
Sharon Fotheringham

Director of Audiology and Supportive Personnel
Chantal Kealey

Director of Communications
Angie D'Aoust

Director of Finance and Operations
Dawn Kelly

Membership Coordinator
Francine Morris

Manager of Continuing Education
Michelle Abreu

Communications Specialist
Natalie Dunleavy

Communications Officer
Nick Dike

Standards Officer
Bev Bonnell

Executive Assistant
Gina Meacoe

Membership/Administrative Assistant
Shirley MacQueen

Administrative Assistant
Nancy Vardy