2010

CASLPA-ACOA

CANADIAN ASSOCIATION OF SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS

Annual Report

www.caslpa.ca

CASLPA Mission and Vision

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.

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Acting with Vision

What a year CASLPA has had! The board of directors' activities have been guided by CASLPA's vision and mission, through its three-year strategic plan. This plan was developed based on feedback from the membership survey. A complete status update is provided in the annual report, but here are some of the highlights of 2010.

Projects within all four key result areas of our strategic plan have been the focus of CASLPA activities. Board, staff and volunteers have been exceptionally busy. There has been a flurry of lobbying activities including press conferences to launch the Universal Newborn Health Screening (UNHS) and the National Working Group for the Disability Tax Credit. A presentation was made to the Federal Finance Committee on funding for UNHS and early identification programs for speech and language disorders. Numerous media releases were issued. Congratulations to all our members who have been in the news promoting our professions!

CASLPA continues to work with government agencies and stakeholder groups. Collaborative work with the Pan-Canadian Alliance has seen the development of wait times benchmarks, which are available on the CASLPA website. Work with the Canadian Interorganizational Steering Group (CISG) has led to the Infection Prevention and Control Guidelines and we are continuing to develop competency profiles in collaboration with the regulatory bodies. CASLPA continues to work with the Canadian Academy of Audiology (CAA) to host the 2016 World Congress of Audiology.

Contact with members continues to remain a priority and with the implementation of social media tools, keeping in touch with members has never been better. Thank you to the communications team for making CASLPA a leader in this area.

CASLPA held its first conference north of 60 in Whitehorse, Yukon. Continuing education opportunities have been offered based on member feedback, including a series of webcasts from the national conference and a successful autism workshop held in Toronto. Interactive electronic publications have been introduced to members and an online archive for CJSLPA was launched, which was selected as the Speechwoman site of the month for November 2010.

CASLPA signed a contract with the Canadian Institutes of Health Research (CIHR), the Institute for Aging and CIHR Institute for Neurosciences, Mental Health and Addiction to support collaborative research on vision, hearing and communication disorders.

The results of the 2011 membership survey will guide the strategic plan of 2012-2015. We look forward to continuing to embrace CASLPA's vision, mission and values by being accountable, evidence based, inclusive, member-driven, responsive and visionary.

Congratulations CASLPA on a job well done. Thank you to all the volunteers who have so willingly brought their expertise to committees. Thank you to the staff of CASLPA who have risen to the occasion and worked in conjunction with the board. And finally, thank you to my colleagues on the board of directors. This amazing group of volunteers works tirelessly over and above their day jobs and family commitments on behalf of the association and its members. I look forward to continuing to work on your behalf and feel very privileged to be a part of such a dedicated organization.

Gillian Barnes, President

Advocacy and Awareness

A press conference was held on Parliament Hill to launch the UNHS position paper and lobbying efforts on early identification of speech, language and hearing disorders. CASLPA presented before the Federal Finance Committee to urge the government to commit funding in these areas.

CASLPA attended a meeting of the Liberal Party Social Policy Caucus on the subject of autism.

After years of CASLPA-led lobbying, Health Canada reduced the acceptable noise levels in toys to align with international standards.

CASLPA attended a Liberal Roundtable entitled *The Health of Canadians: 2017* on Parliament Hill. It was a key opportunity to talk about the importance of early identification.

Reader's Digest ran two full-page colour CASLPA ads, including one in their August national issue (Michael J. Fox and Parkinson's cover story), giving CASLPA exposure to 700,000 readers.

CASLPA joined the Canadian Hard of Hearing Association's National Working Group on the Disability Tax Credit (DTC) to lobby to make changes to the definitions and terminology on the DTC form for hearing loss. CASLPA participated in a press conference to support a private member's bill on this issue.

Media activities in 2010 generated 501 media segments with an audience reach of 84,938,992. This is a 61 per cent increase over 2009. CASLPA was the subject of 204 web articles, 154 print articles, 84 re-tweets of CASLPA media releases on Twitter, 41 television segments and 18 radio shows.

CASLPA held a successful multimedia contest and the the May Month slogan contest was also an overwhelming success with 1,246 entries. The slogan *Speak Well, Hear Well, Live Well* was the winning entry, selected by 17 per cent of 2,063 voting members.

The CASLPA board of directors distributed ear plugs and hearing protection awareness information handouts at various public events across the country.

CASLPA presented a poster during Affiliated Societies' Day at the International Association of Logopedics and Phoniatrics conference in Athens, Greece.

The speechandhearing.ca website experienced positive growth in 2010 with 49,673 visitors viewing 129,056 pages. The most popular content included consumer links, the 'Find a Professional' page and information sheets.

Evidence-Informed Practice, Continuing Education

For the first time, CASLPA hosted its annual conference north of the 60th parallel in Whitehorse, Yukon.

A number of webcasts recorded at the 2010 conference were launched.

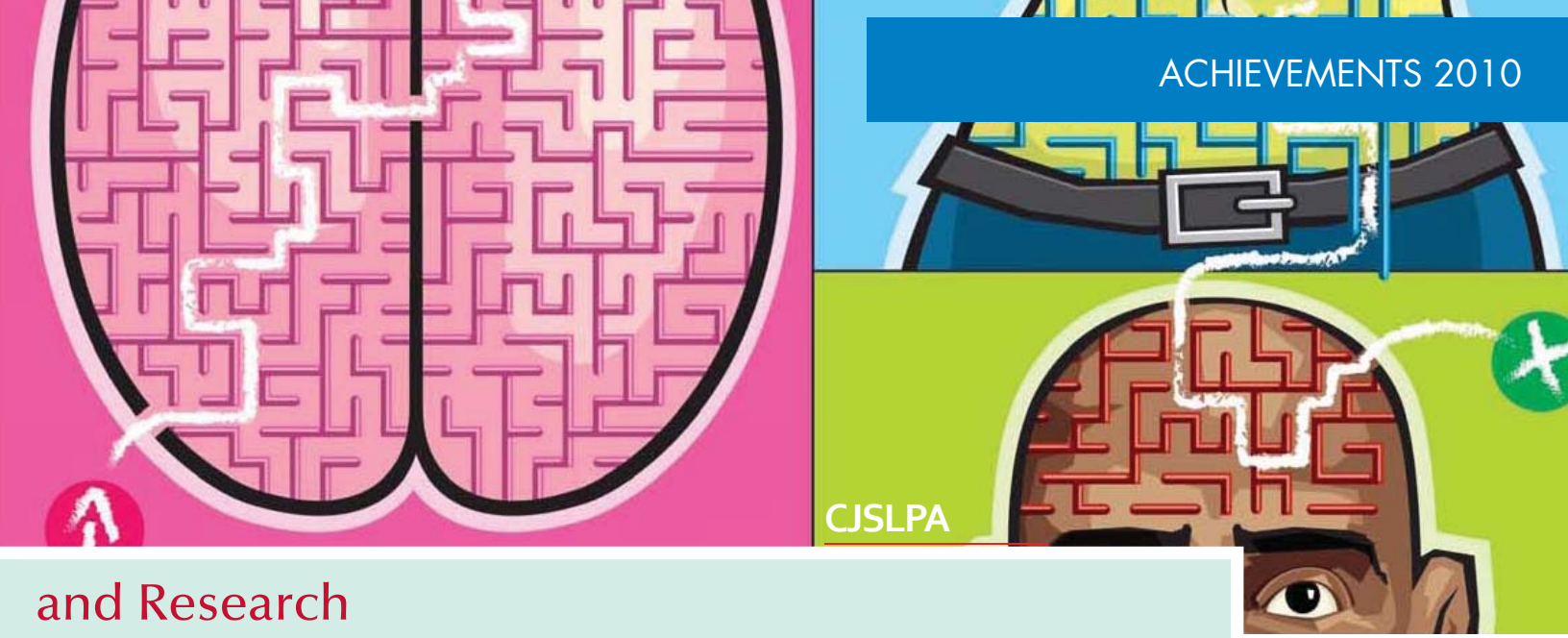
CASLPA hosted a successful one-day workshop on autism, that featured Amy Wetherby and was attended by 104 people.

The Pan-Canadian Alliance completed the development of benchmarks for wait times.

CASLPA partnered with CAA in a successful bid to co-host the World Congress of Audiology in 2016 in Vancouver.

The Canadian Interorganizational Steering Group worked collaboratively on the development of guidelines for auditory processing disorders and autism. This is an ongoing project.

CASLPA issued a survey to all Canadian practicing speech-language pathologists and audiologists to collect feedback on competencies. There were over 1700 responses. Funding for a project to develop a tool to measure competencies was secured through Human Resources and Skills Development Canada and a committee of members from the regulators, universities and associations was struck to carry out this project which is being led by the Canadian Alliance of Audiology and Speech-Language Pathology Regulators.

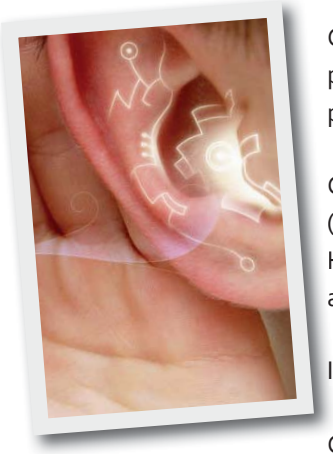


and Research

A new domain was launched for the *Canadian Journal of Speech Language Pathology and Audiology (CJSLPA)* at www.cjslpa.ca. The new portal is open to the public and offers access to complete issues and individual full-text articles of all CJSLPA issues. CJSLPA was accepted for listing and indexing in the Directory of Open Access Journals.

CASLPA continues to offer clinical research grants. The 2010 grant recipients were Kathy Packford, Noreen Simmons and Merrill Tanner.

A record 279 candidates wrote the CASLPA clinical certification examinations in 2010. There are 4,301 certified CASLPA members.



CASLPA continues to work with the Cochrane Collaboration to provide pertinent systematic reviews for audiologists and speech-language pathologists.

CASLPA signed a contract with the Canadian Institutes of Health Research (CIHR) Institute for Aging and the CIHR Institute of Neurosciences, Mental Health and Addiction (CIHR-INMHA) to support a collaborative research agreement on vision, hearing and communication disorders.

Infection prevention and control guidelines were launched.

CASLPA published an outcome measures position statement.

Relationship with Members

The transition to full-colour, interactive electronic publications was initiated with the April and July issues of Communiqué. Feedback from members is very positive.

CASLPA continues to build its social media program. In 2010, CASLPA posted 2,126 links to articles, resources and announcements of information relevant to CASLPA and the professions. CASLPA gained 455 Twitter followers, 899 Facebook fans and experienced 2,560 views of the CASLPA YouTube channel.

Ninety-one specialized broadcast emails were sent to members in 2010.

The CASLPA website had 719,733 visitors in 2010 (an increase from 2009) who viewed more than five million pages and downloaded almost 333,000 documents. The most popular pages were: career ads (83,264 visits), chat room (77,190 visits), and resources area (26,856 visits). Top downloads were fact sheets (46,358 downlaods), *Parents Guide to Speech and Hearing* (4,049 downloads), and the university survey (3,427 downloads).

An expanded, interactive version of the annual report was distributed to all members electronically with an accompanying video message from the treasurer.

CASLPA polled members on various topics throughout the year.

System Funding and Human Resources

Two meetings were held in 2010 with the Federal Healthcare Partnership to address the audiology programs.

CASLPA acquired funding from Health Canada to conduct a quantitative and qualitative study of speech-language and hearing service for First Nations, Métis and Inuit Communities in Canada.

Audiology members were surveyed regarding challenges with non-insured health benefits.

CASLPA completed a survey report for supportive personnel programs that outlined the similarities and differences between the supportive personnel programs offered at Canadian universities and/or colleges, and monitors any important trends that may affect the profession.

Seventeen CASLPA scholarships were awarded in 2010.

CASLPA continued work with the Canadian Association of Occupational Therapists and the Canadian Physiotherapy Association on the *Caseload Management Planning Tool* for occupational therapists, physiotherapists and speech-language pathologists.

A survey was developed to collect information on the physical working conditions in schools for speech-language pathologists, audiologists and supportive personnel.

CASLPA was notified of increased reimbursement rates for speech-language pathology services for Veterans Affairs Canada. This is the first increase in many years. Rates vary by province/territory.

Auditor's Report

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

I have audited the accompanying financial statements of the Canadian Association of Speech-Language Pathologists and Audiologists comprised of the statement of financial position as at December 31, 2010, statements of operations, net assets and 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 the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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 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.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Association of Speech-Language Pathologists and Audiologists as at December 31, 2010, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Richard D. Mundell

Chartered Accountant, Licensed Public Accountant

Ottawa, Ontario, March 18, 2011

Statement of Financial Position as at December 31, 2010

	2010	2009
CURRENT ASSETS		
Cash	$93,931	$14,799
Short-term investments (Note 5)	1,042,886	1,179,792
Accounts Receivable	21,064	19,803
Inventory	1,906	2,271
Prepaid expenses	36,580	50,337
	1,196,367	1,267,002
CAPITAL ASSETS (NOTE 2)	13,927	18,271
	1,210,294	1,285,273

	2010	2009
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	$3,352	$60,526
Deferred revenue (Note 3)	758,906	753,854
	762,258	814,380
NET ASSETS		
Unrestricted	366,471	393,300
Invested in capital assets	13,926	18,271
Advocacy Fund	5,600	5,600
Education Fund	10,627	5,991
Charitable Fund	51,412	47,731
	448,036	470,893
	1,210,294	1,285,273
Commitments (Note 4)		

APPROVED ON BEHALF OF THE BOARD: Gillian Barnes, President Patricia Dillabough, Director

Statement of Operations – Year Ended December 31, 2010

	2010	2009
REVENUE		
Membership dues/standards	$1,240,257	$1,177,582
Exam fees	126,427	120,360
Publications	119,580	138,998
Conference	159,464	254,264
Administration	114,256	74,971
Pan Canadian Alliance	2,960	2,175
	1,762,944	1,768,350

	2010	2009
EXPENSES		
National Office		
Salaries and Benefits	$948,467	$903,516
Bad debts	350	-
Meetings	151,511	139,038
Professional fees and honorariums	73,027	64,166
Printing	45,621	50,260
Translation	28,328	27,065
Promotions	69,448	61,564
Certification exams	41,930	28,769
Student activities	5,200	5,240

	2010	2009
EXPENSES (continued)		
Strategic planning/Board education	839	-
Overhead		
Rent	87,609	76,672
Legal and accounting	8,266	16,152
Communications	13,633	12,406
Postage and courier	34,055	51,034
Office supplies	21,243	24,332
Insurance	3,572	4,009
Equipment leases	18,269	21,298
Bank charges	33,136	30,966
Amortization	4,345	5,897
Special Projects		
Support personnel	355	580
Conference	158,324	218,560
Membership survey	-	1,051
Pan Canadian alliance	3,039	3,082
Awards and scholarships	406	710
Member surveys	1,845	-
Aboriginal study	49,814	-
	1,802,632	1,746,367
EXCESS OF REVENUE (DEFICIENCY) OVER EXPENDITURES	(39,688)	21,983

Statement of Net Assets – Year Ended December 31, 2010

	Invested in Capital Assets	Advocacy Fund	Education Fund	Charitable Fund	Unrestricted	2010	2009
BALANCE - beginning of year	$18,271	$5,600	$5,991	$47,731	$393,300	$470,893	$441,004
Excess of revenue over expenditures	(4,345)				(35,343)	(39,688)	21,983
Additions to capital assets							3,890
Receipts			4,636	14,681		19,317	21,012
Interest allocated							910
Grants				(11,000)		(11,000)	(20,000)
Unrealized gains on available for sale financial assets during the year					8,514	8,514	2,094
BALANCE - END OF YEAR	13,926	5,600	10,627	51,412	366,471	448,036	470,893

Notes to Financial Statements – Year Ended December 31, 2010

GENERAL

The 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 $ 1,034,362 including accrued interest).

2. CAPITAL ASSETS

	Cost	Accumulated Ammortization	Net Book Value 2010	Net Book Value 2009
Office furniture and equipment	$19,945	$18,054	$1,891	$2,224
Telephone equipment	7,632	5,131	2,501	3,126
Computer equipment	43,733	34,509	9,224	12,298
Computer software	57,638	57,327	311	623
	$128,948	115,021	13,927	18,271

3. DEFERRED REVENUE

	2010	2009
Membership fees and certification fees	$737,522	$742,470
Conference Revenues	21,384	11,384
	758,906	753,854

4. COMMITMENTS

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

	Premises and Equipment
2010	$93,024
2011	99,424
2012	96,162
2013	95,074
2014	80,750
	464,434

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:

	2010	2009
Cash on deposit	$448,515	$452,551
Guaranteed Investment Certificate	494,211	630,034
Accrued interest receivable	22,531	20,647
Common Shares	76,700	46,589
Mutual Funds	929	9,511
Peferred Shares		20,460
	1,042,886	1,179,792

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

	2010	2009
Bank	$93,931	$14,799
Deposit with ING Direct	260,963	407,711
Deposit with RBG Dominion Securities Inc.	187,553	44,840
	542,447	467,350

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.

Board of Directors

President Gillian Barnes
Past President Linda Walsh
National Student Advisor Nicole Maschio
University Representative Alice Eriks-Brophy
Supportive Personnel Representative Mary Lynn Taschereau-Park
Territories Tracey Robertson
British Columba Barbara Burnet
Alberta Judy Meintzer
Saskatchewan Laureen McIntyre
Manitoba Leslie Sarchuk
Ontario Patricia Dillabough
Quebec Roula Baali
New Brunswick Nadine Jacob
Nova Scotia Duncan Floyd
Prince Edward Island Joan Chapman
Newfoundland & Labrador Sean Kinden

Excecutive

Gillian Barnes, Chair
Linda Walsh
Sean Kinden
Patricia Dillabough
Ondina Love (CASLPA)

Ethics

Sean Kinden, Chair
Patricia Dillabough
Pat Ellis
Leslie Sarchuk
Mary Lynn Taschereau-Park
Sharon Fotheringham (CASLPA)

CASP

Margaret Melanson, Chair
Catherine Arthur-MacDonald
Susan Caroll-Thomas
André Lafargue
Heather Maessen
Chantal Kealey (CASLPA)

Awards and Recognition

Darrelyn Snider, Chair
Cindy Bruce
Anne Carey
Cindy Millar
Donelda Moscrip
Jennifer O'Donnell
Maureen Penko
Pat Roberts
Tracy Robertson
Mary Lynn Taschereau-Park
Krista Trow
Melanie Osmond
Vicky Papaioannou
Nicole Maschio
Angie D'Aoust (CASLPA)
Tim Bressmann (CASLPA)

Clinical Research Grants

Alice Eriks-Brophy, Chair
Dale Kotowsky
Tracie Lindblad
Greg Noel
Chantal Kealey (CASLPA)

Clinical Certification Examination

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
Sharon Fotheringham (CASLPA)

Scholarship

Krista Sheehan, Chair
Suzanne Hamilton
Crystal Klassen
Isabelle Richard
Tiffany Steeves
Emily Balkam
Heather Schilling
Elizabeth Busby
Ondina Love (CASLPA)
Nancy Vardy (CASLPA)

Standards Advisory

Judy Meintzer, Chair
Colleen Braun-Janzen
Margaret Melanson
Tracey Robertson
Grace Shyng
Barb Burnet
Sharon Fotheringham (CASLPA)

Expert Committee for Supportive Personnel

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

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 Jackson

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

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