

# Canadian Association of Speech-Language Pathologists and Audiologists



## Annual Report

CASLPA  
2005

# President's Message

## President



2005 proved to be another busy year for CASLPA. It was a year characterized by an increase in CASLPA's profile to professionals, stakeholders and government agencies, continued development of practice standards, and service to its members.

The CASLPA board approved the principles and framework of the Enhancing Interdisciplinary Collaboration in Primary Health Care Initiative. This was an important defining moment for the project as ten health profession organizations committed to a framework that supports health professionals working together to provide comprehensive client care.

The membership drive "5000 in 2005" was a major initiative for CASLPA. Although we did not hit our target of 5,000 members we did continue to grow the

membership. I am proud to report that our certification program continues to be the number one reason for joining and maintaining a membership with CASLPA.

A commitment to standards continues to be a focus and this year, a position paper on telepractice was developed.

CASLPA received an invitation from the Canadian Institute of Health Information (CIHI) to provide input for the development of Pan-Canadian Primary Health Care Indicators. This was an important example of CASLPA's success in profiling the professions of speech-language pathology and audiology.

Another very important activity undertaken this year was the membership and salary survey. For the first time, CASLPA included questions regarding job satisfaction and working conditions. These responses provided important information and data CASLPA can use as it works to address recruitment and retention issues within the professions over the next few years.

With the membership survey in hand, the CASLPA board and staff embarked on a planning process to develop CASLPA's 2006-2008 strategic plan. The strategic plan is visionary, focusing on the needs of the members and charting the course for development of both the association and the professions of speech-language pathology and audiology in Canada.

Indeed, 2005 was a busy and productive year. Its success can be attributed to the countless hours devoted by numerous committed volunteers. Our achievements must also be credited to the talented and dedicated CASLPA staff. It is the staff and volunteers who will ensure that CASLPA's momentum in its strategic areas is maintained in the coming year.

I feel fortunate to have had the opportunity to lead the CASLPA team and to share in its successes over the past year and am pleased to offer the 2005 CASLPA Annual Report.

Selene Tash, 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**  
401 - 200 Elgin St., Ottawa, ON K2P 1L5  
1-800-259-8519 [caslpa@caslpa.ca](mailto:caslpa@caslpa.ca)  
[www.caslpa.ca](http://www.caslpa.ca)

# A Review of our Milestones, Highlights and Significant Achievements

# 2005

## Professional Standards

- ▶ A new code of ethics was approved and launched.
- ▶ The Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP-ASLP), a collaboration of the university programs, professional associations and regulatory bodies, launched a new university accreditation program.
- ▶ The Agreement on Internal Trade to facilitate movement between provinces/territories was reviewed and updated.
- ▶ The CASLPA position paper on telepractice was completed.
- ▶ CASP accreditation was awarded to 1 to 1 Communication Therapy and to the audiology and speech-language pathology departments of the Alberta Children's Hospital.
- ▶ 196 professionals wrote the certification examinations. A total of 235 individuals were awarded CASLPA certification. Continuing education summary reports were issued to 3,843 certified members.

## Representation, Lobbying and Partnerships

- ▶ Elections were held for four board positions.
- ▶ The Principles and Framework document for *Enhancing Interdisciplinary Collaboration in Primary Health Care* was approved by the board.
- ▶ CASLPA supported a project entitled *Interprofessional Learning in Rehabilitation in the Context of HIV: Stakeholder Capacity Building Through Development of New Knowledge, Curriculum Resources and Partnerships*.
- ▶ CASLPA secured \$33,000 in funding from the Canadian Council on Learning to support the participants attending the Review of Evidence Institute hosted and sponsored by the Canadian Centre for Knowledge Mobilization.
- ▶ CASLPA partnered with the Elks and Royal Purple of Canada who sponsored our Student Forum chat room and paid the CASLPA student membership fees for their 60 award winners.
- ▶ CASLPA supported the 2005 Communication and Aging Symposium at the University of Toronto in Mississauga as part of our seniors awareness strategy.
- ▶ Work continued with Health Action Lobby (HEAL) including a press release in response to the federal budget, release of a report on Pan-Canadian Health Human Resource Policy and Planning and ratification of a report entitled "*Meeting the Health Care Needs of Canadians*".
- ▶ A letter was sent to the Human Rights Commission regarding areas of concern in their report: *A Review of Government of Canada Telephonic Communication with People who are Deaf, Deafened, Hard of Hearing or have a Speech Impediment*.
- ▶ The mandatory membership component of the joint alliance was eliminated and the New Brunswick Association of Speech-Language Pathologists and Audiologists joined the alliance.
- ▶ CASLPA continued involvement with the National Coalition on Noisy Toys. The coalition met with Health Canada to discuss the issue of noisy toys and the regulations set by the Hazardous Products Act.
- ▶ Lobbying and negotiation efforts by CASLPA with Veterans Affairs Canada have resulted in a 1.6% rate increase applied to benefit codes relating to service fees covered under Program of Choice (POC) 03.
- ▶ A federal election toolkit was launched to help members lobby candidates in the 2006 federal election.
- ▶ CASLPA was represented at various functions including: Health Council of Canada's Summit on Health Human Resources; commemoration of the "Anniversary of First Ministers' agreement on Health"; Canadian Stroke Strategy Working Group; 4<sup>th</sup> Cochrane

Symposium; Canadian Caregivers Coalition Symposium; International Terminology Working Group.

## Visibility and Promotion

- ▶ The professions of speech-language pathology and audiology were included in CIHI's Health Personnel Trends Report.
- ▶ Results from News Canada feature article distribution to community newspaper editors was an audience share of 4.5 million impressions, almost 1.5 million more than 2004.
- ▶ Media efforts resulted in six television interviews, including CBC and Canada AM, several radio interviews, public service announcements and 12 print articles, including coverage in Today's Parent magazine.
- ▶ A newly developed online media centre was well utilized.
- ▶ The seniors campaign, with its powerpoint presentation and other supporting resources, was very successful in raising awareness and educating government agencies, other health care professionals and members of the public. 2,366 web visitors viewed the online presentation.
- ▶ The Private Practice Registry was renamed Find a Professional and listings were extended to members in public practice. Increased promotion of this database was a priority and a new logo/icon was developed which now appears on every page of the CASLPA website. Over the course of the year 13,500 visitors used this web tool to search for professionals, a 60% increase from 2004.
- ▶ CASLPA's involvement in the Sennheiser/Simple Plan initiative was tremendously successful, raising awareness of CASLPA, its member audiologists and the issues related to hearing impaired teens.
- ▶ Website traffic was extremely high with 366,156 visitors, a 25% increase from 2004. The number of pages viewed was almost two million - double 2004 figures. The fact sheet area is our most popular resource with 26,519 copies of the various titles being downloaded.

## Enhancing Membership Services

- ▶ Introduction of a monthly e-newsletter allowed CASLPA to communicate with members in a much more timely fashion.
- ▶ The option of electronic delivery of publications was enthusiastically embraced. 1,000 members have elected to receive JSLPA and/or Communiqué in this manner resulting in substantial cost savings.
- ▶ A membership survey was conducted to help guide the board in setting the association's strategic plan for 2006-2008.
- ▶ A salary and benefits report was released.
- ▶ By-law changes were approved by members (98.6%) and Industry Canada.
- ▶ An online learning resource centre was developed to provide access to a variety of web links offering online education opportunities.
- ▶ A focus group and nationwide survey for the supportive personnel membership category was undertaken.
- ▶ 27% of members utilized the online membership renewal system.
- ▶ A complete review of CASLPA's discount affinity programs was undertaken resulting in the termination of agreements with low-performing partners. Participation in other programs increased by 55%.

## Financial Viability

- ▶ CASLPA's reserve fund continues to grow and is in compliance with our reserve fund policy of 20-25% of annual expenses. This is due in large part to the gains made in CASLPA's investment portfolio.
- ▶ Advertising revenues for 2005 surpassed budget projections and were our highest grossing in history at \$161,522.

## 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, 2004 and December 31, 2005 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, 2004 and December 31, 2005 and the results of its operations for the years then ended in accordance with Canadian generally accepted accounting principles.



Richard D. Mundell, Chartered Accountant  
March 7, 2006

## STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2005

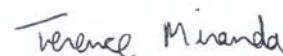
	2005	2004
<b>CURRENT ASSETS</b>		
Cash	\$120,321	\$227,139
Short term investments (Note 5)	667,813	464,327
Accounts receivable	18,925	16,012
Inventory	5,890	5,986
Prepaid expenses	<u>36,659</u>	<u>35,815</u>
	849,608	749,279
<b>CAPITAL ASSETS (Note 2)</b>	<u>22,191</u>	<u>25,405</u>
	<u>\$871,799</u>	<u>\$774,684</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 72,052	\$ 78,322
Deferred revenue (Note 3)	<u>414,138</u>	<u>327,539</u>
	486,190	405,861
<b>NET ASSETS</b>		
Unrestricted	320,697	297,445
Invested in capital assets	22,191	25,405
Advocacy Fund	5,600	5,600
Education Fund	666	5,666
Charitable Fund	<u>36,455</u>	<u>34,707</u>
	<u>385,609</u>	<u>368,823</u>
	<u>\$ 871,799</u>	<u>\$774,684</u>

Commitments (Note 4)

APPROVED ON BEHALF OF THE BOARD:



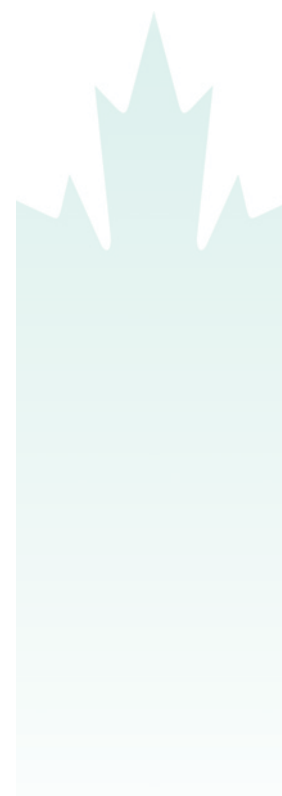
Selene Tash, President



Terence Miranda, Director

## STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31, 2005

	2005	2004
<b>REVENUE</b>		
Membership dues/standards	\$899,649	\$913,888
Exam fees	78,650	93,967
Publications	166,552	142,194
Conference	183,729	211,998
Online Learning	1,395	15,684
Administration	82,637	106,356
Joint Alliance	<u>1,100</u>	<u>1,500</u>
	1,413,712	1,485,587
<b>EXPENSES</b>		
Salaries and benefits	670,228	568,252
Meetings	133,906	127,185
Prof. Fees & Honorariums	54,415	88,645
Printing	53,457	59,655
Translation	24,649	22,658
Promotions	43,177	37,678
Certification Exams	34,792	34,409
Student Activities	1,803	1,720
Strategic Planning	3,364	913
Bad Debts	300	-
Rent	72,961	71,132
Legal and Accounting	10,597	12,455
Communications	17,167	16,750
Postage and courier	68,608	57,623
Office Supplies	19,077	20,848
Insurance	3,431	3,212
Equipment leases	18,308	17,402
Bank Charges	20,006	22,091
Amortization	9,629	12,430
Support Personnel	2,334	21,286
Conference	169,260	211,998
Joint Alliance	2,157	2,706
Salary/Membership Survey	613	19,833
Online learning	<u>251</u>	<u>11,614</u>
	1,434,490	1,442,495
<b>(DEFICIENCY) EXCESS OF REVENUE</b>	<u>\$ (20,778)</u>	<u>\$ 43,092</u>
<b>OVER EXPENDITURES</b>		



# CASLPA 2005 ANNUAL REPORT

## STATEMENT OF NET ASSETS YEAR ENDED DECEMBER 31, 2005

	Invested in capital assets	Advocacy Fund	Education Fund	Charitable Fund	Unrestricted	2005	2004
Balance, beginning of year	\$25,405	\$5,600	\$5,666	\$34,707	\$297,445	\$368,823	\$354,167
(Deficiency) excess of revenues over expenditures	(9,629)	-	-	-	(11,149)	(20,778)	43,092
Receipts	-	-	-	1,748	-	1,748	13,969
Transfer to other income	-	-	(5,000)	-	5,000	-	(28,859)
On-line learning	-	-	-	-	-	-	(13,546)
Unrealized gains on available for sale financial assets during the year	-	-	-	-	35,816	35,816	-
Invested in capital assets	<u>6,415</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(6,415)</u>	<u>-</u>	<u>-</u>
<b>BALANCE, END OF YEAR</b>	<b>\$22,191</b>	<b>\$ 5,600</b>	<b>\$ 666</b>	<b>\$36,455</b>	<b>\$320,697</b>	<b>\$385,609</b>	<b>\$368,823</b>

# CASLPA 2005 ANNUAL REPORT

## NOTES TO FINANCIAL STATEMENTS - YEAR ENDED DECEMBER 31, 2005

### 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.

**Change in Accounting for Short Term Investments** - The Association adopted the provisions of the Canadian Institute of Chartered Accountants Section 3855, Financial Instruments - Recognition and Measurement on December 31, 2005 which addresses the classification, recognition and measurement of financial instruments in the financial statements and the inclusion of other comprehensive income. As a result of adopting this new standard, the Association recorded a non-cash credit of \$35,816 for the change in accounting for financial assets classified as available for sale and measured at fair value instead of cost.

**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 \$631,997).

### 2. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value 2005	2004
Office furniture and equipment	\$19,330	\$16,071	\$ 3,258	\$ 3,833
Telephone equipment	12,177	11,303	875	1,093
Computer equipment	32,105	18,272	13,833	13,499
Computer software	<u>56,920</u>	<u>52,695</u>	<u>4,225</u>	<u>6,980</u>
	<u>\$120,532</u>	<u>\$98,341</u>	<u>\$ 22,191</u>	<u>\$25,405</u>

### 3. DEFERRED REVENUE

	2005	2004
Membership fees and certification fees	\$400,888	\$323,039
Conference revenues	<u>13,250</u>	<u>4,500</u>
	<u>\$414,138</u>	<u>\$327,539</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	JSLPA Editor
2006	34,100	32,840	15,000
2007	37,200	9,543	15,000
2008	38,400	2,829	-
2009	38,400	-	-
2010	<u>39,600</u>	<u>-</u>	<u>-</u>
	<u>\$187,700</u>	<u>\$ 45,212</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:

	2005	2004
Cash on deposit	284,268	126,687
Guaranteed Investment Certificate	248,125	241,867
Accrued interest receivable	23,705	19,541
Common shares	<u>111,715</u>	<u>76,232</u>
	<u>\$667,813</u>	<u>\$464,327</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

	2005	2004
Bank	\$120,321	\$227,139
Deposit with ING Direct	282,453	124,577
Deposit with RBC Dominion Securities Inc.	<u>1,815</u>	<u>2,110</u>
	<u>\$404,589</u>	<u>\$353,826</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 Committees 2005

## Committees

### Board of Directors

**President**  
Selene Tash

**President Elect**  
Linda Rammage

**National Student Advisor**  
Michelle Ciccía

**University Representative**  
Elizabeth Kay-Raining Bird

**Territories**  
Carol Miller-Deuling

**British Columbia**  
Terence Miranda

**Alberta**  
Kathy Packford

**Saskatchewan**  
Carrie Stacey

**Manitoba**  
Kristina Ostermann

**Ontario**  
Lori Montcalm

**Quebec**  
Isabelle Cabot

**New Brunswick**  
Linda Walsh

**Nova Scotia**  
Anne Mason-Browne

**Prince Edward Island**  
Nicole Léger

**Newfoundland & Labrador**  
Kathy Freeman

### Executive Committee

Selene Tash, Chair  
Linda Rammage  
Terence Miranda  
Nicole Léger

Staff: Ondina Love

### Nominations Committee

Linda Rammage, Chair  
Kristina Ostermann  
Anne Mason-Browne  
Lori Montcalm

Staff: Ondina Love

### CASLPA Representative to the Cochrane Network/ Centre

Rosemary Martino

### Ethics Committee

Lori Montcalm, Co-chair  
Carrie Stacey, Co-chair  
Anne Mason-Browne  
Kathy Packford  
Isabelle Cabot

Staff: Sharon Fotheringham  
Chantal Lalonde

### CASP

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

Staff: Sharon Fotheringham

### Awards and Recognition Committee

Kristina Ostermann, Chair  
Jeanne Finn-Allen  
Natalie Vertefeuille  
Katrina Basha  
Michelle Ciccía  
Michele Anderson  
Susan Wagner  
Robin Springer  
Deryk Beal  
Julianne Labreche  
Kathy Freeman  
Chris Santilli

Staff: Angie Friend  
Phyllis Schneider

### Publications Advisory Committee

Anne Mason-Browne, Chair  
Heather Tomlinson  
Vicky Papaioannou  
Virginia Martin  
Elizabeth Kay-Raining Bird  
Linda Walsh  
Rhonda Rubin

Staff: Judith Gallant  
Phyllis Schneider

### Certification Examination Committees

**Audiology**  
Nancy Smith, Chair  
Cynthia Tompkins  
Marlene Bagatto  
Marianne McCormick  
Navid Shahnaz  
Manon Ethier  
Grace Shying

**Speech/Language Pathology**  
Anne Lopushinsky, Chair  
Pat Roberts  
Cindy Dobbelsteyn  
Susan MacNeil  
Amany Watters  
Colleen Braun-Janzen

Staff: Sharon Fotheringham

### Scholarship Committee

Virginia Martin, Chair  
Dominic Leach (Elks)  
Crystal Klassen  
Carolyn Cronk  
Karen Mayner  
Catherine Arthur-MacDonald  
Janet Montgomery  
Suzanne Hamilton

Staff: Ondina Love

### Standards Advisory Committee

Nicole Léger, Chair  
Margaret Melanson  
Anne Lopushinsky  
Nancy Smith  
Carol Miller-Deuling

Staff: Sharon Fotheringham

### CASLPA National Office

Executive Director  
Ondina Love

Manager of Speech-Language Pathology and Standards  
Sharon Fotheringham

Manager of Audiology and Supportive Personnel  
Chantal Lalonde

Membership Coordinator  
Scott Kettles

Communications Manager  
Angie Friend

Finance & Operations Manager - Dawn Kelly

Communications Assistant  
Toni Knox

Publications Coordinator  
Judith Gallant

Standards Officer  
Jan Straker

Executive Assistant  
Diane Doucet

Reception/Membership Assistant - Shirley MacQueen

