



Alberta College of
Speech-Language Pathologists
and Audiologists

2008 ANNUAL REPORT





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2008 Annual Report

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INTRODUCTION

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) carries out its activities in accordance with provincial legislation to protect and serve the public by regulating, supporting and ensuring the competent, safe, ethical practice of speech-language pathologists and audiologists in Alberta.

The *Health Professions Act (HPA)* directs the activities of ACSLPA and outlines the regulatory responsibilities of the College that are required to protect and serve the public. The primary regulatory responsibilities of the College relate to:

- registration of speech-language pathologists and audiologists who are qualified to practice in Alberta;
- establishing, maintaining and enforcing standards of practice for speech-language pathologists and audiologists in Alberta;
- establishing, maintaining and enforcing standards for continuing competence in the

practice of speech-language pathologists and audiologists in Alberta;

- implementing a process to address complaints by the public about the practice of speech-language pathologists and audiologists in Alberta.

ACSLPA also supports the professions of speech-language pathology and audiology through the provision of member services which include the following:

- the ACSLPA annual conference and other opportunities for professional development;
- development of Position Statements, Preferred Practice Guidelines, Advisory Statements and Professional Recommendation Statements related to the delivery of professional services;
- communications, which include educational handouts, the *ACSLPA Newsletter*, monthly E-News; and
- a member recognition program.

MISSION, VISION and VALUES

VISION

ACSLPA provides progressive leadership and support to audiologists and speech-language pathologists, ensuring communication and hearing health of the public.

MISSION

ACSLPA protects and serves the public by regulating, supporting, and ensuring competent, ethical practice of audiologists and speech-language pathologists in Alberta.

VALUES

ACSLPA values:

Accountability

ACSLPA has a duty to serve and protect the public, and as such is accountable to the public, the government and its members.

Competence

ACSLPA is a progressive organization committed to excellence. We focus on our mission by regulating and supporting our members in a way that will enhance their ability to provide competent, ethical services to the public.

Collaborative relationships

ACSLPA fosters relationships between the professions of audiology and speech-language pathology and with other professions and stakeholders.

Innovation

ACSLPA is innovative, providing progressive leadership to the professions of audiology and speech-language pathology.

Professionalism

ACSLPA exists as a strong organization due to the knowledge and commitment of its staff and volunteer Council and committees. We provide quality, professional services to the public and our members, and expect professionalism in our members.

Respect for all persons

In addition to ACSLPA's focused respect for the Alberta public, we respect our Council, our committees, ACSLPA members, ACSLPA staff and individuals with communication, swallowing and hearing impairments.

PRACTICE STATEMENT

Taken from the Health Professions Act
Schedule 28 Profession of Speech-Language
Pathologists & Audiologists

"In their practice, **speech-language pathologists** do one or more of the following:

- assess, diagnose, rehabilitate and prevent communication and oral motor and pharyngeal dysfunctions and disorders,
- teach, manage and conduct research in the science and practice of speech-language pathology, and
- provide restricted activities authorized by the regulations.

In their practice, **audiologists** do one or more of the following:

- assess auditory and vestibular function and diagnose, rehabilitate, prevent and provide appropriate devices and treatment for auditory

- and vestibular dysfunction,
- teach, manage and conduct research in the science and practice of audiology, and
- provide restricted activities authorized by the regulations."

Speech-Language Pathologists are health care professionals with clinical training and educational background in speech production, language understanding and expression, stuttering, voice health, and swallowing disorders. They assess all kinds of communication difficulties as well as feeding and swallowing difficulties. They provide treatment and consultation to individuals of all ages.

Audiologists are health care professionals with clinical training and educational background in balance and hearing systems and their disorders. They assess hearing and balance, and provide treatment and consultation to individuals of all ages.

2008 ACSLPA Council

President

Daryl Graham, R.SLP

Past President

Drew Towers, R.Aud

Vice President -

Regulatory

Sherri Garries, R.Aud

Vice President -

Member Services

Michelle Craig, R.SLP

Treasurer

Patricia Delaney-Bernier,
R.SLP

CASLPA Board Member*

Kathy Packford, R.Aud

Judy Mientzer, R.SLP

(*split term)

Members at Large

Kelly Lucky, R.SLP

Karen Mayner, R.SLP

Sandy Nickel, R.SLP

Public Members

Pat Eisler

Stacy Kaufeld

Janice Tye

GOVERNANCE

Under the *Health Professions Act*, the business and affairs of ACSLPA are governed by a Council. Council actions and decisions are made in accordance with the ACSLPA vision, mission and values, in support of the strategic plan.

Council consists of eight elected registered speech-language pathologists/audiologists from throughout Alberta, as well as at least 25% public members, who are appointed by the Lieutenant Governor in Council in the Alberta legislature. Public members provide valuable input that assists Council in ensuring that the best interests of the public are served in governance decisions.

Sub-committees of Council make considerable contributions to the work of Council. The work of Council is supported through the following committees:

- Bylaws Review
- Finance
- Nominations
- Personnel

The work of Council is supported by the Regulatory Assembly and the Member Services Assembly. Regulatory Assembly committees include:

- Competence
- Registration

The Member Services Assembly committees include:

- Communications
- Conference
- Member Recognition
- Professional Development
- Professional Practice–Audiology
- Professional Practice–Speech-Language Pathology
- School-Age Services

Other Regulatory and Member Services Assembly committees are struck as required on an ad hoc basis.

The daily operations, regulatory, member services and administrative functions of ACSLPA are managed by the Registrar/CEO with the support of a small office team.



PRESIDENT'S MESSAGE

Although 2008 was a year of continued progress and accomplishment, it was also a year of renewal and change. With many major components of the previous ACSLPA Strategic Plan completed, 2008 saw a new vision and plan for the College with the creation of the 2009-2011 Strategic Plan. A great deal of effort was spent engaging membership of both professions to create a document that reflected the needs of the College as a regulatory body and at the same time which also reflected the needs of its membership. The ambitious three-year plan will see many projects completed with the increased resources being put in place in the ACSLPA office and the much appreciated and ever-increasing support of volunteerism of our general membership. One of the specific projects that will come forward early in 2009 is the roll-out of a major Audiology Awareness Campaign.

Another major change this year was the departure of Anne Lopushinsky, the Registrar/CEO, who made significant contributions to the Speech, Language and Hearing Association of Alberta (SHAA) and then to ACSLPA in its first six years of existence. Anne's replacement, Anne Assaly, has made a smooth transition over her first few months in the new position.

This year also saw continued excellence in the quality of professional

development at the 2008 ACSLPA conference and saw the creation of an annual bursary at the University of Alberta by ACSLPA in recognition of members who have passed away. The first bursary was handed out in the fall of 2008.

On an extremely busy national level, ACSLPA continues to participate and take on a leadership role on many fronts. Within the Pan Canadian Alliance, a group of associations representing audiology and speech-language pathology, Alberta created several wait time benchmarks relating to fluency and cochlear implants. Within the busy and changing regulatory world, ACSLPA continued to work with the other regulators of the professions on many fronts within the Canadian Alliance of Regulators of Audiology and Speech-Language Pathology (CAR). A second meeting for Interorganization Collaboration occurred in April. This saw the regulatory bodies, associations and universities renew their commitment to work together, creating a smaller steering group to discuss specifics on further collaboration.

Everything points to further growth and success of the College as it enters into the second half of its first decade of existence.

Daryl Graham, R.SLP
2008 ACSLPA President

PROGRESS TOWARD THE 2005-2008 STRATEGIC PLAN

Accomplishments towards finalizing the 2005-2008 Strategic Plan included the following:

Implementation of the Continuing Competence Program

The Continuing Competence Program (CCP) was officially launched in 2008. Prior to the launch, ACSLPA members were introduced to the new and upcoming CCP throughout 2007 and early 2008. This introduction took place

in the way of CCP orientation sessions, documentation that was mailed to members/posted on the ACSLPA website, in E-News and newsletter articles, and directed email reminders. In addition, ACSLPA office staff was available to answer any member questions regarding the CCP. Effective in 2008, the registration renewal form included the addition of a sworn declaration of participation in the CCP for all members with a practice permit.

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Members were required to submit their 2007/2008 Continuing Competence Goal Tool (CCGT) report and their 2008/2009 CCGT plan by July 1, 2008. As 2008 was the first time that members were required to submit CCP documentation, each CCP program was screened to ensure that the criteria of the CCP were met. A random audit of 5% of member CCP files (including the Self-Assessment Tool and Continuing Competence Goal Tool) will be conducted in early 2009 for the purpose of a program review.

Further information on the CCP is provided in the Competence Committee Report that is included in this annual report.

Public Awareness (Audiology Awareness)

In April 2008, ACSLPA Council approved the development and implementation of an Audiology Awareness Campaign. ACSLPA worked with Rose Country Advertising and Public Relations and the Audiology Association of Alberta on this initiative.

Baseline research was completed through a public opinion poll designed to gather public perceptions about audiologists, hearing disorders, hearing aid practitioners and preferred methods of communication. Using information from the baseline research, a comprehensive strategic communications framework was developed.

It was recognized that a critical component of the campaign included the development of a website that would provide audiology information geared to the general public. Development of the Hear Life! website (<http://www.hearlife.ca>) was completed for the targeted launch date of January 1, 2009.

A public awareness campaign was planned for January 2009 to include radio clips, transit ads and outdoor advertising in the form of billboards.

Essential Competencies for the Professions (HRSDC Funded Project)

Phase 1 of "Competency-Based Standards for Audiology and Speech-Language Pathology: A Project to Develop Draft Competency Profiles (2007/2008)" was completed in June 2008. A background paper and literature review were also prepared to facilitate achieving a consensus for the framework of the draft Essential Competency Profiles for speech-language pathologists and audiologists, and to provide information on the development of the profiles.

In the next phase of the project, to take place in 2009, the draft profiles will undergo review by cross-country focus groups and a validation process.

Development of College Documents

The ACSLPA *Professional Recommendation Statement: Endorsement of Universal Newborn Hearing Screening in Alberta* was presented to Council at the January 2008 meeting for approval to be sent out for member and stakeholder feedback. The committee reviewed the feedback; the document was revised and presented to Council at the April 2008 Council meeting for approval.

Based on member input, the College document on *Identification Audiometry* was revised and renamed *Hearing Screening Guidelines*; Council approved the document at the January 2008 meeting.

Committees were struck to work on professional practice guidelines/statements related to the following topics: auditory integration therapy, concurrent practice, dysphagia and telepractice.

Finalization of Revised Code of Ethics

ACSLPA Council reviewed and approved the final draft Code of Ethics prior to sending to members for their review and to other stakeholders, including Alberta Health and Wellness for comment.

Strategic Planning 2009–2011 Meeting

ACSLPA Council, executive staff, committee chairs/representatives and a representative from the University of Alberta attended a facilitated meeting in May 2008 to develop the 2009-2011 Strategic Plan. A membership and stakeholder survey was sent out in March 2008 in preparation for the meeting. Goals and objectives were developed and approved by Council at the June 2008 meeting. The goal statements in the 2009-2011 Strategic Plan are:

- ACSLPA will carry out its activities in a manner that protects and serves the public interest.
- ACSLPA will regulate the membership in a manner that protects the public and informs the membership.
- ACSLPA's Continuing Competence Program (CCP) will meet the requirements of the *Health Professions Act*, to "provide for regulated members to maintain competence and to enhance the provision of professional services".
- The Alberta public will understand the roles and availability of speech-language pathologists and audiologists in order to make informed choices on service delivery in their community.

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- ACSLPA members will have official College documents to assist them in determining standards and guidelines for clinical and professional practice.
- ACSLPA will address practice management issues for the professions.
- ACSLPA will provide professional development opportunities outside of the annual conference.

Governance

References and articles were shared with the Governance Committee for future consideration.

Policy Revisions

ACLPAS finance policies were revised and approved by Council.

Internal Resource/Staff Management

Susan Rafaat, R.SLP, accepted a 0.5 FTE position as co-Director Member Services in January 2008. Anne Lopushinsky, R.SLP, resigned from her position as Registrar/CEO effective August 2008, and Anne Assaly accepted the position as of August 2008.

In September 2008, Council approved the addition of a 0.6 FTE Registration Coordinator position to meet increased workload demands associated with the registration renewal process (contracted services had been utilized in the past), implementation of the Continuing Competency Program (file management aspect) and database management.

2008 COUNCIL MEETING HIGHLIGHTS

January 2008

- Michelle Craig, Vice President-Member Services for 2008 was welcomed to ACSLPA Council.
- Council approved the publication of three newsletters for 2008.
- Planning for the 2008-2011 strategic planning process was approved, including a membership survey.
- The ACSLPA *Professional Recommendation Statement: Endorsement of Universal Newborn Hearing Screening in Alberta* was approved to be circulated to the membership for feedback.

April 2008

- The 2007 audited financial statements were accepted.
- ACSLPA finance policies were revised and approved by Council.
- Council approved the ACSLPA *Professional Recommendation Statement: Endorsement of Universal Newborn Hearing Screening in Alberta*. Plans for advocacy would be developed.
- Council approved up to \$100,000 for an acceptable Audiology Awareness Campaign for a 12-month plan starting in 2008. The results were to be sustainable into the future.

June 2008

- Council's two new public members, Pat Eisler and Stacy Kaufeld, were welcomed.
- Judy Meintzer was named the newly-elected

Alberta representative from CASLPA.

- Expenses to recruit a Registrar/CEO were approved.
- A draft of the ACSLPA *Preferred Practice Guideline: Auditory Integration Therapy* was approved for membership review, with revisions.
- Rose Country Advertising and Public Relations' proposal for the ACSLPA Audiology Awareness Campaign was approved.
- The 2007 ACSLPA *Annual Report* was approved.
- A new award for members early in their careers (within five years of graduation) was approved and was awarded starting in 2008.
- The status of the Academic Review Committee was changed from a standing to an ad hoc committee.
- ACSLPA Council approved making a donation to the 2008 ARCC awards ceremony.
- Council approved the revised vision, mission and values statements.

September 2008

- The 2009 ACSLPA budget was approved. The budget was printed in the Fall/Winter 2008 *ACSLPA Newsletter* for members' information.
- 2008 ACSLPA Conference and annual general meeting (AGM) planning were reviewed.
- Progress on the Pan Canadian Alliance waitlists project was discussed.
- Incoming 2009 Council members were

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announced: Nausheen Khan, Vice President - Member Services; Sara Turner, Treasurer; and Gabriela Constantinescu, Member at Large.

- Key aspects of the *Health Professions Statutes Amendment Act 2007* were discussed in relation to the impact they would have on regulated health professions.

- The operational plan based on the Strategic Plan 2009-2011 goals and objectives was reviewed.
- Council discussed the possibility of providing the funding necessary to create an ACSLPA PhD scholarship in the Faculty of Rehabilitative Medicine at the University of Alberta.
- Council approved the addition of a 0.6 FTE Registration Coordinator position to ACSLPA staffing.

PUBLIC MEMBERS' REPORT

Public members participate fully in Council discussions and decisions, and are encouraged to provide their viewpoints and perspectives.

Pat Eisler and Stacy Kaufeld were appointed as Public Members in 2008 for three-year terms. Janice Tye will conclude her second three-year term on Council and her participation on the Finance Committee in 2009.

As public members, we've observed that ACSLPA:

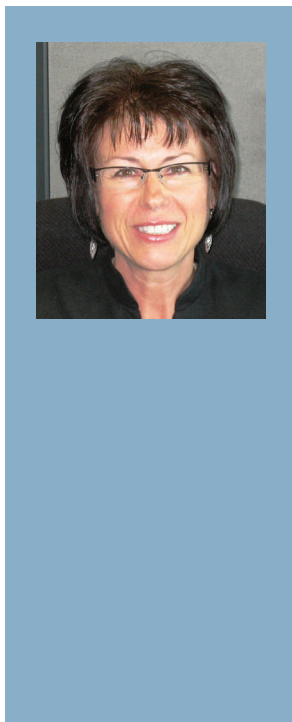
- renewed its strategic plan with input from key stakeholders and has developed goals and objectives responsive to the strategic plan.
- develops position statements, professional practice guidelines and advisory statements which provide both members and partner health providers direction related to speech-language and audiology practice.
- implemented and is continuing to monitor and

develop a continuing competency program which is mandatory for all regulated members.

- consistently reviews and actions membership conduct investigations as required.
- continues to be a key participant in the Canadian Alliance of Regulators.
- submitted a revised Code of Ethics to Alberta Health and Wellness for review.

We believe that ACSLPA continues to grow in its capacity to ensure the public is well served and to enable its members to better serve the public. It is a privilege to serve on the ACSLPA Council alongside a dedicated team of volunteer professionals and ACSLPA staff.

Pat Eisler
Stacy Kaufeld
Janice Tye
2008 ACSLPA Council Public Members



REGISTRAR/CEO'S REPORT

2008 could be described as a year of change and transition for ACSLPA. The year marked the end of the 2005–2008 Strategic Plan and the development of the 2009–2011 Strategic Plan. The Continuing Competence Program (CCP) was officially launched, with members being required to submit their CCP documentation for the first time by July 1, 2009. Staffing changes included the welcome of Susan Rafaat, as a new co-Director of Member Services, as well as the resignation of Registrar/CEO Anne Lopushinsky, after 10 years of outstanding service to ACSLPA and its predecessor organization, the Speech, Language and Hearing Association of Alberta.

2008 can also be described as a year of many accomplishments for ACSLPA. Throughout the year, ACSLPA continued to move forward on numerous projects and initiatives in its efforts to meet its legislated regulatory obligations, while providing a high level of member services. Many of the accomplishments of the last year are highlighted in the *2008 ACSLPA Annual Report*.

Registration

Under the *Health Professions Act*, ACSLPA has the legislated responsibility to establish, maintain and enforce standards for registration and licensing of audiologists and speech-

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language pathologists in Alberta. In meeting this responsibility, ACSLPA establishes the education and clinical practice requirements to enter the professions of audiology and speech-language pathology, and ensures that applicants meet the established requirements prior to becoming

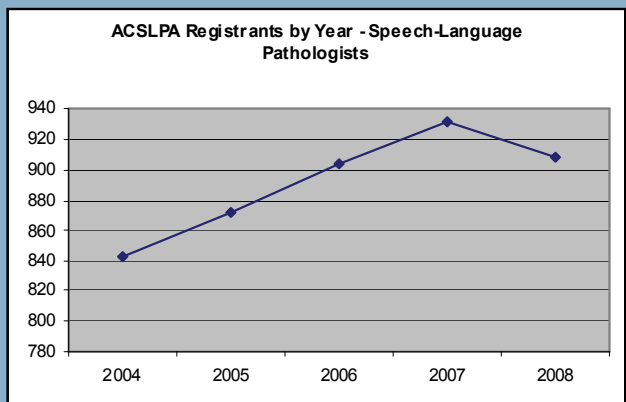
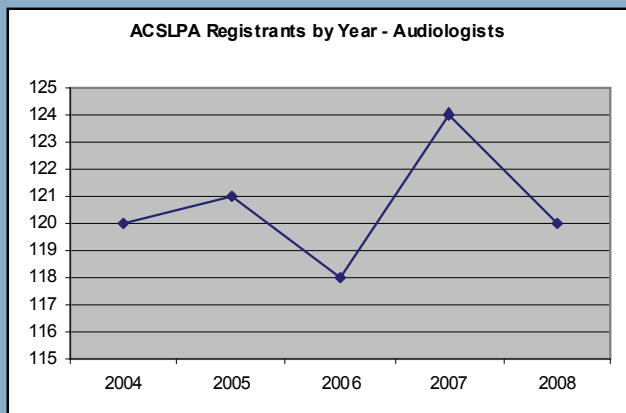
registered. Registration with ACSLPA assures the public and employers that a practitioner has met the standards for academic and clinical experience that are required to practice in the professions of audiology or speech-language pathology.

Registration statistics for 2008 are summarized below.

2008 REGISTRANTS BY CATEGORY As of December 31, 2008

	AUD	SLP	TOTAL
Registered	111 ¹	908 ²	1019 ³
Inactive	5	53	58
Out-of-Province	3	18	21
Honourary	1	6	7
Courtesy	0	1	1
TOTAL	120	985	1105
Archived in 2008	8	34	42

1. Reflects a 10.5% decrease from 2007.
2. Reflects a 2.6% decrease from 2007.
3. Reflects a 3.5% decrease from 2007.



The charts to the left provide a summary of the number of audiologists and speech-language pathologists on the General Register on December 31 of each year since 2004.

The growth up to 2007 could likely be attributed to the booming Alberta economy and availability of jobs reflective of that time.

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SOURCE OF NEW REGISTRANTS – GENERAL REGISTER
January 1 – December 31, 2008

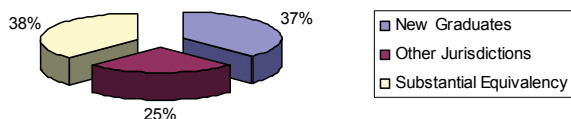
	AUD	SLP	TOTAL
New Graduates			
U of A	n/a	29	29
Other Canadian Programs	3	8	11
U.S Programs	0	16	16
New Graduates - Total	3	53	56
New Registrants – Other Jurisdictions ¹	2	19	21
New Registrants – Substantial Equivalency ²	3	3	6
TOTAL	8	75	83

1. Includes registrants entering ACSLPA under the Mutual Recognition Agreement with other regulatory bodies/jurisdictions.
2. Includes registrants who met requirements for substantial equivalency i.e. internationally educated registrants where Alberta was the first point of entry into practice.

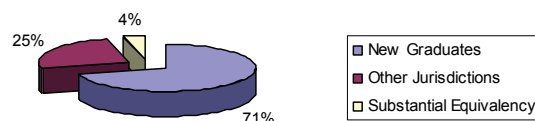
The major source of new audiologist registrants was from internationally educated clinicians who were found to meet requirements for substantial equivalency and new graduates from Canadian programs.

The major source of new speech-language pathologist registrants was from new graduates, of which just over half came from the University of Alberta.

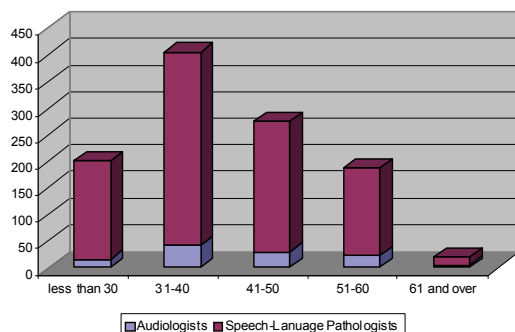
**Source of New Registrants
Audiologists - 2008**



**Source of New Registrants
Speech-Language Pathologists - 2008**



ACSLPA Registrants by Age - 2008



The chart on the left represents the distribution of members on the General Register as of December 31, 2008. The majority of clinicians (36.4% of audiologists and 37.2% of speech-language pathologist) are between 31-40 years of age. 22.9% of audiologists and 18.6% of speech-language pathologists are over 50 years of age and may be expected to retire in the next 10-15 years.

Sufficient numbers of new registrants each year will be important to offset future registrant decreases as audiologists and speech-language pathologists retire.

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STATUS CHANGES
January 1 – December 31, 2008

	AUD	SLP	TOTAL
Inactive or Out-of-Province to General Register	0	26	26
General Register to Inactive or Out-of-Province	1	16	17

REGISTRATIONS – COURTESY REGISTER
January 1 – December 31, 2008

	AUD	SLP	TOTAL
Number Registered	5	36	41

NOTE: Courtesy registrations for 2008 were higher than usual as a result of the number of out of province speakers/presenters registered during the time of the CASLPA Conference held in Alberta.

Courtesy Registration was granted for specified periods ranging from 1 – 30 days for the following purposes:

- Conducting an audiology or speech-language pathology training course or clinical presentation at an approved teaching site;
- Demonstrating equipment or techniques to be used in direct clinical care.

Complaints

Five written complaints were received in 2008. Four of the complaints were dismissed; no appeals were made to the Complaint Review Committee. One written complaint from 2007 was carried over and is

expected to go to a hearing in 2009.

The table below provides a summary of the resolution of written complaints for 2008.

Resolution of Written Complaints
As of December 31, 2008

	Written Complaints Received in 2008	Carry Over from 2007
# Complaints Received	5	1
# Complaints Dismissed	4	0
# of Dismissed Complaints Appealed to Complaint Review Committee	0	n/a
# Hearings	0	0
# Complaints Resolved	0	0
# Carried Over to 2009	1	1

Anne Assaly
Registrar/CEO and Complaints Director

COUNCIL SUB- COMMITTEE REPORTS

BYLAWS REVIEW

At the June 16, 2007 Council meeting, a motion was passed to strike an ad hoc Bylaws Review Sub-committee of Council to perform a focused review of ACSLPA's current bylaws. The Bylaws Review Sub-committee was charged with the task of reviewing the current bylaws and reporting to Council recommended changes that were felt to be necessary.

Once discussion occurred and possible further changes/revisions were made, a motion would be requested to vet the proposed changes to the general membership for feedback. After this feedback is received a final document will be presented to Council for approval.

The current committee membership, chaired by Daryl Graham (Past President) includes Sandy Nickel (Member at Large) and Anne Assaly (Registrar/CEO).

Several meetings have occurred with the creation and approval of a "Terms of Reference" document. Suggested changes to the existing bylaws have been made and are to be brought to the January 2009 Council meeting for initial discussion. This committee's goal is to see approval of final revisions by the end of the 2009 year.

Daryl Graham, R.SLP
Chair, Bylaws Review Committee

FINANCE

The 2008 Finance Committee members included: Daryl Graham (ACSLPA Council President); Patricia Delaney-Bernier (Treasurer and Chair); Janice Tye (Public Member); and Anne Lopushinsky (Registrar/CEO, ex officio to August 2008) and Anne Assaly (Registrar/CEO, ex officio commencing August 2008).

The Finance Committee reviewed and updated financial policies, reviewed financial statements and provided Council with quarterly variance reports. The committee also met with the auditor to review the results of the 2007 audit and implemented recommendations.

ACSLPA's total revenue for the 2008 fiscal year was \$623,029. Expenses totalled \$721,783, resulting in a deficit of \$98,754.

Council approved the 2008 ACSLPA budget projecting a deficit of \$42,064. The planned deficit would be the result of decreased registration fee revenues; this decision to approve the deficit budget related to the following:

- The unrestricted reserve fund of the

College had grown so substantially, Council determined that members would benefit from a one-time reduction in registration/renewal fees for 2008. The decreased registration fee revenues reflected in the operating budget required that a portion of the unrestricted reserve funds be used to subsidize registration fees for 2008.

- In addition to the planned deficit of \$42,064, Council approved additional expenditures that were not planned for in the original 2008 budget, including the Audiology Awareness Campaign, a contribution to the CASLPA Conference, the ACSLPA Memorial Bursary and staffing changes.

At the end of 2008, ACSLPA cash and cash equivalents in marketable securities amounted to \$1,438,496. These figures were taken from the 2008 Auditor's Report. Financial statements of the Alberta College of Speech-Language Pathologists and Audiologists are available on the ACSLPA website or from the ACSLPA office upon request.

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The 2009 ACSLPA budget, approved by Council on September 20, 2008, was presented to the ACSLPA membership at the 2008 Annual General Meeting on November 6, 2008. The approved 2009 ACSLPA budget is also projecting a deficit, this time of \$70,202. Once more, a portion of the unrestricted reserve funds will be used to subsidize membership

fees. Registration and renewal fees will continue to be reviewed on an annual basis to ensure that operating expenditures are covered for each upcoming year and that a reasonable reserve is maintained.

Patricia Delaney-Bernier, R.SLP
Treasurer
Chair, Finance Committee

NOMINATIONS

The Nominations Committee is formed each year by Council to organize and oversee the nomination/selection process for various Council member positions (excluding public members). A general notice with nominations forms goes out in a timely fashion and the committee follows up with the necessary actions that may include elections.

For the 2009 Council year, three positions were open for nominations during 2008. The successful nominees were declared by acclamation:

- Nausheen Khan, R.SLP: Vice President – Member Services*
- Sara Turner, R.SLP: Treasurer

- Gabriela Constantinescu, R.SLP: Other Voting Member - Member at Large (two-year term).

* *The position of Vice President – Member Services, which is the first year of the four-year presidential rotation, alternates whenever possible between an audiologist and a speech-language pathologist. For 2009, the focus will be on recruiting an audiologist to the Vice President – Member Services position.*

Karen Mayner, R.SLP
Sandy Nickel, R.SLP
2008 Nominations Committee

PERSONNEL

The Personnel Committee is a sub-committee of ACSLPA Council. Its purpose is to support transparent management of the College's human resources. The committee for 2008 was chaired by the Past President (Andrew Towers), and included the President (Daryl Graham), Vice President – Regulatory (Sherri Garries), and Vice President – Member Services (Michelle Craig).

It has been a busy year since the 2007 report. In that time, the College hired two Directors of Member Services to work in conjunction with one another and thus, fill a full-time position. Susan Rafaat is a speech-language pathologist based in Calgary and Jacquie Mvula is an audiologist based in Stettler. Each works a half time position from their respective locations. This gives the College excellent regional representation and an ideal arrangement in having both an audiologist and a speech-language pathologist available for member service requirements.

Most recently, the College hired a new Registrar/CEO to replace Anne Lopushinsky, who was with ACSLPA

since the inception of the College as well as with its previous incarnation, the Speech, Language and Hearing Association of Alberta (SHAA). Anne will be truly missed as she is a large part of what the College has become since 2002. However, we are excited to welcome Anne Assaly as the new Registrar/CEO. Anne has extensive experience in the area of health care regulation through the College of Dietitians of Alberta. The committee is confident that Anne's skills will allow a smooth transition with no disruption of duties as well as strong management in the coming years.

Andrew Towers
ACSLPA Council Past President
Chair, Personnel Committee

REGISTRATION

Committee Members

Joanne Palamarchuk (Chair), Teresa Gagnon, Pat Grotkowski, Anne Assaly (ex officio)

Overview

In accordance with the *Health Professions Act (HPA)*, the Registration Committee meets at the request of the Registrar to review applications for ACSLPA registration and to make

recommendations related to registration/renewal application requirements and processes.

Achievements

The Registration Committee met during the year as required to review new applicants and to review the process for re-entering practice.

Joanne Palamarchuk, R.SLP
Acting Chair

COMPETENCE

Committee Members

Arlene Klooster (Co-chair), Wendy Mitchell (Co-chair), Sandra Dee Alston, Katharine Eveleigh, Sherri Garries, Deborah Hollingsworth, Sharisse McCafferty, Carmen Souster, Anne Assaly (ex officio).

Overview

The *Health Professions Act (HPA)* defines competence as “the combined knowledge, skills, attitudes and judgment required to provide professional services”. Under the *HPA*, all Colleges are required to have a Continuing Competence Program (CCP) in place to monitor the ongoing competence of regulated members and enhance the provision of professional services.

In meeting this legislated responsibility, the Competence Committee played a key role in the development of the new CCP that was fully implemented for the first time in 2007/2008. The program was designed to ensure that regulated members remain competent and provide safe, ethical services that meet professional practice standards, thereby protecting the public.

Achievements

The Continuing Competence Program (CCP) was officially launched with

members being required to submit their 2007/2008 Continuing Competence Goal Tool (CCGT) report and their 2008/2009 CCGT plans by July 1, 2008.

In preparation for the launch, CCP documents were posted on the ACSLPA website and hard copies mailed to all members for inclusion in their *ACSLPA Desktop Reference*. As 2008 was the first time that members were required to submit CCP documentation, each CCP submission was screened to ensure that the criteria of the CCP were met.

Final statistics related to the 2007/2008 CCP are summarized in the table on the following page.

Arlene Klooster, R.SLP
Wendy Mitchell, R.SLP
Co-chairs

CCP 2007/2008 PARTICIPANT STATISTICS

	AUD	SLP	TOTAL	%
# required to participate	113	893	1006	100.0
# reports that met criteria	70	734	804	79.9
# reports that received follow up letter with option to resubmit	34	117	151	15.0
# reports that were required to resubmit	5	5	10	1.0
# outstanding submissions as of July 31, 2008	4	37	41	4.1
# outstanding submissions as of August 29, 2008 and conditions to practice permit applied	1	8	9	0.9
# suspended and then cancelled for non-compliance	0	1	1	0.1

MEMBER SERVICES COMMITTEE REPORTS

COMMUNICATIONS

Committee Members

Elizabeth Haynes (Chair), Carol Dearden, Roberta Faith-Schmidt, Susan Greaves, Chamine Meghji, Michelle Millson Kuefler, Jo Daugherty (ex officio).

Activities

The Communications Committee completed speech-language pathology handouts on Voice Disorders, Maintaining a Healthy Voice and Speech and Language Development in the Early School Years after obtaining feedback from the membership. These have now been posted on the ACSLPA website in Communication Facts. Feedback indicates that these, and other Communication Fact sheets developed, are being noticed and used by other organizations in Canada and the United States.

The committee conducted an informal review of other college and association newsletters seeking ideas for promoting readership. With the growth of electronic communication, a decision was made to publish the *ACSLPA*

Newsletter three times per year instead of four.

Monthly E-News updates and use of features such as "What's New?" on the ACSLPA website are being used to provide more timely information to the membership.

The committee continues to focus on writing projects, providing member profiles/interviews, information on research initiatives in Alberta in the form of articles for the *ACSLPA Newsletter*, and producing Communication Fact sheets or providing information on electronic links to resource information as appropriate.

Elizabeth Haynes, R.SLP
Chair

2008 CONFERENCE

Committee Members

Carey PidhayECKi Stefishen (Chair), Jacki Johnson, Rhonda Kajner, Maureen Roszell, Laurie Harrison, Pam Reeves-Murphy and Jo Daugherty (ex officio). As a committee, we also worked closely with Joy Lim, Alberta Health Services conference planner.

Committee Goals

- To provide a variety of topics and speakers that cover the diverse interests and needs of our members, including applicability to a wide range of client ages from preschoolers to adults.
- To continue to provide good value and opportunity for members who have limited time and professional development (PD) dollars available for PD events.
- To attempt to provide topics of interest and to provide "big name" speakers of choice as suggested by our members on new and innovative topics.
- To provide an opportunity for members to celebrate initiatives and projects in their work.

Accomplishments and Challenges

- To provide opportunities for members to connect with colleagues from around the province.
- To provide the opportunity for members to share professional ideas and accomplishments.
- To maintain affordable registration fees while fulfilling the above goals.

The 2008 ACSLPA Conference was a huge success, once again setting new records for attendance. There were over 450 attendees (including delegates, speakers and guests). For the first time in several years, a slight fee increase was implemented for registration, and exhibit booths and tables. This was done to offset rising costs associated with venues, catering, printing, speakers and travel expenses. A deficit of approximately \$8000 was anticipated given the rapidly-rising costs and the committee's decision to increase the caliber of speakers offered; however, increased interest and attendance levels resulted in a much smaller overall deficit of just \$1900. This represents a fairly small subsidy for the College to support such a huge member services and professional development event.

Conference delegates donated over \$1400 to the Breast Cancer Foundation through the committee's fundraising events.

2009 Conference

The 2009 Conference Committee is currently targeting and confirming keynote speakers for this event. ACSLPA has again signed a contract with Alberta Health Services - Education Services to serve as the conference planner and work in conjunction with the 2009 committee. The 2009 ACSLPA Conference will take place November 5 and 6 at the Coast Plaza Hotel in Calgary.

Carey PidhayECKi Stefishen, R.SLP
Chair

MEMBER RECOGNITION

Committee Members

Sue Decker (Chair), Jodi Higdon, Karen Mayner, Carrie Gotzke, Krista Sabrowski, Jo Daugherty (ex officio).

Committee Goals

To acknowledge ACSLPA members for their contributions to the College, the professions and the community at large through the following activities:

- Recognizing ACSLPA's many dedicated volunteers.
- Facilitating the selection of winners for ACSLPA's award programs, and recognizing student achievements through the Clinical Achievement and Academic Excellence awards for recipients

chosen by the Department of Speech Pathology and Audiology at the University of Alberta.

This year, the College introduced the new Horizon Awards. These awards were presented to one audiologist and one speech-language pathologist who were newly-graduated ACSLPA members (less than five years since graduation) and demonstrated leadership and professional excellence.

The College's awards program now includes:

- Honours of the College
- 2 Horizon Awards
- Clinical Achievement Award
- Academic Excellence Award

Continued...

... continued from page 19

The committee increased the monetary value associated with each of these awards, which had not been adjusted since inception.

The committee continues to honour outgoing Council members, and to recognize the contributions of its current volunteers. This is done through an annual

volunteer appreciation draw, Christmas cards and a token of appreciation which are mailed out to all committee volunteers, and certificates of appreciation and a gift certificate which are sent to outgoing committee volunteers.

Sue Decker, R.SLP
Chair

PROFESSIONAL DEVELOPMENT

Committee Members

Judith Taylor (Co-chair), Morgan Whiteside (Co-chair), Christy Briere Wyonzek, Kelly Lucky, Robin Illchuk, Jo-Anne Gray, Nielle Hawkwood, Jacque Mvula (ex officio).

Committee Responsibilities

- Monitoring ACSLPA's professional development (PD) sponsorship program.
- Monitoring advertising of PD events to ACSLPA membership.
- Pursuing opportunities to create and promote a wider variety of accessible PD opportunities for the membership.
- Gathering information about important and timely PD topics from the general membership, ACSLPA committees, and other provincial and national organizations.
- Accepting other duties and responsibilities as assigned by Council.

Accomplishments

This year, the Professional Development Committee implemented 2007 survey results focusing on the areas of "time" and "funding" to improve PD services to the membership. This included the joint venture

with the University of Alberta to launch the Communities of Practice on-line forum.

The funding policies were revised and Request for Funding forms were revised in order to ease the process and include funding for PD events using newer technology such as webinars, tele-education, and on-line distance learning.

PD was one of the top five areas of focus during strategic planning for 2009-2011.

Future Tasks

It is the hope of the committee that broader access to PD events for the membership will be made available by changing the events to calendar form on the revised ACSLPA website, expanding PD modes to include webinars (Advanced Bionics has offered to assist in providing webinars to ACSLPA members), and to look at coordinating PD with other provinces involved in the Pan Canadian Alliance (PaC). Since all allotted funds for PD events have not been requested, it is also of importance to spread the word to the membership that there is PD funding available.

Morgan Whiteside, R.SLP
Judith Taylor, R.SLP
Co-chairs

PROFESSIONAL PRACTICE - AUDIOLOGY

Committee Members

Karin Bork (Chair), Sherri Garries, Mayuri Hirani, Larena Lewchuk, Amber Roberts, Drew Towers (ex officio on matters concerning the Audiology Awareness Campaign), Koren Wasilka, Charlene Watson, Steven Clements, Charlene Thompson, Raksha Kholia, Jacque Mvula (ex officio).

Committee Responsibilities

- To comment on and respond to audiology-related issues to ACSLPA staff, Council and members.
- To provide and/or recommend audiology-specific items for ACSLPA's communication methods (i.e. E-News, website and newsletter).
- To review the need for position statements, preferred practice guidelines, and advisory statements for the practice of audiology.

Continued...

...continued from page 17

- To accept other duties and responsibilities as assigned by Council.

Accomplishments

The PP-Aud Committee had many accomplishments in 2008. Projects started in 2007, such as numerous website information sheets and the Hearing Screening (formerly known as Identification Audiometry) document were finalized. The *Professional Recommendation Statement: Auditory Integration Therapy (AIT)* was also approved for publication at the September Council meeting.

As for new projects, the Audiologist Awareness Campaign was a huge undertaking. Council approved a \$100,000 budget. After a Request for Proposal was sent to five firms in Edmonton, Rose

Country Advertising and Public Relations was chosen. Campaign planning was wrapped up in December 2008 for a January 2009 launch including billboards, interior transit ads, radio spots, and an audiology website geared for the public. With input from the committee, audiologists on Council and other audiologists in specific work settings, information was written for the Hear Life! website (www.hearlife.ca).

Before resigning, Anne Lopushinsky penned a report to send to Alberta Health and Wellness regarding the history of the term, “audioprosthologist” and the status of the title in other areas. This has not been an issue in Alberta at this time, but the College chose to take a proactive approach to protect the title “audiologist”, which is similar to this term.

**Karin Bork, R.Aud
Chair**

PROFESSIONAL PRACTICE - SPEECH-LANGUAGE PATHOLOGY

Committee Members

Terri Duncan (Chair), Karen A. Pollock, Diane Freedman, Christine Gotaas, Linda Hurkot, Teresa Nelles, Carmen Read-Hengeveld, Sue Christensen, Tanya Sloane, Linda Mikus, Susan Rafaat (ex officio).

As of Spring 2008, resignations were received from Christine Gotaas, Carmen Read-Hengeveld, and Sue Christensen. Tanya Sloane (nee Smith) went on maternity leave.

Committee Duties and Responsibilities

- To respond to ACSLPA staff, Council and/or members regarding speech-language pathology related issues.
- To provide and/or recommend speech-language pathology specific items for ACSLPA communications;
- To review the need for position statements, preferred practice guidelines and advisory statements for the practice of speech-language pathology; and
- To perform other duties and responsibilities as assigned by Council.

Discussion occurred this year regarding the future role of the committee, and the potential to act in an advisory capacity regarding suggested position statements, preferred practice guidelines and advisory statements for the practice of speech-language pathology. The review of draft documents and provision of feedback to ad hoc committees was also supported.

Accomplishments and Challenges

- The committee met formally by teleconference twice: February and April 2008. These meetings followed a period of relative inactivity due to the departure of the Director of Member Services in Spring 2007.
- The Communication Alert Card was finalized and placed on the ACSLPA website for members to access. The purpose of the card is to provide information to communication partners of people with communication impairments to facilitate their participation in their communities.
- Recommendations previously put forward by this committee to develop preferred practice guidelines for the membership related to both concurrent practice and telepractice were implemented with the creation of ad hoc committees for both of these topics.
- Links to provincial resources of interest to the membership continue to be published on the ACSLPA website. Development of an exhaustive listing of speech-language pathology and audiology resources across the province was postponed due to the limited number of requests for this information and the logistical challenges associated with developing and maintaining such a list.
- The chair participated in strategic planning for the College in Spring 2008.

**Terri Duncan, R.SLP
Chair**

SCHOOL-AGE SERVICES

Committee Members

Lisa Warner (Chair), Marie Lukacs, Holly Crane, Candyce Ibbott, Sarah Burns, Carolyn Freeman, Sue Christensen, Susan Rafaat (ex officio).

Committee Duties and Responsibilities

- Respond to ACSLPA staff, Council, and/or members regarding school-age speech-language pathology and audiology related issues.
- Liaise with external agencies related to speech-language pathology/audiology funding/services.
- Review the need for position statements, preferred practice guidelines and advisory statements and to review policy documents in the school-age practice area.
- Provide and/or recommend school-age services specific items for ACSLPA communications (i.e. E-News, website and newsletter).
- Perform other duties and responsibilities as assigned by Council.

Discussion occurred regarding the future role of the committee and the potential to act in an advisory capacity, making recommendations regarding position statements, preferred practice guidelines and advisory statements on issues related to school-age services. The committee would also review draft documents and provide feedback to ad hoc committees working on these documents.

Accomplishments

- Participated in strategic planning for the College in Spring 2008.
- On behalf of ACSLPA, participated via on-line consultation in phase one of Alberta Education's Special Education review. Committee members met via teleconference to draft a response.

Participation in phases two and three of the Special Education Review is anticipated for 2009.

Lisa Warner, R.SLP
Chair

AD HOC COMMITTEE REPORTS
(Struck for the purpose of developing College documents)

CODE OF ETHICS

- Julie Evans (Chair)
- Alison Foxford
- Debbie Hubbard
- Karen Nash
- Kathy Packford
- Eleanor Stewart
- Charlene Watson
- Susan Rafaat *

CONCURRENT PRACTICE

- Shellene Ramsahoye (Chair)
- Lindy Dawson
- Terri Duncan
- Larena Lewchuk
- Bonnie Robertson
- Susan Rafaat *

DYSPHAGIA

- Carey Mиейette (Chair)
- Stuart Cleary
- Christine Gotaas
- Allison MacDonald
- Jo Anne Mahood
- Kristi Reid
- Leslie Wellman
- Susan Rafaat *

TELEPRACTICE

- Karyn Forst (Chair)
- Jodi Franczak
- ShawnaLee Jessiman
- Nausheen Khan
- Karen Manchur
- Pnina Rubensohn
- Drew Towers
- Jacquie Mvula *

UNIVERSAL NEWBORN HEARING SCREENING

- Reanne Beier
- Jean Chan
- Holly Gusnowsky
- Carrie Scarff
- Karen Svitich
- Drew Towers
- Kathy Broks
- James Werner
- Jacquie Mvula *

* Staff - ex officio

AUDITOR'S
REPORT
AND
FINANCIAL
STATEMENTS

AUDITOR'S REPORT

February 27, 2009
Edmonton, Alberta

To the Members of Alberta College of Speech-Language Pathologists and Audiologists:

We have audited the statement of financial position of Alberta College of Speech-Language Pathologists and Audiologists as at December 31, 2008 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the College's management. 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 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 our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Kingston Ross Pasnak LLP
Chartered Accountants

STATEMENT OF OPERATIONS

Year Ended December 31, 2008

	2008	2007
REVENUE		
Membership fees	\$ 399,930	\$ 497,453
Conference	112,197	85,811
Interest	38,115	47,886
Competency Profile government grant	33,937	66,423
Alberta Provider Directory grant	18,125	-
Alberta Association of Audiologists grant	15,000	-
Advertising and newspaper	5,725	5,089
	623,029	702,662
EXPENSES		
Wages and benefits	305,407	246,432
Conferences	114,762	93,967
Council	41,223	34,498
Professional fees - discipline	40,485	40,385
Office, postage and stationery	36,731	26,552
Competency Profile	33,937	66,423
Rent	26,795	25,998
Public relations - Audiology Awareness and other	18,999	565
Publications	18,640	20,526
Professional fees - regulatory and other	18,065	15,325
Alberta Provider Directory	17,500	-
Bank charges and interest	10,801	6,817
Contract services	9,005	11,110
Insurance	7,145	9,220
Goods and Services Tax	5,893	7,303
Amortization	4,516	4,837
Telephone	3,407	3,071
Awards and nominations	2,855	7,472
Equipment rental	2,628	2,226
Utilities	1,988	1,712
Continuing education	1,001	4,362
Investigations and hearings	-	9,384
	721,783	638,185
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES		
<i>(Note 10)</i>	\$ (98,754)	\$ 64,477

STATEMENT OF CHANGES IN NET ASSETS

Year Ended December 31, 2008

	Unrestricted	Internally Restricted (Note 7)	Invested in Equipment	2008	2007
Net assets - beginning of year	\$ 265,927	\$ 775,000	\$ 15,438	\$ 1,056,365	\$ 991,888
(Deficiency) excess of revenue over expenses	(94,238)	-	(4,516)	(98,754)	64,477
Investment in equipment	(5,736)	-	5,736	-	-
Net assets - end of year	\$ 165,953	\$ 775,000	\$ 16,658	\$ 957,611	\$ 1,056,365

STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2008

	2008	2007
ASSETS		
CURRENT		
Cash	\$ 473,993	\$ 344,954
Marketable securities (Note 3)	964,503	1,129,501
Accounts receivable	373	20,038
Goods and Services Tax recoverable	5,838	7,248
Prepaid expenses	6,836	9,244
	1,451,543	1,510,985
EQUIPMENT (Note 4)	16,658	15,438
	\$ 1,468,201	\$ 1,526,423
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 26,523	\$ 65,854
Deferred revenue	472,600	358,800
Deferred contributions (Note 5)	-	45,404
Grant payable	11,467	-
	510,590	470,058
LEASE COMMITMENTS (Note 6)		
NET ASSETS		
Unrestricted	165,953	265,927
Internally restricted (Note 7)	775,000	775,000
Invested in equipment	16,658	15,438
	957,611	1,056,365
	\$ 1,468,201	\$ 1,526,423

ON BEHALF OF THE COUNCIL



President



Director

STATEMENT OF CASH FLOWS

Year Ended December 31, 2008

	2008	2007
OPERATING ACTIVITIES		
Cash receipts from member fees	\$ 533,395	\$ 406,406
Cash receipts from user fees	117,922	90,900
Cash receipts from grant revenue	21,033	111,827
Cash paid to suppliers and employees	(740,688)	(606,906)
Interest received	38,115	47,886
Cash flow (used by) from operating activities	(30,223)	50,113
INVESTING ACTIVITY		
Purchase of equipment	(5,736)	(3,343)
(DECREASE) INCREASE IN CASH FLOWS	(35,959)	46,770
CASH - BEGINNING OF YEAR	1,474,455	1,427,685
CASH - END OF YEAR	\$ 1,438,496	\$ 1,474,455
CASH CONSISTS OF:		
Cash	\$ 473,993	\$ 344,954
Marketable securities	964,503	1,129,501
	\$ 1,438,496	\$ 1,474,455

NOTES TO FINANCIAL STATEMENTS

Year Ended December 31, 2008

1. DESCRIPTION OF OPERATIONS

Alberta College of Speech-Language Pathologists and Audiologists (the "College") was incorporated under the Health Professions Act as a non-profit organization. The College's mandate is to regulate the professions of speech-language pathology and audiology in Alberta. As a not-for-profit organization under the Income Tax Act (Canada), the College is not subject to either federal or provincial income taxes.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Significant accounting policies observed in the preparation of the financial statements are summarized below. These policies are in accordance with Canadian generally accepted accounting principles.

Financial instruments

Cash and marketable securities are classified as held-for-trading and are measured at fair value. All marketable securities are publicly traded, and their fair value is the market value of the securities at year end.

Accounts receivable are classified as loans and receivables and accounts payable and accrued liabilities are classified as other financial liabilities, both of which are measured at amortized cost.

Equipment

Equipment is stated at cost less accumulated amortization. Equipment is amortized using the declining balance method at the following annual rates:

- Office equipment 20%
- Computer equipment 30%
- Computer software 100%

Revenue recognition

Membership fees are recognized as revenue in the fiscal year in which membership services are provided and when collection is reasonably assured. Membership fees that are collected and relate to a period subsequent to the fiscal year of the College have been recorded as deferred revenue.

Conference revenues are recognized in the fiscal

year in which the conference is held and when collection of registration fees is reasonably assured.

Government grant revenues are recognized using the deferral method, as described below. Interest income is recognized when earned.

Advertising and newspaper revenues are recognized when the related services are performed and collection is reasonably assured.

Deferred contributions

The organization follows the deferral method of accounting for contributions, including government grants. Contributions subject to external restrictions are deferred and recognized as revenue in the year in which the related expenses are incurred.

Leases

Leases are classified as either capital or operating leases. A lease that transfers substantially all of the benefits and risks incident to the ownership of property is classified as a capital lease. All other leases are accounted for as operating leases, wherein rental payments are expensed as incurred.

Donated services

The work of the College is dependent on the

voluntary services of many members. The value of donated services is not recognized in these statements.

Measurement uncertainty

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 and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates include providing for amortization of equipment. Actual results could differ from these estimates.

Statement of Cash Flows

The College is using the direct method in its presentation of the Statement of Cash Flows.

Capital disclosures

Effective January 1, 2008, the College adopted new CICA Handbook Section 1535 "Capital Disclosures." This section establishes standards for disclosing information about the entity's capital and how it is managed, in order for a user of the financial statements to evaluate the entity's objectives, policies and processes for managing capital.

The required disclosure is contained in Note 9.

3. MARKETABLE SECURITIES

	2008	2007
Government of Canada T-Bills maturing between February 19, 2009 and December 24, 2009	\$ 300,103	\$ 286,961
Provincial Bonds (interest between 4.0% and 6.1% maturing between May 19, 2009 and June 2, 2013)	290,226	285,418
Guaranteed Investment Certificate (interest at 4.2% maturing February 22, 2010)	100,822	96,792
Guaranteed Investment Certificate (interest at 4.15% maturing February 28, 2010)	86,187	82,750
Guaranteed Investment Certificate (interest at 3.45% maturing February 28, 2010)	85,697	82,750
Guaranteed Investment Certificate (interest at 2.3% maturing February 13, 2009)	57,138	55,497
Guaranteed Investment Certificate (interest at 3.35% maturing April 19, 2009)	44,330	42,805
Guaranteed Investment Certificate (interest at 3.9% maturing January 20, 2008)	-	85,716
Guaranteed Investment Certificate (interest at 3.9% maturing January 20, 2008)	-	55,447
Guaranteed Investment Certificate (interest at 3.9% maturing January 20, 2008)	-	55,365
	\$ 964,503	\$ 1,129,501

4. EQUIPMENT

	Cost	Accumulated amortization	2008 Net book value	2007 Net book value
Office equipment	\$ 25,714	\$ 14,951	\$ 10,763	\$ 8,247
Computer equipment	22,374	16,593	5,781	7,191
Computer software	994	880	114	-
	<u>\$ 49,082</u>	<u>\$ 32,424</u>	<u>\$ 16,658</u>	<u>\$ 15,438</u>

Amortization provided for in the current period totaled \$4,516; (2007 - \$4,837).

5. DEFERRED CONTRIBUTIONS

Deferred contributions represent amounts received through a Human Resources and Social Development

Canada grant for the development of Competency Profiles for which eligible expenses have not yet been incurred.

	2008
Balance, beginning of year	\$ 45,404
Eligible expenditures incurred	(45,404)
Balance, end of year	\$ -

6. LEASE COMMITMENTS

The College leases premises under a long term lease that expires on January 30, 2012. Under the lease, the College is required to pay a monthly base rent of \$1,679 for the first two-year term, \$1,713 for the second two-year term and \$1,780 for the third two-year term.

Future minimum lease payments as at year end are as follows:

2009	\$ 24,107
2010	24,141
2011	24,880
2012	22,801
2013	1,392
	<u>\$ 97,321</u>

7. INTERNALLY RESTRICTED FUNDS

The College's governing Council has passed a resolution to internally restrict \$775,000 (2007 - \$775,000) of its net assets for the purpose of funding unexpected events.

8. FINANCIAL INSTRUMENTS

The College's financial instruments consist of cash, marketable securities, accounts receivable, accounts payable and accrued liabilities and grant payable.

Credit risk

Financial instruments that potentially subject the

College to credit risk consist primarily of accounts receivable. In the normal course of business, the College evaluates the financial condition of its members and customers on a continuing basis. Management assessed the need for allowance for potential credit losses by considering the historical trends, and other information.

Interest rate risk

The College is exposed to interest rate risk with respect to the amount of interest earned annually from cash funds on deposit with financial institutions. The College has not entered into any hedging relationships to minimize this risk.

Fair value

The carrying values of accounts receivable and accounts payable approximate their fair value due to the immediate or short term maturity of these instruments. Cash and marketable securities are carried at fair value.

9. CAPITAL DISCLOSURES

The College's capital consists of its net assets. The College's primary use of capital is to maintain its current operations while its secondary use of capital is to provide professional resources for members, to protect the public interest and to promote the professions of audiology and speech-language pathology in Alberta. The College has no externally

...continued from page 25

imposed capital restrictions.

The College's objectives in managing capital are to ensure sufficient liquidity to meet monthly operating requirements, including varying legal expenses associated with professional conduct matters, as well as to provide approved member services which may include development of professional resources, professional development opportunities, public awareness initiatives, etc. The College's management and Council take full responsibility for managing the College's capital and do so through regular meetings and review of financial information.

The College's capital management objectives have remained unchanged over the periods presented.

10. EXPLANATION OF DEFICIENCY

The recorded deficiency for 2008 may be explained by the following:

1. As a result of the substantial growth of ACSLPA reserve funds in prior years, Council approved a deficit budget of \$42,064 for 2008, including a reduction in membership fees.
2. Further to the above, Council approved additional expenditures that were not planned for in the original 2008 budget, including the Audiology Awareness Campaign, contribution to the CASLPA Conference, ACSLPA Memorial Bursary and staffing changes.

COUNCIL

Council will also always contain

- the required (25%) public members
- at least 1 SLP registered member
- at least 1 audiologist registered member
- Director of Member Services (ex officio)
- Registrar/CEO (ex officio)

Officers

- President
- VP- Regulatory
- VP-Member Services
- Past President
- Treasurer
- CASLPA Rep AB

Public Members (3)

Members-at-Large (3)

Size of Council will be a maximum of 12 voting members and will meet four times per year (eg. Jan/Mar/June/Sep)

MEMBER SERVICES ASSEMBLY
(a subcommittee of Council)

- VP-Member Services (Chair)
- President
- Director of Member Services (ex officio)
- One representative from each committee

ACSLPA EMPLOYEES

- Registrar/CEO
- Director of Member Services
- Executive Assistant
- Administrative Assistant
- Registration Coordinator

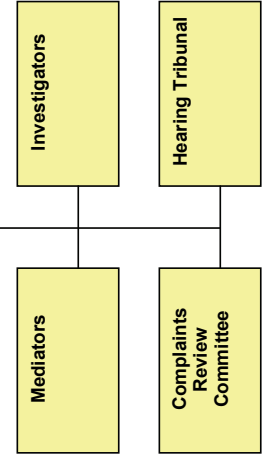
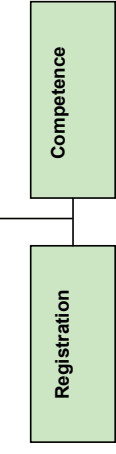
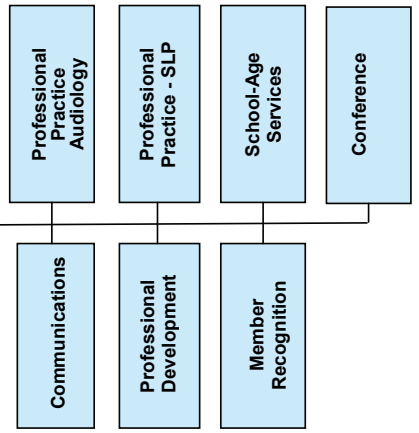
REGULATORY ASSEMBLY
(a subcommittee of Council)

- VP-Regulatory (Chair)
- President
- Registrar (ex officio)
- One representative from each committee

WHEN REQUIRED

REGULATORY ROLES, FUNCTIONS & PERSONNEL

- Complaints Director - Registrar
- Registrar
- Hearings Director





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