Canadian Association of Speech-Language Pathologists and Audiologists

2007 Annual Report
If 2006 was a banner year for profiling our professions, in 2007 CASLPA members, directors and staff proved that we can outdo ourselves. How? … by tripling the number of Canadians reached through our media events: release of radio public service announcements, presentation of two high-profile press conferences, and contributions to numerous popular Canadian magazines, newspapers and professional publications … by attracting more visitors to our website from various professions and from the public, in Canada and internationally … and by addressing key issues impacting on communication health to government officials. By keeping our finger on the pulse, we were able to optimize the timing of our media events and discussions with government so they had maximum impact.

Our website has become a hub of activity for members, would-be members, the public and other professionals. By expanding our Find a Professional section Canadians looking for our professional services have been rewarded for their efforts, and more people are looking for us. By providing resources to supplement our press conferences, our media section has attracted parents, teachers, health and education employers, reporters and politicians who are now more aware of two common hazards to communication development and health in our society: noisy classrooms and loud toys, and how to prevent and mitigate these problems.

Our relationships with other health and education professionals continued to grow as we increased our partnerships for lobbying federal government agencies to improve health, education and social environments for Canadians. By working with multidisciplinary groups, such as the Health Action Lobby, CASLPA has ensured the perspectives of audiologists, speech-language pathologists and supportive personnel are reflected in recommendations on critical issues such as health human resources, and that we contribute to the strength in numbers required to effect change. A rewarding side-effect of these collaborations has been the opportunity to educate other professionals on the scope of our professional expertise.

Our members continue to look to CASLPA to offer guidance on professional standards and practice issues and the CASLPA clinical certification program remains one of the most valued benefits for professional members. By working with our partner organizations in the UK, US, and Australia, we have made significant progress toward expanding our international mutual recognition agreement partnerships to include New Zealand and Ireland, which facilitates professional mobility. By discussing the evolution of the professions, practice standards, and credentialing trends with other organizations concerned about our practice and the public interest, CASLPA is helping its members look to the future and plan for inevitable change. By offering members the best continuing education opportunities possible and seeking to improve access for all members, CASLPA supports our desire to keep pace with our rapidly changing knowledge base, skills and responsibilities in the professional world. By launching a clinical research grant program, and offering the student scholarship program, CASLPA has nurtured our ambitions to improve the quality of our professional services.

CASLPA members have demonstrated that we are proud owners of our mutual success. In 2007, our membership and member involvement continued to grow. By working together we have strengthened our message, expanded our horizons and proved that CASLPA can!

Linda Ramage, PhD, S-LP(C)
President
A Review of our Strategic Highlights and Significant Achievements

Support Health and Education Human Resources

► Completed and distributed a supportive personnel salary survey.
► A human resources (HR) task force produced a comprehensive report outlining data gaps as identified to support HR planning; strategies to address HR planning activities and recommendations.

Represent Interests to the Federal Government

► Held two press conferences on Parliament Hill that highlighted audiologists as the experts in hearing health. A press conference on classroom acoustics was held October 1, 2007 and a Noisy Toys conference was held on December 10.
► Reached more than 31 million Canadians, through 228 media segments, including a CTV National news report, with the campaign on classroom acoustics.
► Held numerous meetings with MPs regarding revision of the current legislation on noisy toys.
► Continued meetings with Veterans Affairs Canada/Blue Cross at the CASLPA conference.

Educate other Health and Education Professionals

► Participated in various committees and meetings including: the Human Resources Joint Committee for Cancer, the Working group with the Canadian Patient Safety Institute and Neuroscience and Mental Health.
► Exhibited at the National Teachers Federation conference to educate teachers about the role of speech-language pathologists, audiologists, and supportive personnel.

Expand Professional Standards

► Published CASLPA position papers on dysphagia in adults and the professional doctorate degree in audiology.
► Participated in a drafting a paper and presentation on the history of terminology in communication sciences and disorders at the International Association of Logopaedics and Phoniatrics in Copenhagen.
► Administered the clinical certification exams to 201 applicants and certified 279 individuals.

Increase CASLPA Membership

► Increased supportive personnel membership by 82%.
► Increased total membership by 4.25% (renewal rate of 97%) bringing the total number of CASLPA members to 5,348.
► 41% of members renewed their membership online (42% increase from 2006).
► Designed and distributed a flyer promoting CASLPA for insertion into L’Ordre des orthophonistes et audiologistes du Québec’s September mailing to its members.
► Conducted an Ontario recruitment campaign. 94 individuals took advantage of the free trial membership offered and 21 were converted to full memberships.

Improve Communications with Members

► Enhanced and expanded French content on the website and visits to the French side of the site increased 26%.
► Developed a new web area to educate members about the provincial education fund and its application process.
► Conducted a CommunE-cate readership survey that indicated a high member satisfaction rating.
► Successfully launched the new 25+ year membership recognition program.
► Experienced triple the visits to the CASLPA website chat area in the past year.
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, 2006 and December 31, 2007 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, 2006 and December 31, 2007 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 19, 2008

STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31, 2007

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues/standards</td>
<td>$1,034,738</td>
<td>$962,047</td>
</tr>
<tr>
<td>Exam fees</td>
<td>85,250</td>
<td>92,650</td>
</tr>
<tr>
<td>Publications</td>
<td>196,498</td>
<td>204,721</td>
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<tr>
<td>Conference</td>
<td>246,275</td>
<td>191,201</td>
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<tr>
<td>Administration</td>
<td>62,889</td>
<td>81,944</td>
</tr>
<tr>
<td>Pan Canadian Alliance</td>
<td>1,700</td>
<td>1,500</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>1,627,350</td>
<td>1,534,083</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and benefits</td>
<td>768,943</td>
<td>716,049</td>
</tr>
<tr>
<td>Meetings</td>
<td>134,468</td>
<td>118,055</td>
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<tr>
<td>Prof. Fees &amp; Honorariums</td>
<td>57,552</td>
<td>61,751</td>
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<tr>
<td>Printing</td>
<td>45,978</td>
<td>53,564</td>
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<tr>
<td>Translation</td>
<td>26,083</td>
<td>24,776</td>
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<tr>
<td>Promotions</td>
<td>82,454</td>
<td>95,907</td>
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<tr>
<td>Certification Exams</td>
<td>35,577</td>
<td>36,298</td>
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<td>Student Activities</td>
<td>5,125</td>
<td>1,919</td>
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<tr>
<td>Strategic Planning / Board Education</td>
<td>2,785</td>
<td>1,326</td>
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<tr>
<td>Rent</td>
<td>76,310</td>
<td>79,527</td>
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<tr>
<td>Legal and Accounting</td>
<td>12,599</td>
<td>7,480</td>
</tr>
<tr>
<td>Communications</td>
<td>14,838</td>
<td>14,589</td>
</tr>
<tr>
<td>Postage and courier</td>
<td>48,937</td>
<td>52,177</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>19,470</td>
<td>19,168</td>
</tr>
<tr>
<td>Insurance</td>
<td>3,330</td>
<td>3,181</td>
</tr>
<tr>
<td>Equipment leases</td>
<td>24,812</td>
<td>21,222</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>23,097</td>
<td>17,993</td>
</tr>
<tr>
<td>Amortization</td>
<td>5,804</td>
<td>8,521</td>
</tr>
<tr>
<td>Support Personnel</td>
<td>1,453</td>
<td>831</td>
</tr>
<tr>
<td>Conference</td>
<td>227,309</td>
<td>171,595</td>
</tr>
<tr>
<td>Pan Canadian Alliance</td>
<td>2,087</td>
<td>2,682</td>
</tr>
<tr>
<td>Awards &amp; Scholarships</td>
<td>575</td>
<td>493</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>1,619,386</td>
<td>1,508,904</td>
</tr>
</tbody>
</table>

EXCESS OF REVENUE (DEFICIENCY) OVER EXPENDITURES $7,964 $25,179
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 $890,783).

2. CAPITAL ASSETS

<table>
<thead>
<tr>
<th>Cost</th>
<th>Accumulated Amortization</th>
<th>Net Book Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office furniture and equipment</td>
<td>$19,330</td>
<td>$16,976</td>
</tr>
<tr>
<td>Telephone equipment</td>
<td>7,632</td>
<td>2,748</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>33,949</td>
<td>25,130</td>
</tr>
<tr>
<td>Computer software</td>
<td>56,920</td>
<td>55,864</td>
</tr>
<tr>
<td>$117,831</td>
<td>$100,718</td>
<td>$17,113</td>
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</table>

3. DEFERRED REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees and certification fees</td>
<td>$584,391</td>
<td>$405,360</td>
</tr>
<tr>
<td>Conference revenues</td>
<td>19,200</td>
<td>23,419</td>
</tr>
<tr>
<td>$603,591</td>
<td>$428,779</td>
<td></td>
</tr>
</tbody>
</table>

4. COMMITMENTS

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

<table>
<thead>
<tr>
<th></th>
<th>Conference Planning</th>
<th>Premises and Equipment</th>
<th>CASLPA Editor</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>38,400</td>
<td>71,813</td>
<td>15,000</td>
</tr>
<tr>
<td>2009</td>
<td>38,400</td>
<td>68,984</td>
<td>15,000</td>
</tr>
<tr>
<td>2010</td>
<td>38,900</td>
<td>68,984</td>
<td>15,000</td>
</tr>
<tr>
<td>2011</td>
<td>16,500</td>
<td>68,984</td>
<td>15,000</td>
</tr>
<tr>
<td>2012</td>
<td>897,872</td>
<td>126,176</td>
<td>$45,000</td>
</tr>
<tr>
<td></td>
<td>$347,749</td>
<td>$897,872</td>
<td>$759,450</td>
</tr>
</tbody>
</table>

5. FINANCIAL INSTRUMENTS

For cash, short term investments, accounts receivables, and accounts payables 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:

<table>
<thead>
<tr>
<th>Year</th>
<th>Cash on deposit</th>
<th>Guaranteed Investment Certificate</th>
<th>Accrued interest receivable</th>
<th>Common shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>47,634</td>
<td>696,881</td>
<td>10,898</td>
<td>142,459</td>
</tr>
<tr>
<td>2008</td>
<td>113,200</td>
<td>68,984</td>
<td>25,515</td>
<td>$897,872</td>
</tr>
<tr>
<td></td>
<td>$347,749</td>
<td></td>
<td>126,176</td>
<td>$759,450</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank</td>
<td>$101,706</td>
<td>$87,383</td>
</tr>
<tr>
<td>Deposit with ING Direct</td>
<td>47,486</td>
<td>144,599</td>
</tr>
<tr>
<td>Deposit with RBC Dominion Securities Inc</td>
<td>696,881</td>
<td>443,199</td>
</tr>
<tr>
<td></td>
<td>149,340</td>
<td>235,433</td>
</tr>
</tbody>
</table>

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 2007

**Board of Directors**

**President**
Linda Rammage

**President Elect**
Linda Walsh

**National Student Advisor**
Annie Porter

**University Representative**
Elizabeth Kay-Raining Bird

**Territories**
Carol Miller-Deuling

British Columbia
Sue Wastie

Alberta
Kathy Packford

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
Kathy Miles

**Executive Committee**
Linda Rammage, Chair
Linda Walsh
Tracie Lindblad
Dale Kotowsky

Staff: Ondina Love

**Nominations Committee**
Linda Walsh, Chair
Kathy Miles
Kathy Packford
Carol Miller-Deuling
Melanie Osmond
Mandy Kay-Raining Bird

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**CASLPA Representative to the Cochrane Network**
Rosemary Martino

**Ethics Committee**
Kathy Packford, Chair
Carrie Stacey
Anne Mason-Browne
Tracie Lindblad
Sue Wastie

Staff: Sharon Fotheringham

**Clinical Research Grants Committee**
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Greg Noel
Tracie Lindblad
Janice McKay
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Staff: Chantal Kealey

**Clinical Certification Examination Committees**

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Nancy Smith, Chair
Cynthia Tompkins
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Manon Ethier
Grace Shyng

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Colleen Braun-Janzen

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Dominic Leach (Elks)
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Janet Montgomery
Suzanne Hamilton
Heather Schilling
Lynne Bailey

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Anne Lopushinsky
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Melanie Osmond

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Mary Lynn Taschereau-Park, Chair
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Leanne Gardiner
Ann Rollins
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Carol Miller-Deuling
Darlene Kowalchuck

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**CASLPA National Office**

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Ondina Love

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Angie D’Aoust

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