

The Canadian Association of Speech-Language Pathologists & Audiologists
Our members help the people of Canada communicate.



ANNUAL REPORT

2011





“The CASLPA board, staff and members should all be commended for embracing so much change over this past year. CASLPA has taken the opportunity that change affords to inject new vision and recharged enthusiasm into everything we do; and we are really starting to see the positive results from a year of very hard work!”

CASLPA President, Gillian Barnes, M.A., S-LP (C)

Message from the President & Executive Director

Year of change in the CASLPA office

2011 was both a challenging and exciting year. There were a number of staff changes at the CASLPA national office, which the management team saw as an opportunity to rethink roles and responsibilities and ensure that everyone was well-placed to contribute their best to the association.

It was a year of significant transition with the departure of **Ondina Love**, who served the organization as executive director for approximately ten years.

Joanne Charlebois joined the association in July and worked with the board of directors and staff to develop a new three-year strategic plan.

Other Staff Changes :

Sharon Fotheringham, Director of Speech-Language Pathology and Standards retired.

Shirley MacQueen, Membership/Administrative Assistant retired.

Angie D'Aoust, Communications Director left CASLPA to accept a career opportunity with another national association.

Krystle van Hoof started as Director, Communications and Public Affairs in November.

Carla Di Gironimo started as Director of Speech-Language Pathology and Standards in July.

Mallory Penney started in May as the Communications Coordinator.

Olga Novoa started in April as the Multimedia and Production Designer.

Change Brings Opportunity

Staff turnover created some transition periods and a larger workload for staff; a challenge they rose to by evaluating how they had been doing things and developing more efficient procedures wherever possible. These changes have meant, among other things, more effective program and activity coordination and better support for committees.

Joanne took advantage of her own fresh perspective on things and the new staff to reorganize responsibilities. This realignment allowed her to take advantage of some 'hidden talents' that staff had acquired in previous positions and put them to good use. The new team is working exceptionally well and is focused on the 2012 operational plan.

Striking a Balance

The CASLPA Board of Directors must balance the needs of a diverse membership with different professions and areas of specialization who work in an ever-changing environment. Having successfully completed the goals of the 2009-2011 strategic plan and under the guidance of a facilitator and CASLPA's new executive director, the board of directors and senior staff met in mid-September to develop the future strategic priorities for the association based on the membership survey results; with any ongoing projects being moved forward into the new plan.

A New Strategic Plan

The board made significant changes in three key areas:

The former Advocacy and Awareness goal was re-defined as two separate goals – Advocacy and Promotion.

The Evidence-Informed Practices, Continuing Education and Research goal was replaced with a new goal – Professional Excellence – incorporating the focus of the former goal.

A new goal was created for Association Performance. The prior goal, System Funding and Human Resources, was eliminated as the intent of the goal was being addressed through CASLPA's advocacy initiatives.

Advocacy

Throughout 2011, CASLPA continued to maintain regular communication with key federal MPs, meeting with them and apprising them of our initiatives, concerns and our positions on a variety of issues.

As the new Executive Director, stakeholder consultation was high on the agenda for Joanne; she worked to foster strong working relationships and to develop a greater understanding of the ever-changing landscape for our professions and the important role that CASLPA members play.

In the area of international relations, Joanne attended the annual convention of the American Speech-language and Hearing Association in San Diego where she had the opportunity to meet with several organizations with whom CASLPA has a Mutual Recognition Agreement, i.e. New Zealand, United States, Australia and Ireland. The organizations took this rare face-to-face opportunity to hold the first formal planning meeting for the Global Year of Communication (GYC). The GYC will take place in 2014 and requires a great deal of planning lead time.

Teamwork

Much of the work that we have described here was accomplished largely through teamwork at all levels. In this respect, we consider ourselves fortunate to have an engaged board of directors, dedicated staff and an incredible group of volunteers who are ensuring that CASLPA stays on course towards achieving its objectives. **We would like to take this opportunity to thank them all for their outstanding support this past year.**

“The new team is working exceptionally well and is focused on the 2012 operational plan.”



CASLPA E.D., Joanne Charlebois

2011 Member Survey Results

CASLPA invited association members to provide input through an online survey in 2011. We developed the survey based on questions asked in 2009 in order to evaluate progress and determine the currency of ongoing issues. We received a total of 1,495 responses for a response rate of 26%. Here are some of the conclusions that came out of the results:

We Hear You

Members' sense that they are heard by their association. Representations to different stakeholders is an area that needs improvement – although benchmarks are slightly higher than in other professional associations.

Lobbying

Members identified lobbying the federal government and promoting the professions almost unanimously as top roles for CASLPA. Educating the public and continuing education were also identified as top priorities.

Reasons for Membership

Critical reasons for membership included: raising public awareness of communication issues and the professions; clinical certification; professional credibility and legitimacy; and advocacy/lobbying government on communication issues.

Communications

CASLPA continues to excel in effectively communicating to its members. Members desire more information on trends and issues, advocacy and government relations, third party payer updates and professional development opportunities.

Member Services

CASLPA continues to sit in the 'excellent' category for member services; although satisfaction with conference is lower than for other offerings.

Member Satisfaction

Member satisfaction has been consistent since 2008 with CASLPA's performance and governance. Strengths continue to be open and proactive decision-making and confidence in board leadership.

Messages From the Board of Directors

“The strategic planning sessions in Halifax were handled really well by the facilitator, Directors, and staff. The resulting action items are clear, specific, and important.”

“The executive and staff in Ottawa deserve a lot of credit, in my opinion, for managing the departure of employees and the hiring/welcoming of new ones in a manner that was minimally disruptive to members.

“CASLPA hosted a great conference in Montreal and will definitely enjoy a successful event in St. John’s: bookends to a hectic year for the Association! But it was ultimately a productive and positive one.

“I’m optimistic about the future as the new team seems to be going great so far.”

“Lobbying initiatives for audiology bore significant fruit this past year.”

“The strategic planning outcomes following the 2011 membership survey was one of this year’s greatest accomplishments.”

“Despite the executive director and other senior employees turnover, an efficient succession plan was successfully put in place and has been steadily rising in productivity.”

“This year’s challenges forced the team to redefine, prioritize and engage in a retrospective study to define CASLPA and engage fresh perspectives.”

“A great team and specific goals are in place. The future looks busy, challenging and bright!”

Continuing Education

2011 CASLPA Conference

- Hosted in Montreal, QC from Apr. 27 - 30
- 494 delegates were registered

2-day Autism Workshop

- CASLPA and the Children's Autism Services of Edmonton (CASE) co-hosted a 2-day autism workshop with Amy Wetherby in Edmonton, AB on Jan. 14 & 15, 2011
- 96 delegates were registered

1-day Cochlear Implants Workshop

- CASLPA hosted a 1-day cochlear implants workshop with Anu Sharma in Richmond, BC on Sept. 9, 2011
- 31 delegates were registered

1-day Language & Literacy Workshop

- CASLPA hosted a 1-day language and literacy workshop with Wayne Secord in Halifax, NS on Sept. 9, 2011
- 38 delegates were registered

Webcasts

- Two three-hour webcasts and fourteen contributed paper presentations recorded at the 2011 conference were launched.
- The six-hour webcast of Wayne Secord's language and literacy workshop was launched.



Conference delegates mingle and enjoy the entertainment at the president's reception

2011 Award Recipients



Lifetime Achievement Award

Leslie Wellman

National Clinical Certification Exam Award

Lyndsay Martin (Speech-Language Pathology)

Mary S. MacDonald (Audiology)

Supportive Personnel Award

Lynn Roy

Editors Award

Janis Carscadden

Pamela Corsiatto

Lita Ericson

Robin Illchuk

Carrie Esopenko

Erin Fenton

Gregory Wells

Scott Oddie

Eve Kassirer Award for Outstanding Achievement

Catriona M. Steele

Award of Excellence for Interprofessional Collaboration

Early Language and Literacy Program Partnership Team:
School District No. 23, Kelowna, BC

Mentorship Award

Carla Scholten,

Promotions Award

Jason Schmiedge

Cassandra Grabowski

Consumer Advocacy Award

Mike Hughes (posthumous)

Isabel Richard Student Paper Award – Non-doctoral

Karine Dupuis

Student Excellence Awards:

April King,

Emilie Leroux

Andréa Martin

Jacob Sulkers

Sarah Dhooge

Kaitlyn Watters

Ann Heafey

Jessica Davenport

Kelly-Ann Casey

Megan Staniforth

Catherine Thomassin

2011 Clinical Research Grants

CASLPA Clinical Research Grant

Li Qi

Saint Elizabeth Grant

Brea Chouinard

Key Accomplishments

- A record 302 candidates wrote the CASLPA clinical certification examinations in 2011; 266 passed the exam and became members of the association. There are currently 4,586 certified CASLPA members.
- CASLPA, through funding from Health Canada, completed a quantitative and qualitative study of speech-language and hearing services for First Nations, Métis and Inuit Communities in Canada.
- 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.
- CASLPA completed a survey on Working Conditions in Schools. The recommendations from the survey are intended to identify guidelines for optimal delivery of services to children requiring speech-language and hearing intervention in schools.

CASLPA Certified Members



- As a result of extensive efforts, non-Insured Health Benefits for First Nations and Inuit now recognizes audiologists as prescribers of audiology services and equipment
- Supportive personnel focus groups were conducted to better prepare for strategic planning. Some key points came out of these focus groups, which will allow CASLPA to continue addressing important issues and initiatives including revisions to the CASLPA Supportive Personnel Guidelines, scope of practice and professional development opportunities.
- The Minister of Community Safety and Correctional Services asked CASLPA to provide an expert opinion on their draft document 'Review of Police Use of Long Range Acoustic Devices'. CASLPA made a submission with several recommendations for inclusion in the report.
- CASLPA sought written clarification from Veterans Affairs Canada (VAC) regarding battery audits for the POC (3) Audiology program. VAC's legal counsel provided an opinion on the matter and CASLPA relayed to members that battery clubs are not considered a form of solicitation and providers can include VAC clients.
- The annual meeting of the Federal Healthcare Partnership (which includes VAC, Blue Cross Medavie, Health Canada (NIHB), RCMP and the DND) took place at the CASLPA conference April 27, 2011 in Montreal to address issues as they relate to federal audiology services.
- Peter Julian, MP, re-tabled a private member's bill on the Disability Tax Credit for hearing loss June 22, 2011, now called Bill C- 246; CASLPA issued a press release on June 23, 2011 in support of this bill.

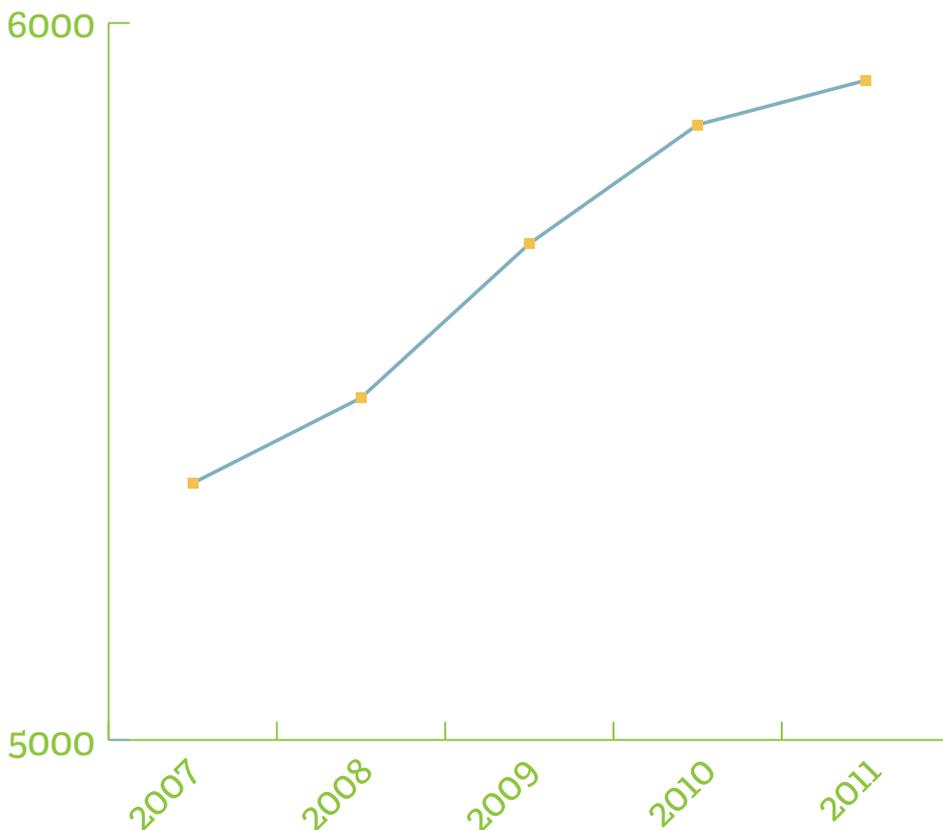
Membership

In 2011, CASLPA membership continued its steady climb; at the end of the year, we had 62 more members than in 2010.

The 2011 regular member renewal rate was 94.1%, which is very good, though a slight dip from the 96.2% rate we experienced in 2010.

Members continue to embrace the online renewal process we have put in place; with 81.8% of our 2010 renewals being done online compared with 68% in 2010.

Membership Growth Over Five Years



Public Awareness

Public Service Announcements

CASLPA continued to ensure that the professions are in the eye of the public throughout 2011. We continued our relationship with NewsCanada to distribute public service announcements to publications across Canada, with a particular focus on Speech and Hearing Awareness Month in May.

A total of 72 articles were published both online and print publications with a total readership of 4,532,823. The breakdown by publication was as follows:

- **Web: 29 articles**
- **Magazine: 2 articles**
- **Daily: 2 articles**
- **Community paper: 39 articles**

Media Relations

CASLPA continued to stay on top of current issues and to ensure that the priorities of our members were at the forefront by communicating with the media through news releases and by organizing interviews with CASLPA directors, staff and members. **In 2011, we sent out a total of 20 releases to the media; as compared to 14 in 2010.**

Websites

The site statistics for both CASLPA's main site at www.caslpa.ca and our public-facing site at www.speechandhearing.ca have continued to improve. More people are visiting both sites throughout the year and spending more time looking around once they get there. Our 'bounce rate' has also been steadily improving; meaning that we have fewer people navigating to the site and leaving immediately because they find they aren't in the right place.

Social Media

Throughout 2011, we continued to connect with members through our social media channels: twitter, Facebook and YouTube. Our twitter following has been our most successful endeavour in the world of social media, with our **number of followers increasing by 74% in 2011. Views on our YouTube channel went up by 22% to a total of 3,132 in 2011.**

Media Coverage Highlights

The King's Speech

The 2010 Oscar-nominated film about King George the IV's struggle with stuttering, led to a number of opportunities for CASLPA members to speak to the media throughout 2011. These interviewed helped to put the spotlight on the struggles faced by individuals with communication disorders and the important role that speech-language pathology plays in helping them to communicate.

CASLPA members, **Kara Beck** of Ottawa and **Susan Lolacher** of Regina, were both interviewed in Regina's Leader Post about stuttering in the context of the King's Speech.

Saskatchewan member, **Donna Peterson**, was interviewed by the Canadian Press and News Talk 650 out of Saskatchewan about the film.

Nicole Baskerville, a member from Manitoba, was interviewed on Citytv's Breakfast Television about how The King's Speech is raising the profile of stuttering.

Independent Auditors' Report to the Members

We have audited the accompanying financial statements of Canadian Association of Speech-Language Pathologists and Audiologists, which comprise the statement of financial position as at December 31, 2011, and the statements of operations and changes in net assets 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 generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we 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 reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

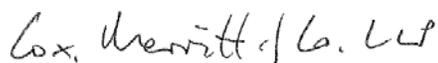
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Canadian Association of Speech-Language Pathologists and Audiologists as at December 31, 2011 and the results of the operations for the year then ended in accordance with Canadian generally accepted accounting principles.

Other Matter

Comparative figures for 2010 were audited by other accountants.



COX, MERRITT & CO. LLP
Chartered Accountants
Licensed Public Accountants

Ottawa, Ontario
March 21, 2012

Statement of Financial Position

as at December 31, 2011

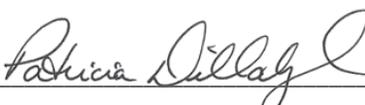
	2011	2010
Assets		
Cash	\$ 284,198	\$ 345,264
Short term investments	1,210,922	1,042,886
Accounts receivable	37,676	42,494
Inventory	1,703	1,906
Prepaid expenses	46,977	36,580
	1,581,476	1,469,130
Capital assets (Note 3)	10,589	13,926
	\$ 1,592,065	\$ 1,483,056
Liabilities		
Accounts payable and accrued liabilities	\$ 77,485	\$ 52,473
Deferred revenue (Note 4)	1,000,461	982,547
	1,077,946	1,035,020
Net Assets		
Unrestricted	426,838	366,471
Invested in capital assets	10,589	13,926
Advocacy fund	5,600	5,600
Education fund	10,627	10,627
Charitable fund	60,465	51,412
	514,119	448,036
	\$ 1,592,065	\$ 1,483,056

Commitments (Note 6)

Approved on behalf of the Board



Director



Director

Statement of Operations

Year Ended December 31, 2011

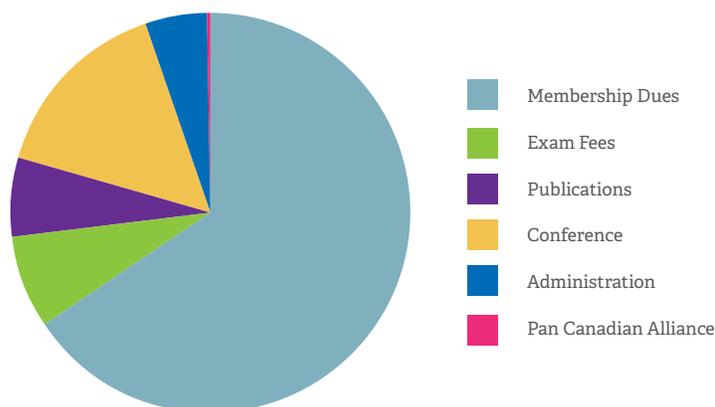
	2011	2010
Revenues		
Membership dues/standards	\$ 1,294,603	\$ 1,240,257
Exam fees	152,260	126,427
Publications	126,913	119,580
Conference	297,805	159,464
Administration	100,579	122,573
Pan Canadian alliance	2,150	2,960
	1,974,310	1,771,261
Expenditures		
National Office		
Salaries and benefits	968,010	948,467
Bad debts	-	350
Meetings	165,828	151,511
Professional fees and honorariums	81,537	73,027
Printing	8,467	45,621
Translation	27,339	28,328
Promotions	83,985	69,448
Certification exams	60,563	41,930
Student activities	4,378	5,200
Strategic planning / Board education	9,495	839
Overhead		
Rent	94,940	87,609
Legal and accounting	16,751	8,266
Communications	15,227	13,633
Postage and courier	11,773	34,055
Office supplies	15,886	21,243
Insurance	3,674	3,572
Equipment leases	21,317	18,269
Bank charges	41,582	33,136
Amortization	3,337	4,345
Special Projects		
Support personnel	63	355
Conference	214,861	158,324
Pan Canadian alliance	2,488	3,039
Awards and scholarships	776	406
Member surveys	16,959	1,845
Aboriginal study	35,986	49,814
	1,905,222	1,802,632
Excess (deficiency) of revenues over expenditures	\$ 69,088	\$ (31,371)

Statement of Changes in Net Assets

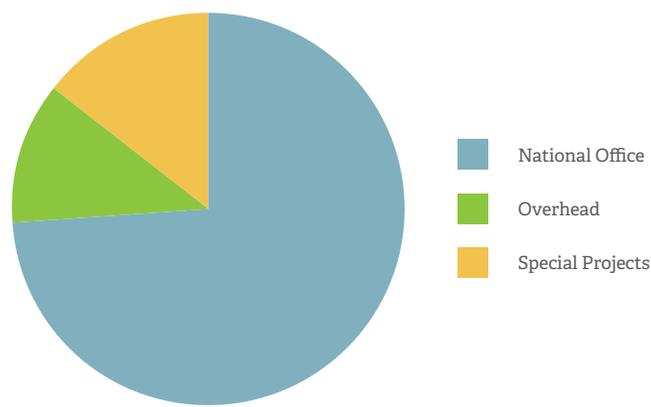
Year Ended December 31, 2011

	Invested in Capital Assets	Advocacy Fund	Education Fund	Charitable Fund	Unrestricted	Total 2011	Total 2010
Balance, beginning of year	\$ 13,926	\$ 5,600	\$ 10,627	\$ 51,412	\$ 366,471	\$ 448,036	\$ 470,893
Excess (deficiency) of revenues over expenditures	(3,337)	-	-	-	72,425	69,088	(31,371)
Interfund transfers (Note 5)	-	-	-	9,053	(9,053)	-	-
Unrealized losses	-	-	-	-	(3,005)	(3,005)	8,514
Balance, end of year	\$ 10,589	\$ 5,600	\$ 10,627	\$ 60,465	\$ 426,838	\$ 514,119	\$ 448,036

Revenues



Expenditures



Notes to Financial Statements

Year Ended December 31, 2011

1. Operations

Canadian Association of Speech-Language Pathologists and Audiologists (the "Association") was incorporated on November 10, 1975 by Letters Patent 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.

2. Significant accounting policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles and include the following significant accounting policies:

(a) Fund accounting

The Association follows the deferral method of accounting.

The Unrestricted 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).

The Advocacy 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.

The Education Fund is designated to provide continuing education.

The Capital Asset Fund reports the assets, liabilities, revenues and expenditures related to the Association's capital assets.

The Charitable Fund is designated for qualifying expenditures to be ascertained by the Board.

(b) Capital assets

Capital assets are stated at cost. Amortization is provided on a declining-balance basis at the following annual rates:

Office furniture and equipment	15%
Telephone equipment	20%
Computer equipment	25%
Computer software	50%

2. Significant accounting policies (cont'd)

(c) Revenue recognition

Revenues are generally recognized in the accounts in the year in which they are earned. Monies received from memberships, conference fees and government grants in years prior to when they will be earned are recorded in the accounts as deferred revenue.

(d) Use of estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from these estimates.

3. Capital assets

	Cost	Accumulated amortization	Net 2011	Net 2010
Office furniture and equipment	\$ 19,945	\$ 18,342	\$ 1,603	\$ 1,889
Telephone equipment	7,632	5,642	1,990	2,501
Computer equipment	43,733	36,879	6,854	9,224
Computer software	57,638	57,496	142	312
	\$ 128,948	\$ 118,359	\$ 10,589	\$ 13,926

4. Deferred revenue

	2011	2010
Membership fees and certification fees	\$ 986,761	\$ 961,163
Conference revenues	13,700	21,384
	\$ 1,000,461	\$ 982,547

5. Interfund transfers

A transfer of \$9,053 was made from the Unrestricted Fund to the Charitable Fund for charitable donations received in the amount of 11,365 (2010 - \$14,681), interest allocated in the amount of \$1,188 (2010 - \$NIL) and grants issued from the charitable fund during the year in the amount of \$3,500 (2010 - \$11,000).

Notes to Financial Statements

Year Ended December 31, 2011

6. Commitments

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

2012	\$	92,130
2013		88,867
2014		87,780
2015		86,770
2016		71,468

7. Financial instruments

The Association's financial assets consist of cash, short term investments and accounts receivable. Short term investments are classified as available for sale and recorded at fair value. Cash is classified as held-for-trading and is recorded at fair value. Unrealized gains and losses are recognized directly in the statement of changes in net assets for the period in which they arise. Accounts receivable are classified as other receivables. Accounts receivable are recorded at amortized cost with gains and losses reported in the statement of operations for the period in which they arise.

The Association's financial liabilities include accounts payable and accrued liabilities. These liabilities are classified as other liabilities and are accounted for at amortized cost with gains and losses reported in the statement of operations for the period in which they arise.

It is management's opinion that the Association is not exposed to significant interest, currency or credit risks arising from these financial instruments.

8. Capital disclosure

The Association considers its capital to be the balance maintained in net assets. The primary objective of the Association is to invest its capital in a manner that will allow it to continue as a going concern and comply with its stated objectives. Capital is invested under the direction of the board of directors of the Association with the objective of providing a reasonable rate of return, minimizing risk and ensuring adequate liquid investments are on hand for current cash flow requirements. The Association is not subject to any externally imposed financial requirements.

9. Statement of Cash Flows

The Association has not prepared a Statement of Cash Flows because it would not provide any additional meaningful information.

10. Comparative figures

Certain comparative figures have been reclassified to conform with the financial statement presentation adopted for the current year.

CASLPA Board of Directors



**Gillian Barnes,
S-LP(C)**
President



**Leslie Sarchuk,
S-LP(C)**
Manitoba



Sean Kinden, Aud(C)
Newfoundland &
Labrador



**Judy Meintzer,
S-LP(C)**
President-Elect



**Patricia Dillabough,
S-LP(C)**
Ontario



Melanie Moore
National Student
Advisor



**Katie Scozzafava,
S-LP(C)**
Territorial



Roula Baali, Aud(C)
Québec



**Navid Shahnaz,
Aud(C)**
University
Representative



**Barbara Burnet,
S-LP(C)**
British Columbia



Nadine Jacob, Aud(C)
New Brunswick



Ex-officio
**Mary Lynn
Taschereau-Park, SP**
Supportive Personnel



**Melanie Osmond,
S-LP(C)**
Alberta



Duncan Floyd, Aud(C)
Nova Scotia



**Laureen McIntyre,
S-LP(C)**
Saskatchewan



**Joan Chapman,
S-LP(C)**
Prince Edward Island

Standing Committees

Executive Committee

Gillian Barnes, President, S-LP(C)
Judy Meintzer, President-Elect, S-LP(C)
Patricia Dillabough, Treasurer, S-LP(C)
Sean Kinden, Director at Large, Aud(C)

Staff: Executive Director

Awards and Recognition Committee

Darrellyn Snider, Chair, S-LP
Estelle Arsenault, S-LP(C)
Cindy Bruce, S-LP(C)
Gina Goulding, Aud(C)

Cindy Millar, S-LP(C)
Melanie Moore – NSA
Donelda Moscrip, S-LP(C)
Melanie Osmond, S-LP(C)
Vicky Papaioannou, Aud(C)
Tracey Robertson, S-LP(C)
Mary Lynn Taschereau-Park, SP
Krista Trow, S-LP(C)

Staff: Director of Communications &
Public Affairs
CJSLPA Editor

Canadian Accreditation of Service Programs Committee (CASP)

Margaret Melanson, S-LP(C), Chair
Catherine Arthur-MacDonald, S-LP(C)
Susan Carroll-Thomas, S-LP
André Lafargue, Aud(C)
Heather Maessen, Aud(C)

Staff: Director of Audiology &
Supportive Personnel

Clinical Research Grants Committee

Navid Shahnaz, Aud(C), Chair
Cyne Johnston, Aud(C)
Tracie Lindblad, S-LP
Dorothy Mathews-Dana
Marianne McCormick, Aud(C)
Laureen McIntyre, S-LP(C)

Staff: Director of Audiology &
Supportive Personnel

Clinical Certification Examination Committees

Audiology

Grace Shyng, Aud(C), Chair
Christine Brown, Aud(C)
Rachel Caissie, Aud(C)
Carol McCullough, Aud(C)
Todd Mitchell, Aud(C)
Anna Van Maanen, Aud(C)

Staff: Director of Speech-Language
Pathology & Standards

Speech-Language Pathology

Colleen Braun-Janzen, S-LP(C), Chair
Donna Bandur, S-LP(C)
Melanie Campbell, S-LP(C)
Colleen Cole, S-LP(C)
Cindy Dobbelsteyn, S-LP(C)
Joanne Wilding, S-LP(C)

Ethics Committee

Sean Kinden, Aud(C), Chair
Patricia Dillabough, S-LP(C)
Pat Ellis, Aud(C)

Leslie Sarchuk, S-LP(C)
Mary Lynn Taschereau-Park, SP

Staff: Director of Speech-Language
Pathology & Standards

Expert Committee for Supportive Personnel Issues

Mary Lynn Taschereau-Park, SP, Chair
Janet Campbell, S-LP(C)
Charlotte Douglas, Aud(C)
Leanne Gardiner, Aud(C)
Sean Kinden, Aud(C)
Darlene Kowalchuk, S-LP(C)
Tammy McPhail, SP
Ann Rollins, SP

Staff: Director of Audiology &
Supportive Personnel

Nominations Committee

Judy Meintzer, S-LP(C), Chair
Leslie Sarchuk, S-LP(C)
Patricia Dillabough, S-LP(C)
Duncan Floyd, Aud(C)
Melanie Moore - NSA
Mary Lynn Taschereau-Park, SP

Staff: Executive Director

Scholarship Committee

Krista Sheehan, S-LP(C), Chair
Emily Balkam, S-LP(C)
Suzanne Hamilton, S-LP(C)
Crystal Klassen, S-LP(C)
Jennifer Paradis, S-LP(C)
Isabelle Richard, Aud(C)
Heather Schilling, Aud(C)
Tiffany Steeves, S-LP(C)
Elizabeth Busby – Elks Representative

Staff: Executive Director

Standards Advisory Committee

Barbara Burnet, S-LP(C), Chair
Colleen Braun-Janzen, S-LP(C)
Margaret Melanson, S-LP(C)
Melanie Osmond, S-LP(C)
Grace Shyng, Aud(C)

Staff: Director of Speech-Language
Pathology & Standards

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Canadian Association of Speech-Language Pathologists & Audiologists

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The national voice and recognized resource for speech-language pathology and audiology.

Mission

Supporting and empowering our members to maximize the communication and hearing potential of the people of Canada.

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