

Growing and talking



30 months

- My sentences are 3 words long •
- I answer simple questions (Who ? What ? Where ?) using words or actions •
- I use words such as 'me', 'it', 'in' and 'on' •



24 months

- I speak in two word sentences •
- I say at least 100 words, nouns and actions, that my parents understand •
- I can do what my parents ask of me •
- I like to listen to simple stories and songs •



18 months

- I say at least 18 words that my parents understand •
- I look to see where noises come from by turning my head in the right direction •
- I understand simple spoken directions such as "get the ball" •
- I try to repeat words •



Canadian Association of Speech-Language Pathologists and Audiologists



CASLPA-ACOA

2006 Annual Report

President's Message

President



Warmest greetings, fellow members! 2006 was CASLPA's banner year for public, professional and government relations! The development and distribution of two public service announcements (PSAs) for television has already led to a heightened profile of our professions with the Canadian public. Media coverage of our press conference on the dangers of noisy toys exceeded our best expectations and highlighted the important work of audiologists. Three months after the press conference we continued to receive reports of media interviews with audiologists in communities across Canada. Our May Month campaign yielded record media pick-up statistics. Members, directors and professional staff contributed numerous resources for publications in popular Canadian magazines, newspapers and audio-visual

media throughout the year. The expansion and fine-tuning of our "Find a Professional" website area has provided the public with easier access to our services.

Our relationships with other health and education professionals define our future as partners in a society where interdisciplinary programs continue to grow. Knowledge transfer is an important vehicle to strengthening our mutual respect and collaboration. As experts in communication, we educate others on the best way to recognize and support individuals facing communication challenges. This year, we collaborated with a number of organizations, including l'Ordre des Orthophonistes et Audiologistes du Québec, CLLRNet, and the Elks of Canada to secure funding, create, publish and distribute eye-catching communication growth charts and information brochures to family physicians, paediatricians, and early education centres. Feedback from recipients has been overwhelmingly positive!

Accessing the ears of governmental officials is an ongoing challenge for our members, so we developed an election toolkit prior to the 2006 federal election. This toolkit provides a valuable resource for members wishing to approach and inform MPs and MLAs about the critical issues facing our professions and clients. An invitation from the Standing Senate Committee on Social Affairs, Science and Technology to participate in a hearing on funding for autism treatment provided CASLPA members with access to a distinguished senate forum. During an intensive face-to-face session, CASLPA's representatives had the opportunity to inform committee members of specific issues affecting our services, to showcase our expertise and to offer suggestions for improved services to individuals with ASD. Many of our suggestions are reflected in the senate committee's report. In collaboration with other members of the Pan-Canadian Alliance, we established a task force to tackle the issue of service wait-time benchmarking for our professional services. The first phase of this project has been completed with the development of wait-times definitions. Further, CASLPA has been a leader in negotiations with federal 3rd party payers such as Veteran's Affairs Canada to improve funding for audiology services.

By focusing intensive energy on strategic initiatives that increase our profile to the public, other professionals and governments, we have strived to meet CASLPA members' needs. Since 2006 has also been a banner year for membership, with a growing family of over 5000, our strength in numbers has enhanced our efforts. Thank you for your ongoing support!

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



CASLPA Vision

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

CASLPA Mission

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

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

A Review of our Milestones, Highlights and Significant Achievements

2006

Professional Standards

- ▶ The position paper on cochlear implants in children was completed.
- ▶ CASP accreditation was awarded to Atlantic Health Sciences Corporation 's audiology and speech-language pathology departments.
- ▶ The New Zealand Audiological Society has recognized CASLPA's certification designation for audiologists.
- ▶ A supportive personnel working group was formed.
- ▶ CASLPA partnered with the Canadian Centre for Knowledge Mobilization and the Canadian Council on Learning to host a Systematic Review Institute for teams of academic, student and clinician members.
- ▶ 204 professionals wrote the certification examinations in 2006. 227 new members were awarded CASLPA certification.
- ▶ An online system was launched for certified members to report and print their continuing education equivalents(CEEs).
- ▶ CASLPA was active on the Council of Accreditation of Canadian University Programs in Audiology and Speech –Language Pathology (CACUP-ASLP).
- ▶ CASLPA participated with ten international professional associations on a project for international terminology in communication sciences and disorders.

Representation, Lobbying and Partnerships

- ▶ CASLPA presented a poster session on supportive personal at ASHA's conference.
- ▶ CASLPA developed a web area dedicated to third party payer information and updated news bulletins.
- ▶ CASLPA sent a letter of concern to Starkey regarding one of its television ads that portrayed a BTE hearing aid as an "ugly hearing aid". Starkey has since discontinued selling this ad.
- ▶ The principles, framework and toolkit for the Enhancing Interdisciplinary Collaboration in Primary Health Care initiative were approved by all ten participating national health associations.
- ▶ CASLPA partnered with the Elks and Royal Purple of Canada who sponsored our student forum chat room, our early detection of speech, hearing and language program, a press conference on noisy toys and scholarships.
- ▶ A federal election toolkit was launched to help members lobby candidates in the federal election.
- ▶ Two press conferences were hosted on Parliament Hill – one for the federal election to bring attention to communication issues and the second one on the dangerous effects of noisy toys on children's hearing. These press conferences reached an estimated 8 million Canadians.
- ▶ CASLPA presented a brief and served as an expert witness to the Standing Senate Committee on Social Affairs, Science and Technology on the funding of autism treatment.
- ▶ Work continued with HEAL including a newsmaker event to launch a green paper on health human resources.
- ▶ The Pan-Canadian Alliance, through their wait times task force, conducted surveys on wait times for 25 key speech, language and hearing disorders.
- ▶ CASLPA was represented on a consensus panel to review and approve a national implementation plan for professional development and training in stroke.
- ▶ An agreement was signed with ASHA for reciprocal membership registration fees at our annual conference and a discount of 10% on online purchase of selected ASHA publications.

- ▶ CASLPA provided input into Health Canada's Pan-Canadian HHR Planning Framework and Consultation process.

- ▶ We partnered with the Canadian Working Group on HIV and Rehabilitation on their Interprofessional Learning in Rehabilitation in the Context of HIV capacity building project.

Visibility and Promotion

- ▶ A partnership with the Canadian Language and Literacy Research Network and OOAQ resulted in the distribution of 50,000 speech, language and hearing milestones growth charts and brochures to all family and paediatric physicians in Canada.
- ▶ CASLPA was the subject of 173 instances of known media coverage with a total number of audience impressions of 25,108,945.
- ▶ There were 6,542 visitors to our media centre last year, a 300% increase over 2005.
- ▶ CASLPA completed production of two 30-second public service announcements for television, one for each profession, in both English and French. The ads were distributed to 135 television stations across Canada. Airplay has been received from CBC, TBS, Prime TV and several local stations. Airplay will continue throughout 2007.
- ▶ Annual visits to our website have jumped to 490,000, a 33% increase. The number of pages viewed last year was 2,323,232. 182,741 CASLPA documents were downloaded (82% increase from 2005) with fact sheets being the most popular resource.
- ▶ The number of visitors accessing the Find a Professional search engine web tool for referrals continues to increase with more than 22,324 visitors in 2006, an 81% increase from 2005.
- ▶ The May Month marketing kit is now web based allowing materials and resources to be more readily accessible to members and offers new features such as a logo/clip art sheet, online photo image gallery, labels and sample proclamation form for requesting that government officials announce May Month.
- ▶ May Month was officially recognized by the Prime Minister of Canada for the first time.

Enhancing Membership Services

- ▶ CASLPA membership topped 5,000 members.
- ▶ CASLPA secured discounts of 10-15% for members with three online learning companies.
- ▶ Supportive personnel was added as a new category of membership.
- ▶ A university survey report was released and continues to be one of the most downloaded reports on the web site.
- ▶ CASLPA launched a new scholarship program, and reviewed over 100 applications awarding 21 scholarships totaling \$22,500.
- ▶ A JSLPA readership survey was sent to CASLPA members. 75% of respondents placed a high or medium value on the publication.
- ▶ A new affinity partner program was launched with Goodlife Fitness offering a 35% discount on club memberships.

Financial Viability

- ▶ CASLPA moved their national office to a new location upon expiration of the existing lease and negotiated the same rent/square foot as the previous lease.
- ▶ Advertising revenues for 2006 of \$198,386 surpassed budgeted projections and were the highest grossing in history for the second consecutive year with an increase of 28% over 2005.

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, 2005 and December 31, 2006 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, 2005 and December 31, 2006 and the results of its operations for the years then ended in accordance with Canadian generally accepted accounting principles.



Richard D. Mundell
Chartered Accountant, Licensed Public Accountant
Ottawa, Ontario, February 14, 2007

STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2006

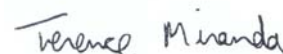
| | 2006 | 2005 |
|--|-------------------|------------------|
| CURRENT ASSETS | | |
| Cash | \$ 87,383 | \$120,321 |
| Short term investments (Note 5) | 759,450 | 667,813 |
| Accounts receivable | 29,357 | 18,925 |
| Inventory | 4,276 | 5,890 |
| Prepaid expenses | <u>56,137</u> | <u>36,659</u> |
| | 936,603 | 849,608 |
| CAPITAL ASSETS (Note 2) | <u>22,745</u> | <u>22,191</u> |
| | <u>\$959,348</u> | <u>\$871,799</u> |
| LIABILITIES AND NET ASSETS | | |
| CURRENT LIABILITIES | | |
| Accounts payable and accrued liabilities | \$ 93,148 | \$ 72,052 |
| Deferred revenue (Note 3) | <u>428,779</u> | <u>414,138</u> |
| | <u>521,927</u> | <u>486,190</u> |
| NET ASSETS | | |
| Unrestricted | 362,169 | 320,697 |
| Invested in capital assets | 22,745 | 22,191 |
| Advocacy Fund | 5,600 | 5,600 |
| Education Fund | 666 | 666 |
| Charitable Fund | <u>46,241</u> | <u>36,455</u> |
| | <u>437,421</u> | <u>385,609</u> |
| | <u>\$ 959,348</u> | <u>\$871,799</u> |

Commitments (Note 4)

APPROVED ON BEHALF OF THE BOARD:



Linda Rammage, President



Terence Miranda, Director

STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31, 2006

| | 2006 | 2005 |
|--|------------------|--------------------|
| REVENUE | | |
| Membership dues/standards | \$962,047 | \$899,649 |
| Exam fees | 92,650 | 78,650 |
| Publications | 204,741 | 166,552 |
| Conference | 191,201 | 183,729 |
| Online Learning | - | 1,395 |
| Administration | 81,944 | 82,637 |
| Pan Canadian Alliance | <u>1,500</u> | <u>1,100</u> |
| | <u>1,534,083</u> | <u>1,413,712</u> |
| EXPENSES | | |
| Salaries and benefits | 716,049 | 670,228 |
| Meetings | 118,055 | 133,906 |
| Prof. Fees & Honorariums | 61,751 | 54,415 |
| Printing | 53,364 | 53,457 |
| Translation | 24,776 | 24,649 |
| Promotions | 95,907 | 43,177 |
| Certification Exams | 36,298 | 34,792 |
| Student Activities | 1,919 | 1,803 |
| Strategic Planning | 1,326 | 3,364 |
| Bad Debts | - | 300 |
| Rent | 79,527 | 72,961 |
| Legal and Accounting | 7,480 | 10,597 |
| Communications | 14,589 | 17,167 |
| Postage and courier | 52,177 | 68,608 |
| Office Supplies | 19,168 | 19,077 |
| Insurance | 3,181 | 3,431 |
| Equipment leases | 21,222 | 18,308 |
| Bank Charges | 17,993 | 20,006 |
| Amortization | 8,521 | 9,629 |
| Support Personnel | 831 | 2,334 |
| Conference | 171,595 | 169,260 |
| Pan Canadian Alliance | 2,682 | 2,157 |
| Salary/Membership Survey | - | 613 |
| Awards & Scholarships | 493 | - |
| Online learning | <u>-</u> | <u>251</u> |
| | <u>1,508,904</u> | <u>1,434,490</u> |
| (DEFICIENCY) EXCESS OF REVENUE OVER EXPENDITURES | <u>\$ 25,179</u> | <u>\$ (20,778)</u> |



CASLPA 2006 ANNUAL REPORT

STATEMENT OF NET ASSETS YEAR ENDED DECEMBER 31, 2006

| | Invested in capital assets | Advocacy Fund | Education Fund | Charitable Fund | Unrestricted | 2006 | 2005 |
|---|-------------------------------|-----------------|----------------|-----------------|------------------|------------------|------------------|
| Balance, beginning of year | \$22,191 | \$5,600 | \$ 666 | \$36,455 | \$320,697 | \$385,609 | \$368,823 |
| (Deficiency) excess of revenues over expenditures | (8,521) | - | - | - | 33,700 | 25,179 | (20,778) |
| Receipts | - | - | - | 9,786 | - | 9,786 | 1,748 |
| Unrealized gains on available for sale financial assets during the year | - | - | - | - | 16,847 | 16,847 | 35,816 |
| Invested in capital assets | <u>9,075</u> | <u>- -</u> | <u>- -</u> | <u>- -</u> | <u>(9,075)</u> | <u>- -</u> | <u>- -</u> |
| BALANCE, END OF YEAR | <u>\$22,745</u> | <u>\$ 5,600</u> | <u>\$ 666</u> | <u>\$46,241</u> | <u>\$362,169</u> | <u>\$437,421</u> | <u>\$385,609</u> |

CASLPA 2006 ANNUAL REPORT

NOTES TO FINANCIAL STATEMENTS - YEAR ENDED DECEMBER 31, 2006

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 \$713,232).

2. CAPITAL ASSETS

| | Cost | Accumulated Amortization | Net Book Value | |
|--------------------------------|------------------|-----------------------------|------------------|-----------------|
| | | | 2006 | 2005 |
| Office furniture and equipment | \$19,330 | \$16,561 | \$ 2,769 | \$ 3,258 |
| Telephone equipment | 7,632 | 1,526 | 6,106 | 875 |
| Computer equipment | 33,949 | 22,191 | 11,758 | 13,833 |
| Computer software | <u>56,920</u> | <u>54,808</u> | <u>2,112</u> | <u>4,225</u> |
| | <u>\$117,831</u> | <u>\$95,086</u> | <u>\$ 22,745</u> | <u>\$22,191</u> |

3. DEFERRED REVENUE

| | 2006 | 2005 |
|--|------------------|------------------|
| Membership fees and certification fees | \$405,360 | \$400,888 |
| Conference revenues | <u>23,419</u> | <u>13,250</u> |
| | <u>\$428,779</u> | <u>\$414,138</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 |
|------|---------------------|------------------------|-----------------|
| 2007 | 37,200 | 78,527 | 15,000 |
| 2008 | 38,400 | 71,813 | - |
| 2009 | 38,400 | 68,984 | - |
| 2010 | 38,900 | 68,984 | - |
| 2011 | <u>16,500</u> | <u>68,984</u> | <u>-</u> |
| | <u>\$169,400</u> | <u>\$357,292</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:

| | 2006 | 2005 |
|-----------------------------------|------------------|------------------|
| Cash on deposit | 148,050 | 284,268 |
| Guaranteed Investment Certificate | 459,709 | 248,125 |
| Accrued interest receivable | 25,515 | 23,705 |
| Common shares | <u>126,176</u> | <u>111,715</u> |
| | <u>\$759,450</u> | <u>\$667,813</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

| | 2006 | 2005 |
|---|------------------|------------------|
| Bank | \$ 87,383 | \$120,321 |
| Deposit with ING Direct | 144,599 | 282,453 |
| Deposit with RBC Dominion Securities Inc. | <u>3,451</u> | <u>1,815</u> |
| | <u>\$235,433</u> | <u>\$404,589</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 2006

Committees

Board of Directors

President

Linda Rammage

Past President

Selene Tash

National Student

Advisor

Stéfanie Brunelle

University Director

Elizabeth Kay-Raining Bird

Territories

Carol Miller-Deuling

British Columbia

Terence Miranda

Alberta

Kathy Packford

Saskatchewan

Carrie Stacey

Manitoba

Dale Kotowsky

Ontario

Tracie Lindblad

Quebec

Isabelle Cabot

New Brunswick

Linda Walsh

Nova Scotia

Susan McNeil

Prince Edward Island

Nicole Léger

Newfoundland & Labrador

Kathy Freeman

Executive Committee

Linda Rammage, Chair
Selene Tash
Terence Miranda
Nicole Léger

Staff: Ondina Love

Nominations Committee

Selene Tash, Chair
Nicole Léger
Frances Monro
Terence Miranda
Carrie Stacey
Isabelle Cabot

Staff: Ondina Love

CASLPA Representative to the Cochrane Network/ Centre

Rosemary Martino

Ethics Committee

Carrie Stacey, Chair
Kathy Packford
Isabelle Cabot
Tracie Lindblad

Staff: Sharon Fotheringham
Chantal Lalonde

CASP

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

Staff: Chantal Lalonde

Awards and Recognition Committee

Kathy Freeman, Chair
Jeanne Finn-Allen
Natalie Vertefeuille
Stéfanie Brunelle
Michele Anderson
Robin Springer
Deryk Beal
Kristina Ostermann
Chris Santilli
Rachel Liu
Lynn Ellwood

Staff: Angie D'Aoust
Phyllis Schneider

Clinical Research Grants Committee

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

Staff: Chantal Lalonde

Certification Examination Committees

Audiology

Nancy Smith, Chair
Cynthia Tompkins
Marlene Bagatto
Navid Shahnaz
Manon Ethier
Grace Shyng

Speech/Language Pathology

Anne Lopushinsky, Chair
JB Orange
Cindy Dobbelsteyn
JoAnne Wilding
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
Jerri-Lee Ducharme
Julie Evans

Staff: Ondina Love

Standards Advisory Committee

Nicole Léger, Chair
Margaret Melanson
Anne Lopushinsky
Nancy Smith
Carol Miller-Deuling
Linda Walsh
Susan McNeil

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 D'Aoust

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

Administrative Assistant
Nancy Vardy

