

2008 Annual Report

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*

President's Message

President



Members Steer CASLPA through another Year of Successes!!

2008 marked the final year of CASLPA's 2006–2008 strategic plan. CASLPA's board of directors develops a strategic plan every three years based on the results of our membership survey. Through this process, the membership determines the goals and priorities of the association. The activities of 2008 mirrored the direction provided by you, the membership.

You asked the board to raise the public profile of speech-language pathologists and audiologists. We developed print PSAs and these received considerable media exposure including \$23,000 worth of free

advertising in Reader's Digest. The board developed a new mission that reflects our current membership and a new vision in keeping with how we see ourselves and how we want others to view us.

Members told us to represent audiology and speech-language interests to the federal government. We continued our efforts in lobbying the government to lower the allowable decibel level for children's toys. CASLPA met with several MPs, including Judy Wasylycia-Leis, Health Critic for the NDP, who tabled a private member's bill to support our goal. Last fall we formed the Concerned About Classrooms Coalition with 18 other associations who share our concern about the impact of noisy classrooms on the learning environment of students and the vocal health of teachers.

You wanted us to educate other health and education professionals about the role of speech-language pathologists and audiologists. We developed a PowerPoint presentation to educate teachers, principals and school superintendents on the role of S-LPs and audiologists within the school system. CASLPA met and effected positive change with third-party payers for audiology services. We developed new statements of our scopes of practice that will help members promote awareness of the vital work we do.

The membership told us that professional standards and certification are priorities. Two hundred and twenty-five members wrote the CASLPA certification exam in 2008, the highest number in 17 years. We expanded our S-LP Mutual Recognition Agreement with international associations to include two more countries (Ireland and New Zealand).

A majority of members indicated frequent use of the CASLPA website for resources and a preference for communication via electronic means. We completed salary and benefits surveys for our three membership groups, a survey of Canadian university programs and a membership survey that guided the board's development of our strategic plan for 2009–2011. Survey reports as well as CEE reports for certified members are now available online and we continue to use email and provide other online member services. This has resulted in thousands of dollars saved in mailing costs.

These are some of the highlights of 2008 – a successful year that resulted in a membership increase of 2.3%. I am also pleased to report that, in a year that saw most investment portfolios reduced by 25-30%, CASLPA's loss was only 8%.

I want to take this opportunity to thank members who provide feedback to help direct our association; the board of directors and other volunteer members for the gift of their time and expertise; and our excellent office staff who ensure our plans meet fruition.



Linda Walsh, President



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.

CASLPA
920 - 1 Nicholas St., Ottawa, ON K1N 7B7
1-800-259-8519 caslpa@caslpa.ca
www.caslpa.ca

A Review of our Strategic Highlights and Significant Achievements

2008

Raise Profile to the Public

- ▶ Approved new vision, mission and value statements for CASLPA.
- ▶ Distributed print public service announcements (PSAs). Received a full-page ad in Reader's Digest (readership of 560,000), valued at \$23,000.
- ▶ Distributed feature articles that were published in 50 community newspapers and on 19 websites (including canadianparents.com) reaching a total of 6 million Canadians.
- ▶ Winner of the External Communicator of the Year award from the Ottawa Chapter of the Canadian Public Relations Society for our Noise in the Classroom campaign.
- ▶ Visits by the public to the Consumer Corner area of our website have increased by 233% in the past three years from 2,805 visitors in 2005 to 6,550 visitors in 2008.
- ▶ More than 20,000 members of the public used the Find a Professional web database to connect with professionals and their services.

Support Health and Education Human Resources

- ▶ Signed and promoted the Healthy Healthcare Leadership Charter.
- ▶ Worked with CIHI and Health Canada to ensure inclusion of speech-language pathologists and audiologists on health human resource data collection projects and initiatives.
- ▶ Released a university survey report.
- ▶ Received commitment from the Elks and Royal Purple of Canada for sponsorship of 16 scholarships totaling \$17,500.
- ▶ Completed a salary and benefits survey for speech-language pathologists, audiologists and supportive personnel.
- ▶ CASLPA members joined physiotherapists and occupational therapists at the Primary Health Care Leadership Summit in Toronto to attend education sessions on negotiations, media relations and lobbying.
- ▶ The Pan-Canadian Alliance completed wait list benchmark recommendations for 10 diagnostic areas.

Represent Interests to the Federal Government

- ▶ Continued media efforts and the lobbying campaign to change the Hazardous Products Act regarding safe noise levels for toys. Meetings were held with numerous MPs and a press conference was held to support MP Judy Wasylycia-Leis' private member's bill to reduce the decibel level in toys from 100 to 75.
- ▶ Co-winner of the Canadian Society of Association Executives' Make a Better Canada Award for Noisy Toys Campaign
- ▶ Launched the Concerned About Classrooms Coalition. Goals include: compelling provincial governments to adopt the American National Standards Institute (ANSI) standards or to develop standards for classroom construction in Canada and educating the public on how to improve acoustics in Canadian classrooms.
- ▶ Sent a letter to Veterans Affairs Canada (VAC), endorsed and signed by all provincial associations and colleges (except the Territories), expressing opposition to the new VAC policy that recognizes hearing aid practitioners as providers of services to VAC clients.
- ▶ Responded to Statistics Canada regarding changing the national occupational classification (NOC) to ensure speech-language pathologists and audiologists are listed separately in their classification system.

Educate other Health and Education Professionals

- ▶ Partnered with the Canadian Association of Occupational Therapists, Canadian Physiotherapy Association and the Canadian Working Group on HIV and Rehabilitation (CWGHR) to host a workshop in Ottawa on rehabilitation in the context of HIV.

- ▶ Developed an educational tool kit to inform educators about the link between language and hearing and academic success.
- ▶ 42 CASLPA members travelled to China on the People to People Citizen Ambassador Program to deliver professional presentations and attend meetings to share issues of common concern.
- ▶ Exhibited at the International Society for Augmentative and Alternative Communication (ISSAC) conference and the International Hard of Hearing conference.
- ▶ Participated on the Canadian Partnership Against Cancer Working Group (CPAC) carrying out a five-year plan to address cancer needs.

Expand Professional Standards

- ▶ Developed and approved new scope of practice documents for audiology and speech-language pathology.
- ▶ Worked with regulators, provincial associations and universities to develop draft competency profiles for audiologists and S-LPs.
- ▶ Signed an International Mutual Recognition Agreement, for CASLPA-certified speech-language pathologists, with ASHA, Speech Pathology Australia, New Zealand Speech-Language Therapists' Association, Irish Association of Speech and Language Therapists, and the Royal College of Speech & Language Therapists.
- ▶ Administered the clinical certification exams to 225 individuals, the highest number in 17 years.

Enhance Continuing Education Opportunities

- ▶ Hosted a conference in Kananaskis, Alberta, which generated a surplus of \$42,000.
- ▶ Conference speaker handouts for 21 sessions were posted on the website and viewed 25,866 times.
- ▶ Launched a new online manuscript submission site for CJSPLA.
- ▶ CJSPLA received an Aid to Scholarly Journals grant from the Social Science and Humanities Research Council of Canada for \$75,494.
- ▶ Negotiated CJSPLA indexing relationships with Ebsco and Thomson-Gale Academic One online databases.
- ▶ Conducted a survey to determine member preference on continuing education format delivery.

Increase CASLPA Membership

- ▶ Introduced a new award category for supportive personnel.
- ▶ Increased total CASLPA membership by 2.3% to 5,477.
- ▶ Achieved a 96% renewal rate with 62% of members using the online renewal system.
- ▶ 67% of student member graduates renewed their 2008 CASLPA membership as full members.
- ▶ Increased student memberships by 6.8%.
- ▶ Sun Life Insurance and Manulife now include audiologists on their list of paramedical professionals for extended health benefits.

Improve Communications with Members

- ▶ Released a new three-year strategic plan based on four key result areas: Advocacy and Awareness; Evidence-Informed Practices; Continuing Education and Research; Relationship with Members; and System Funding and Human Resources.
- ▶ Conducted a Communiqué readership survey with results indicating an extremely high satisfaction level with the newsletter.

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, 2007 and December 31, 2008 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, 2007 and December 31, 2008 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

STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2008

	2008	2007
CURRENT ASSETS		
Cash	\$ 185,740	\$ 101,706
Short term investments (Note 5)	832,384	897,872
Accounts receivable	17,741	31,552
Inventory	3,182	4,305
Prepaid expenses	44,312	35,486
	1,083,359	1,070,921
CAPITAL ASSETS (Note 2)	<u>13,051</u>	<u>17,113</u>
	\$ 1,096,410	\$ 1,088,034
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 48,860	\$ 41,244
Deferred revenue (Note 3)	606,546	603,591
	<u>655,406</u>	<u>644,835</u>
NET ASSETS		
Unrestricted	370,553	372,457
Invested in capital assets	13,051	16,941
Advocacy Fund	5,600	5,600
Education Fund	2,530	2,680
Charitable Fund	49,270	45,521
	<u>441,004</u>	<u>443,199</u>
	\$ 1,096,410	\$ 1,088,034

Commitments (Note 4)

APPROVED ON BEHALF OF THE BOARD:



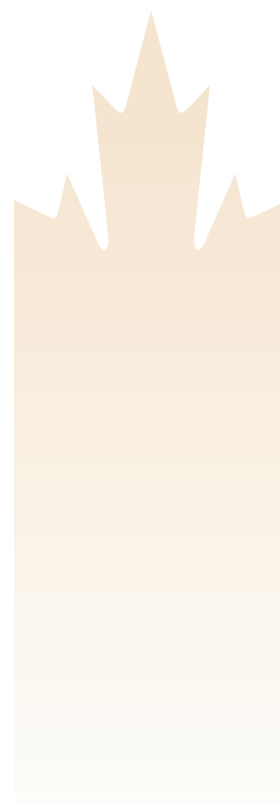
Linda Walsh, President



Tracie Lindblad, Director

STATEMENT OF OPERATIONS – YEAR ENDED DECEMBER 31, 2008

	2008	2007
REVENUE		
Membership dues/standards	\$ 1,087,286	\$ 1,034,738
Exam fees	98,515	85,250
Publications	203,558	196,498
Conference	321,082	246,275
Administration	41,959	62,889
Pan Canadian Alliance	1,700	1,700
	<u>1,754,100</u>	<u>1,627,350</u>
EXPENSES		
Salaries and Benefits	805,905	768,943
Meetings	180,624	134,468
Prof. Fees & Honorariums	50,750	57,552
Printing	48,618	45,978
Translation	23,280	26,083
Promotions	74,288	82,454
Certification Exams	28,633	35,377
Student Activities	1,819	5,125
Strategic Planning / Board Education	16,136	2,785
Rent	74,665	76,310
Legal and Accounting	10,363	12,599
Communications	12,003	14,838
Postage and Courier	42,753	48,937
Office Supplies	16,774	19,470
Insurance	3,330	3,330
Equipment leases	18,678	24,812
Bank Charges	26,664	23,097
Amortization	4,208	5,804
Support Personnel	3,599	1,453
Conference	279,876	227,309
Membership Survey	18,624	-
Pan Canadian Alliance	1,882	2,087
Awards & Scholarships	2,682	575
Salary Surveys	14,020	-
	<u>1,760,174</u>	<u>1,619,386</u>
EXCESS OF REVENUE (DEFICIENCY)	\$ (6,074)	\$ 7,964
OVER EXPENDITURES		



CASLPA 2008 ANNUAL REPORT

STATEMENT OF NET ASSETS – YEAR ENDED DECEMBER 31, 2008

	Invested in capital assets	Advocacy Fund	Education Fund	Charitable Fund	Unrestricted	2008	2007
Balance, beginning of year	\$ 16,941	\$ 5,600	\$ 2,680	\$ 45,521	\$ 372,457	\$ 443,199	\$ 437,421
Excess of revenue (deficiency) over expenditures	(3,890)	-	-	-	(2,184)	(6,074)	7,964
Receipts	-	-	2,092	6,749	-	8,841	8,294
Grants	-	-	(2,242)	(3,000)	-	(5,242)	(7,000)
Unrealized gains on available for sale financial assets during the year	-	-	-	-	280	280	(3,480)
BALANCE, END OF YEAR	\$ 13,051	\$ 5,600	\$ 2,530	\$ 49,270	\$ 370,553	\$ 441,004	\$ 443,199

CASLPA 2008 ANNUAL REPORT

NOTES TO FINANCIAL STATEMENTS – YEAR ENDED DECEMBER 31, 2008

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 \$832,103).

2. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value 2008	2007
Office furniture and equipment	\$ 19,330	\$ 17,329	\$ 2,001	\$ 2,354
Telephone equipment	7,632	3,724	3,908	4,884
Computer equipment	33,949	27,335	6,614	8,819
Computer software	56,920	56,392	528	1,056
	<u>\$ 117,831</u>	<u>\$ 104,780</u>	<u>\$ 13,051</u>	<u>\$ 17,113</u>

3. DEFERRED REVENUE

	2008	2007
Membership fees and certification fees	\$ 605,046	\$ 584,391
Conference revenues	1,500	19,200
	<u>\$ 606,546</u>	<u>\$ 603,591</u>

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
2009	\$ 38,400	\$ 68,984	\$ 15,000
2010	2,500	68,984	15,000
2011	7,500	68,984	-
2012	-	68,984	-
2013	-	68,984	-
	<u>\$ 48,400</u>	<u>\$ 344,920</u>	<u>\$ 30,000</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:

	2008	2007
Cash on deposit	\$ 49,150	\$ 47,634
Guaranteed Investment Certificate	682,114	696,881
Accrued interest receivable	10,769	10,898
Common shares	20,280	142,459
Mutual Funds	70,071	-
	<u>\$ 832,384</u>	<u>\$ 897,872</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

	2008	2007
Bank	\$ 185,740	\$ 101,706
Deposit with ING Direct	48,990	47,486
Deposit with RBC Dominion Securities Inc.	160	148
	<u>\$ 234,890</u>	<u>\$ 149,340</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.

CASLPA Standing Committees 2008

Committees

Board of Directors

President

Linda Walsh

Past President

Linda Rammage

National Student Advisor

Aliza Kassam

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

Dale Kotowsky

Ontario

Tracie Lindblad

Quebec

James Lapointe

New Brunswick

Melanie Osmond

Nova Scotia

Susan Wozniak

Prince Edward Island

Pat Ellis

Newfoundland & Labrador

Sean Kinden

Executive Committee

Linda Walsh, Chair
Linda Rammage
Tracie Lindblad
Dale Kotowsky

Staff: Ondina Love

Nominations Committee

Linda Rammage, Chair
Dale Kotowsky
Tracie Lindblad
Susan Wozniak
Selene Tash

Staff: Ondina Love

CASLPA Representative to the Cochrane Network

Rosemary Martino

Ethics Committee

Sue Wastie, Chair
Pat Ellis
Sean Kinden
Dale Kotowsky
Tracie Lindblad
Kathy Packford
Carrie Stacey

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
Aliza Kassam
Nicole Léger
Rachel Liu
Donelda Moscrip
Jennifer O'Donnell
Maureen Penko
Annie Porter
Pat Roberts
Darrelyn Snider
Robin Springer
Mary Lynn Taschereau-Park
Krista Trow

Staff: Angie D'Aoust
Tim Bressmann

Clinical Research Grants Committee

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

Staff: Chantal Kealey

Clinical Certification Examination Committees

Audiology

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

Speech-Language Pathology

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

Staff: Sharon Fotheringham

Scholarship Committee

Jerri-Lee MacKay, Chair
Carolyn Cronk
Adina DeBelser (Elks)
Julie Evans
Suzanne Hamilton
Nadine Jacob
Crystal Klassen
Elaine Litvak
Janet Montgomery
Heather Schilling
Krista Sheehan

Staff: Ondina Love

Standards Advisory Committee

Susan Wozniak, Chair
Pat Ellis
Anne Lopushinsky
Judy Meintzer
Margaret Melanson
Melanie Osmond
Nancy Smith

Staff: Sharon Fotheringham

Expert Committee for Supportive Personnel

Mary Lynn Taschereau-Park, Chair
Charlotte Douglas
Leanne Gardiner
Sean Kinden
Darlene Kowalchuck
Carol Miller-Deuling
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

Publications Coordinator
Judith Gallant

Communications Officer
Nick Dike

Standards Officer
Bev Bonnell

Executive Assistant
Gina Meacoe

Membership/Administrative Assistant
Shirley MacQueen

Administrative Assistant
Nancy Vardy

