CASLPA Vision

The Canadian Association of Speech-Language Pathologists and Audiologists... the national voice and recognized resource for speech-language pathology and audiology.

CASLPA Mission

The Canadian Association of Speech-Language Pathologists and Audiologists... supporting and empowering our members to maximize the communication and hearing potential of the people of Canada.
What a year CASLPA has had! The board of directors’ activities have been guided by CASLPA’s vision and mission, through its three-year strategic plan. This plan was developed based on feedback from the membership survey. A complete status update is provided in the annual report, but here are some of the highlights of 2010.

Projects within all four key result areas of our strategic plan have been the focus of CASLPA activities. Board, staff and volunteers have been exceptionally busy. There has been a flurry of lobbying activities including press conferences to launch the Universal Newborn Health Screening (UNHS) and the National Working Group for the Disability Tax Credit. A presentation was made to the Federal Finance Committee on funding for UNHS and early identification programs for speech and language disorders. Numerous media releases were issued. Congratulations to all our members who have been in the news promoting our professions!

CASLPA continues to work with government agencies and stakeholder groups. Collaborative work with the Pan-Canadian Alliance has seen the development of wait times benchmarks, which are available on the CASLPA website. Work with the Canadian Interorganizational Steering Group (CISG) has led to the Infection Prevention and Control Guidelines and we are continuing to develop competency profiles in collaboration with the regulatory bodies. CASLPA continues to work with the Canadian Academy of Audiology (CAA) to host the 2016 World Congress of Audiology.

Contact with members continues to remain a priority and with the implementation of social media tools, keeping in touch with members has never been better. Thank you to the communications team for making CASLPA a leader in this area.

CASLPA held its first conference north of 60 in Whitehorse, Yukon. Continuing education opportunities have been offered based on member feedback, including a series of webcasts from the national conference and a successful autism workshop held in Toronto. Interactive electronic publications have been introduced to members and an online archive for CJSLPA was launched, which was selected as the Speechwoman site of the month for November 2010.

CASLPA signed a contract with the Canadian Institutes of Health Research (CIHR), the Institute for Aging and CIHR Institute for Neurosciences, Mental Health and Addiction to support collaborative research on vision, hearing and communication disorders.

The results of the 2011 membership survey will guide the strategic plan of 2012-2015. We look forward to continuing to embrace CASLPA’s vision, mission and values by being accountable, evidence based, inclusive, member-driven, responsive and visionary.

Congratulations CASLPA on a job well done. Thank you to all the volunteers who have so willingly brought their expertise to committees. Thank you to the staff of CASLPA who have risen to the occasion and worked in conjunction with the board. And finally, thank you to my colleagues on the board of directors. This amazing group of volunteers works tirelessly over and above their day jobs and family commitments on behalf of the association and its members. I look forward to continuing to work on your behalf and feel very privileged to be a part of such a dedicated organization.

Gillian Barnes, President
Advocacy and Awareness

A press conference was held on Parliament Hill to launch the UNHS position paper and lobbying efforts on early identification of speech, language and hearing disorders. CASLPA presented before the Federal Finance Committee to urge the government to commit funding in these areas.

CASLPA attended a meeting of the Liberal Party Social Policy Caucus on the subject of autism.

After years of CASLPA-led lobbying, Health Canada reduced the acceptable noise levels in toys to align with international standards.

CASLPA attended a Liberal Roundtable entitled The Health of Canadians: 2017 on Parliament Hill. It was a key opportunity to talk about the importance of early identification.

Reader’s Digest ran two full-page colour CASLPA ads, including one in their August national issue (Michael J. Fox and Parkinson’s cover story), giving CASLPA exposure to 700,000 readers.

CASLPA joined the Canadian Hard of Hearing Association’s National Working Group on the Disability Tax Credit (DTC) to lobby to make changes to the definitions and terminology on the DTC form for hearing loss. CASLPA participated in a press conference to support a private member’s bill on this issue.
Media activities in 2010 generated 501 media segments with an audience reach of 84,938,992. This is a 61 per cent increase over 2009. CASLPA was the subject of 204 web articles, 154 print articles, 84 retweets of CASLPA media releases on Twitter, 41 television segments and 18 radio shows.

CASLPA held a successful multimedia contest and the May Month slogan contest was also an overwhelming success with 1,246 entries. The slogan *Speak Well, Hear Well, Live Well* was the winning entry, selected by 17 per cent of 2,063 voting members.

The CASLPA board of directors distributed ear plugs and hearing protection awareness information handouts at various public events across the country.

CASLPA presented a poster during Affiliated Societies’ Day at the International Association of Logopedics and Phoniatrics conference in Athens, Greece.

The speechandhearing.ca website experienced positive growth in 2010 with 49,673 visitors viewing 129,056 pages. The most popular content included consumer links, the ‘Find a Professional’ page and information sheets.
For the first time, CASLPA hosted its annual conference north of the 60th parallel in Whitehorse, Yukon.

A number of webcasts recorded at the 2010 conference were launched.

CASLPA hosted a successful one-day workshop on autism, that featured Amy Wetherby and was attended by 104 people.

The Pan-Canadian Alliance completed the development of benchmarks for wait times.

CASLPA partnered with CAA in a successful bid to co-host the World Congress of Audiology in 2016 in Vancouver.

The Canadian Interorganizational Steering Group worked collaboratively on the development of guidelines for auditory processing disorders and autism. This is an ongoing project.

CASLPA issued a survey to all Canadian practicing speech-language pathologists and audiologists to collect feedback on competencies. There were over 1700 responses. Funding for a project to develop a tool to measure competencies was secured through Human Resources and Skills Development Canada and a committee of members from the regulators, universities and associations was struck to carry out this project which is being led by the Canadian Alliance of Audiology and Speech-Language Pathology Regulators.
A new domain was launched for the Canadian Journal of Speech Language Pathology and Audiology (CJSLPA) at www.cjslpa.ca. The new portal is open to the public and offers access to complete issues and individual full-text articles of all CJSLPA issues. CJSLPA was accepted for listing and indexing in the Directory of Open Access Journals.

CASLPA continues to offer clinical research grants. The 2010 grant recipients were Kathy Packford, Noreen Simmons and Merrill Tanner.

A record 279 candidates wrote the CASLPA clinical certification examinations in 2010. There are 4,301 certified CASLPA members.

CASLPA continues to work with the Cochrane Collaboration to provide pertinent systematic reviews for audiologists and speech-language pathologists.

CASLPA signed a contract with the Canadian Institutes of Health Research (CIHR) Institute for Aging and the CIHR Institute of Neurosciences, Mental Health and Addiction (CIHR-INMHA) to support a collaborative research agreement on vision, hearing and communication disorders.

Infection prevention and control guidelines were launched.

CASLPA published an outcome measures position statement.
The transition to full-colour, interactive electronic publications was initiated with the April and July issues of Communiqué. Feedback from members is very positive.

CASLPA continues to build its social media program. In 2010, CASLPA posted 2,126 links to articles, resources and announcements of information relevant to CASLPA and the professions. CASLPA gained 455 Twitter followers, 899 Facebook fans and experienced 2,560 views of the CASLPA YouTube channel.

Ninety-one specialized broadcast emails were sent to members in 2010.

The CASLPA website had 719,733 visitors in 2010 (an increase from 2009) who viewed more than five million pages and downloaded almost 333,000 documents. The most popular pages were: career ads (83,264 visits), chat room (77,190 visits), and resources area (26,856 visits). Top downloads were fact sheets (46,358 downloads), Parents Guide to Speech and Hearing (4,049 downloads), and the university survey (3,427 downloads).

An expanded, interactive version of the annual report was distributed to all members electronically with an accompanying video message from the treasurer.

CASLPA polled members on various topics throughout the year.
Two meetings were held in 2010 with the Federal Healthcare Partnership to address the audiology programs.

CASLPA acquired funding from Health Canada to conduct a quantitative and qualitative study of speech-language and hearing service for First Nations, Métis and Inuit Communities in Canada.

Audiology members were surveyed regarding challenges with non-insured health benefits.

CASLPA completed a survey report for supportive personnel programs that outlined the similarities and differences between the supportive personnel programs offered at Canadian universities and/or colleges, and monitors any important trends that may affect the profession.

Seventeen CASLPA scholarships were awarded in 2010.

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.

A survey was developed to collect information on the physical working conditions in schools for speech-language pathologists, audiologists and supportive personnel.

CASLPA was notified of increased reimbursement rates for speech-language pathology services for Veterans Affairs Canada. This is the first increase in many years. Rates vary by province/territory.
Auditor’s Report

To the Members of Canadian Association of Speech-Language Pathologists And Audiologists

I have audited the accompanying financial statements of the Canadian Association of Speech-Language Pathologists and Audiologists comprised of the statement of financial position as at December 31, 2010, statements of operations, net assets and cash flows 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 accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

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 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 the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Association of Speech-Language Pathologists and Audiologists as at December 31, 2010, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Richard D. Mundell
Chartered Accountant, Licensed Public Accountant
Ottawa, Ontario, March 18, 2011
## Statement of Financial Position as at December 31, 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$93,931</td>
<td>$14,799</td>
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<tr>
<td>Short-term investments (Note 5)</td>
<td>$1,042,886</td>
<td>$1,179,792</td>
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<tr>
<td>Accounts Receivable</td>
<td>21,064</td>
<td>19,803</td>
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<td>Inventory</td>
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<td>2,271</td>
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<td>Prepaid expenses</td>
<td>36,580</td>
<td>50,337</td>
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<tr>
<td><strong>CAPITAL ASSETS (NOTE 3)</strong></td>
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</tr>
<tr>
<td></td>
<td>1,196,367</td>
<td>1,267,002</td>
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<tr>
<td></td>
<td>13,927</td>
<td>18,271</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$3,352</td>
<td>$60,526</td>
</tr>
<tr>
<td>Deferred revenue (Note 3)</td>
<td>738,966</td>
<td>733,854</td>
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<tr>
<td><strong>NET ASSETS</strong></td>
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<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>366,471</td>
<td>393,300</td>
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<tr>
<td>Invested in capital assets</td>
<td>13,926</td>
<td>18,271</td>
</tr>
<tr>
<td>Advocacy Fund</td>
<td>5,600</td>
<td>5,600</td>
</tr>
<tr>
<td>Education Fund</td>
<td>10,627</td>
<td>5,991</td>
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<td>Charitable Fund</td>
<td>51,412</td>
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<td></td>
<td>448,036</td>
<td>470,893</td>
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<td><strong>EXPENSES</strong></td>
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<td></td>
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<tr>
<td>National Office</td>
<td>$948,467</td>
<td>$903,516</td>
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<tr>
<td>Salaries and Benefits</td>
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<td>120,360</td>
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<tr>
<td>Meetings</td>
<td>115,580</td>
<td>138,998</td>
</tr>
<tr>
<td>Conference</td>
<td>159,446</td>
<td>254,264</td>
</tr>
<tr>
<td>Administration</td>
<td>114,256</td>
<td>74,971</td>
</tr>
<tr>
<td>Pan Canadian Alliance</td>
<td>2,960</td>
<td>2,275</td>
</tr>
<tr>
<td></td>
<td>1,802,632</td>
<td>1,746,367</td>
</tr>
</tbody>
</table>

## Statement of Operations – Year Ended December 31, 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership dues/standards</td>
<td>$1,240,257</td>
<td>$1,177,582</td>
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<tr>
<td>Exam fees</td>
<td>126,427</td>
<td>120,360</td>
</tr>
<tr>
<td>Publications</td>
<td>115,580</td>
<td>138,998</td>
</tr>
<tr>
<td>Conference</td>
<td>159,446</td>
<td>254,264</td>
</tr>
<tr>
<td>Administration</td>
<td>114,256</td>
<td>74,971</td>
</tr>
<tr>
<td>Pan Canadian Alliance</td>
<td>2,960</td>
<td>2,275</td>
</tr>
<tr>
<td></td>
<td>1,762,944</td>
<td>1,768,350</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>126,427</td>
<td>120,360</td>
</tr>
<tr>
<td>Meetings</td>
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<td>138,998</td>
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<tr>
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<td>254,264</td>
</tr>
<tr>
<td>Administration</td>
<td>114,256</td>
<td>74,971</td>
</tr>
<tr>
<td>Pan Canadian Alliance</td>
<td>2,960</td>
<td>2,275</td>
</tr>
<tr>
<td></td>
<td>1,802,632</td>
<td>1,746,367</td>
</tr>
</tbody>
</table>

APPROVED ON BEHALF OF THE BOARD: Gillian Barnes, Patricia Dillabough

EXCESS OF REVENUE (DEFICIENCY) OVER EXPENDITURES
(39,688) 21,983
The 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.

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 $1,034,362 including accrued interest).

2. CAPITAL ASSETS

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>2010</th>
<th>2009</th>
<th>Accumulated Amortization</th>
<th>Cost</th>
<th>Accrued Amortization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office furniture and equipment</td>
<td>$19,945</td>
<td>$18,054</td>
<td>$1,891</td>
<td>$2,224</td>
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<tr>
<td>Telephone equipment</td>
<td>7,632</td>
<td>5,131</td>
<td>2,501</td>
<td>3,126</td>
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<tr>
<td>Computer equipment</td>
<td>43,733</td>
<td>34,509</td>
<td>9,224</td>
<td>12,298</td>
<td></td>
</tr>
<tr>
<td>Computer software</td>
<td>57,638</td>
<td>57,327</td>
<td>311</td>
<td>623</td>
<td></td>
</tr>
<tr>
<td>Unrestricted Fund</td>
<td>13,926</td>
<td>5,600</td>
<td>10,627</td>
<td>368,472</td>
<td>448,036</td>
</tr>
<tr>
<td>Balance - end of year</td>
<td>13,926</td>
<td>5,600</td>
<td>10,627</td>
<td>368,472</td>
<td>448,036</td>
</tr>
</tbody>
</table>

3. DEFERRED REVENUE

<table>
<thead>
<tr>
<th>Revenues</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees and certification fees</td>
<td>$737,522</td>
<td>$744,470</td>
</tr>
<tr>
<td>Conference Revenues</td>
<td>21,384</td>
<td>15,384</td>
</tr>
<tr>
<td>Total</td>
<td>$758,906</td>
<td>$753,854</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>Commitment</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premises and Equipment</td>
<td>$93,024</td>
<td>$99,474</td>
</tr>
<tr>
<td>2011</td>
<td>96,162</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>95,074</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>80,730</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td>464,434</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Instrument</th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank</td>
<td>$93,931</td>
<td>$14,799</td>
</tr>
<tr>
<td>Deposit with ING Direct</td>
<td>260,983</td>
<td>407,711</td>
</tr>
<tr>
<td>Deposit with RBG Dominion Securities Inc.</td>
<td>187,553</td>
<td>44,840</td>
</tr>
<tr>
<td>Total</td>
<td>542,447</td>
<td>487,350</td>
</tr>
</tbody>
</table>

6. CASH

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.
Board of Directors

President  Gillian Barnes
Past President  Linda Walsh
National Student Advisor  Nicole Maschio
University Representative  Alice Eriks-Brophy
Supportive Personnel Representative  Mary Lynn Taschereau-Park
Territories  Tracey Robertson
British Columbia  Barbara Burnet
Alberta  Judy Meintzer
Saskatchewan  Laureen McIntyre
Manitoba  Leslie Sarchuk
Ontario  Patricia Dillabough
Quebec  Roula Baali
New Brunswick  Nadine Jacob
Nova Scotia  Duncan Floyd
Prince Edward Island  Joan Chapman
Newfoundland & Labrador  Sean Kinden

Executive

Gillian Barnes, Chair
Linda Walsh
Sean Kinden
Patricia Dillabough
Ondina Love (CASLPA)

Ethics

Sean Kinden, Chair
Patricia Dillabough
Pat Ellis
Leslie Sarchuk
Mary Lynn Taschereau-Park
Sharon Fotheringham (CASLPA)

CASP

Margaret Melanson, Chair
Catherine Arthur-MacDonald
Susan Caroll-Thomas
André Lafargue
Heather Maessen
Chantal Kealey (CASLPA)

Awards and Recognition

Darrelyn Snider, Chair
Cindy Bruce
Anne Carey
Cindy Millar
Donelda Moscrip
Jennifer O’Donnell
Maureen Penko
Pat Roberts
Tracy Robertson
Mary Lynn Taschereau-Park
Krista Trow
Melanie Osmond
Vicky Papaioannou
Nicole Maschio
Angie D’Aoust (CASLPA)
Tim Bressmann (CASLPA)

Clinical Research Grants

Alice Eriks-Brophy, Chair
Dale Kotowsky
Tracie Lindblad
Greg Noel
Chantal Kealey (CASLPA)

Clinical Certification Examination

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

Speech-Language Pathology
Colleen Braun-Janzen, Chair
Donna Bandur
Melanie Campbell
Colleen Cole
Cindy Dobbelsteyn
Anne Lopushinsky
JoAnne Wilding
Sharon Fotheringham (CASLPA)

Scholarship

Krista Sheehan, Chair
Suzanne Hamilton
Crystal Klassen
Isabelle Richard
Tiffany Steeves
Emily Balkam
Heather Schilling
Elizabeth Busby
Ondina Love (CASLPA)
Nancy Vardy (CASLPA)

Standards Advisory

Judy Meintzer, Chair
Colleen Braun-Janzen
Margaret Melanson
Tracey Robertson
Grace Shyng
Barb Burnet
Sharon Fotheringham (CASLPA)

Expert Committee for Supportive Personnel

Mary Lynn Taschereau-Park, Chair
Janet Campbell
Charlotte Douglas
Leanne Gardiner
Sean Kinden
Darlene Kowalchuk
Tammy McPhail
Ann Rollins
Chantal Kealey (CASLPA)
CASLPA National Office

Executive Director
Ondina Love

Director of Speech-Language Pathology and Standards
Sharon Fotheringham

Director of Audiology and Supportive Personnel
Chantal Kealey

Director of Communications
Angie D’Aoust

Director of Finance and Operations
Dawn Kelly

Membership Coordinator
Francine Morris

Manager of Continuing Education
Michelle Jackson

Communications Specialist
Natalie Dunleavy

Communications Officer
Nick Dike

Standards Officer
Bev Bonnell

Executive Assistant
Gina Meacoe

Membership/Administrative Assistant
Shirley MacQueen

Administrative Assistant
Nancy Vardy