



Alberta College of
Speech-Language Pathologists
and Audiologists

Annual Report

2019





*Protecting and serving the
public interest by regulating the practice
of speech-language pathologists
and audiologists in Alberta.*



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President's and Registrar's Message

Speech-Language Pathologists (SLPs) and Audiologists are health professionals who serve Albertans across their lifespan, from newborn hearing screening to capacity assessments in support of medical assistance in dying, and all life stages in between. They work independently and as part of interprofessional teams in hospitals, clinics, schools, rehabilitation centres, nursing homes, early intervention programs, universities, colleges, research centres and private practices.

Being an SLP or an Audiologist starts with a specialized master's degree and requires a lifelong commitment to learning and professional growth. Individual SLPs and Audiologists earn the trust of clients, employers and funders every day through their competent and ethical professional practice.

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) protects and serves the public interest by regulating the practice of speech-language pathologists and audiologists. ACSLPA's regulatory work includes setting admission standards, considering applications for and issuing practice permits, creating and enforcing a Code of Ethics and Standards of Practice, investigating complaints of unprofessional conduct, creating guidelines and practice documents, enforcing continuing competence standards, and more.

Going beyond traditional regulatory activities, ACSLPA also serves and protects the public interest by elevating speech-language pathologists and audiologists in their practice. We do this by providing practice advice and support, professional development opportunities, forums for professional dialogue and engagement, and professional resources.

We invite you to read the 2019 ACSLPA Annual Report to learn more about the activities of the College.

Joanne Richer Fodchuk, R.SLP
2020 ACSLPA President

Michael Neth
Registrar & CEO



2019 ACSLPA Council

PRESIDENT

Joanne Richer Fodchuk, R.SLP

VICE PRESIDENT

Michael Vekasi, R.Aud

MEMBERS OF COUNCIL

Nicole Baumbach, R.SLP
Andrea Benoit, R.SLP
Charlene Chamberlain, R.SLP
Geneviève Cloutier, R.SLP
Kathleen Jones, R.Aud
Karen Nolan, R.SLP
Beatrice To, R.Aud

PUBLIC MEMBERS

André Breault
Marcella Campbell
Ira Goldman

Public Members' Message

The Alberta College of Speech-Language Pathologists and Audiologists oversees the regulation of professionals in the area of speech-language and audiology in order to serve the public interest. The regulatory work, as outlined in the *Health Professions Act*, includes professional registration, continuing competence, professional conduct, use of professional titles, codes of ethics and standards of practice.

Public members are appointed to Council by the Government of Alberta. They participate as a means to balance the interest of registered members and the general public by way of preparing for, attending, participating and voting at council meetings.

We encourage all members of the College to become familiar with your Council, what they do, decisions and accomplishments they make and engage on matters that are important to the professions and the public.

This year, one initiative involved leveraging technology to improve engagement with members and the public. ACSLPA worked towards this initiative by improving the functionality of its website. One goal was to improve public accessibility of information on ACSLPA, SLPs, audiologists and professional conduct. Another goal was to improve the accessibility of existing information by the registered members for their professional practice.

The College has initiated a project to develop new guidelines and advisory statements that will address current practice needs. This was the result of the College responding to feedback; members requested more resources and supports in this format. This work will support members' continuing competence in their professions.

The College has also made a valiant effort to engage members through various initiatives this past year through member recognition awards and a fall symposium. However, these attempts engaged a small population of members and a symposium will not be held in 2020; rather, the College is looking towards members to help shape the future of events hosted by ACSLPA.

ACSLPA continues to be an active leader of the profession at both the provincial and national levels through various board memberships. As public members of Council, we are pleased to have the opportunity to represent the public and participate in the activities of the College.

Respectfully submitted by
André Breault, Marcella Campbell and Ira Goldman



About the College

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) is a self-regulating professional body, operating under the authority granted to it by the *Health Professions Act* of Alberta (HPA). ACSLPA exists to serve the public interest by providing regulation, direction, and professional practice support to registered speech-language pathologists (SLPs) and audiologists in Alberta. In so doing, ACSLPA and our 1,824 regulated members work to ensure that the public has access to competent, safe, and ethical audiology and SLP services.

SLPs and audiologists have been regulated in Alberta under the HPA since July 1, 2002. The HPA directs the activities of ACSLPA and defines our scope of professional regulation. These include:

- publishing a register of regulated SLPs and audiologists and regulating the use of protected titles related to SLP and audiology services so that the public can readily identify qualified health professionals;
- establishing and enforcing admission, renewal, and continuing competence standards for regulated SLPs and audiologists in Alberta;
- establishing, maintaining, and enforcing standards of practice and a code of ethics for SLPs and audiologists;
- receiving and investigating complaints of unprofessional conduct against regulated members made by clients, registrants, peers, employers, or others; and
- holding regulated SLPs and audiologists to account through disciplinary measures if they are found to have behaved unprofessionally in their practice.

ACSLPA also serves the public by providing professional practice supports to SLPs and audiologists. These supports include:

- providing relevant professional development opportunities;
- development and publication of position statements, guidelines, and protocols related to the delivery of professional services;
- communications to members on professional, ethical, and regulatory matters; and
- member recognition for exemplary service to the public and the professions.

Council

Under the *Health Professions Act*, the Council is ultimately responsible for upholding the public interest through the responsible governance of ACSLPA and its activities. The ACSLPA Council consists of 9 regulated speech-language pathologists and audiologists who are elected by the regulated members of the College, as well as three public members who are appointed by the Government of Alberta.

Committees

The work of the Council is supported by three active committees of Council: the Governance Committee, the Audit Committee, and the Nominations Committee. ACSLPA also has three standing regulatory committees, which are the Registration Committee, the Competence Committee, and Hearings Tribunal/Complaints Review Roster.

Staff

In 2019 ACSLPA was supported by a staff organization that included the Registrar/CEO, Deputy Registrar, Director of Conduct & Compliance, Director of Professional Practice, Audiology Practice Advisor, Registration Coordinator, Digital & Web Communications Coordinator, Office Administrator/Executive Assistant and a contract bookkeeper. In total ACSLPA staff positions represent 6.5 FTE (full-time equivalent) employees. To view the ACSLPA organizational chart, please see page 31.

College Officials

ACSLPA College Officials, appointed in accordance with relevant legislation, are:

- Registrar/Privacy Officer - Michael Neth
- Complaints Director - Len Stelmaschuk
- Hearings Director - Susan Kraft

Speech-Language Pathologists ...

SLPs are professionals who have a master's, doctorate, or equivalent degree in speech-language pathology and specialize in the prevention, assessment, diagnosis and management of communication and swallowing disorders. SLPs work directly with clients of all ages and their families/caregivers. Certain services may be provided by support personnel, who work under the supervision of an SLP.

SLPs work in:

- public practice settings such as schools, preschools, hospitals, community health centres, long-term care centres and nursing homes;
- private practice in both office and home environments;
- collaboration with other health care professionals as part of a team; and
- research, education, advocacy, counselling, policy development and health administration.

SLPs can help with:

- **speech** (articulation, phonology, motor speech), **fluency** (stuttering), **voice** and **resonance**;
- **language** (expression and comprehension);
- **swallowing** and **feeding**;
- **cognitive communication** (social communication, reasoning, problem solving, memory and executive functions);
- **pre-literacy** and **literacy** skills;
- **communication** and **swallowing** disorders related to other issues (e.g., neurological and hearing impairments); and
- **capacity** assessments.



SLPs are professionals with expertise in assessing and treating a broad range of speech, language and swallowing issues in people of all ages.

Audiologists

Audiologists are professionals who have a master's, doctorate, or equivalent degree in audiology and specialize in the prevention, assessment, diagnosis and management of hearing and balance disorders. Audiologists work directly with clients of all ages and their families/caregivers. Certain services may be provided by support personnel, who work under the supervision of an audiologist.

Audiologists work in:

- public practice settings such as schools, hospitals and community health centres;
- private practice clinics; and
- research education, advocacy, counselling, policy development and health administration.

Audiologists can help with:

- **hearing;**
- **amplification** (hearing aids and other assistive listening devices);
- **auditory processing;**
- **tinnitus** (noise or ringing in the ears);
- **hyperacusis** and **misophonia** (sensitivities to sounds); and
- **balance disorders** (dizziness or vertigo).



Audiologists are professionals with expertise in assessing and treating a broad range of hearing and balance disorders in people of all ages.

Year in Review

In 2019 ACSLPA focused on major regulatory initiatives and the development of operational infrastructure to support continued regulatory growth and development. Regulatory achievements included compliance with Bill 21 requirements *Protecting the Public from Sexual Abuse and Sexual Misconduct*, initial implementation of a refreshed policy framework and the completion of a scoping review of our key practice documents. On the infrastructure side, highlights included a major upgrade to our member database and securing new office space to meet the College's needs for the foreseeable future.

Regulatory Policy and Projects:

Protecting Patients from Sexual Abuse and Sexual Misconduct

- New *Standard of Practice Area 5.0* addressing sexual abuse and sexual misconduct by health professionals.
- Mandatory training and resources prepared and provided to staff, hearing tribunal roster and regulated members.
- Developed a patient relations program and improved information and resources on the ACSLPA website.

Fair Registration Practices

- Conducted initial reviews of registration policies and practices to ensure procedural fairness, transparency, objectivity and accountability.
- In response to reviews, initiated:
 - Changes to information for applicants to improve clarity and accessibility; and
 - Initiated enhancements to policy and processes and further reviews in specific areas.

Continuing Competence

- Enhanced continuing competence program (CCP) supports and resources to members to improve program outcomes and compliance based on issues identified in audit of 2018 CCP results.

Governance

- Initiated a new policy framework that provides for differentiation of authority and delegation through tiers; Tier 1 (high-level oversight), Tier 2 (Council delegation), and Tier 3 (operational). The framework will continue to be expanded and refined in future years.
- Contracted with Parker-Taillon Consulting Inc. to conduct a practice document review. Their report outlines recommendations related to the consultation, validation, and approval process for College documents including Standards of Practice, the Code of Ethics, practice guidelines, advisory statements, and other practice resources.

Enhanced Professional Liability Insurance (PLI) Requirement for Regulated Members

- Identified a shortfall in PLI requirements that was potentially leaving the public and members vulnerable to an unanticipated risk of having no PLI coverage available.
- New professional liability insurance rules now require all practicing members on the general and courtesy registers to hold individual PLI (vs. coverage through an employer held policy).

Supporting Members in Their Practice:

- Provided practice support to hundreds of members by phone, email, webinar, and in person, in the form of resources, professional practice advice and guidance on meeting professional practice requirements.
- Provided orientation sessions to new regulated members on CCP and other college matters.
- Piloted a new one-day ACSLPA symposium to provide members with relevant clinical and professional practice development. The Symposium included a pre-conference evening workshop focused on practice considerations for SLPs and audiologists thinking of entering private practice. In response to member feedback, the one-day format offered shorter sessions, increased networking time, and the inclusion of professional regulatory topics.
- Sponsored 5 professional development events organized by, and for, ACSLPA members.

Operational Infrastructure:

- Major database upgrade, including new online application portal for graduates of Canadian accredited university programs, updated online renewal process and online audit process for continuing competence program.
- Overhaul of ACSLPA website for use by the public and regulated members, including significant additions regarding conduct and complaint information and user-friendly access to resource links.
- Continued to improve data security and privacy through enhanced system encryption.

Spreading the Word About Speech-Language Pathology & Audiology:

ACSLPA continued to work with partner organizations to share information about the professions and professional regulation. Events attended included:

- University of Alberta Interprofessional Pathway Launch.
- Attendance at 2 teachers' conventions.
- Presentation by Registrar and Deputy Registrar on currency hours policy at the Canadian Network of Agencies for Regulation (CNAR) in Quebec City (500+ delegates attending).

Registration of College Members

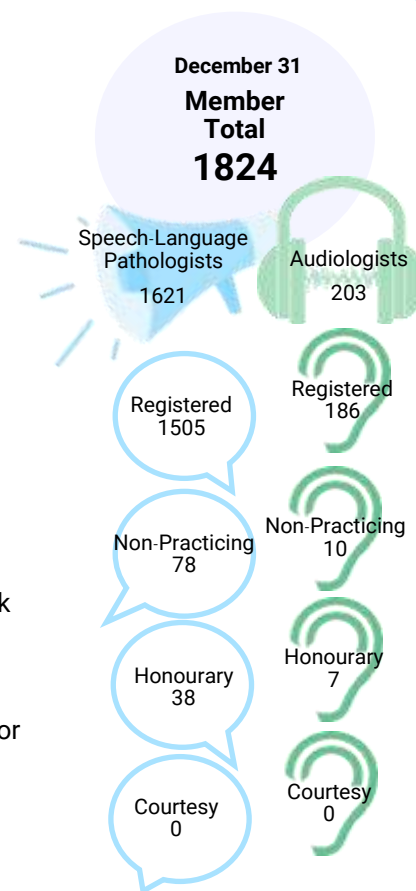
Under the *Health Professions Act* (HPA), ACSLPA has the legislated responsibility to establish, maintain and enforce entry-to-practice registration standards for audiologists and speech-language pathologists (SLPs) in Alberta. ACSLPA establishes the educational and clinical practice requirements to enter the professions of audiology and speech-language pathology and ensures that applicants meet the established requirements prior to becoming registered.

The Council, Registrar, and Registration Committee each have responsibilities in the registration process in accordance with our governing legislation.

Registration Requirements

Registration requirements are outlined in the *Speech-Language Pathologists and Audiologists Profession Regulation*. Applicants must:

1. Have completed at least a master's degree in speech-language pathology or audiology from an approved university program or qualifications that the Registration Committee considers substantially equivalent;
2. Demonstrate that their professional practice is current by having:
 - a) Graduated from an approved program within three years; or
 - b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the previous five years; or
 - c) Successfully completed approved refresher education courses;
3. Provide evidence of having good character and reputation by submitting:
 - a) A satisfactory Police Information Check and a Vulnerable Sector Check (PIC/VSC);
 - b) A written reference or letter of good standing; and
 - c) Acceptable declarations regarding any history of criminal convictions or findings of unprofessional conduct;



Registration *(con't)*

January 1 - December 31, 2019

4. Meet the approved English Language Proficiency requirements; and
5. Demonstrate that they have the required Professional Liability Insurance.

At renewal each year, registrants are required to submit currency hours, to demonstrate they continue to hold the required level of professional liability insurance, and to complete declarations related to criminal convictions, findings of unprofessional conduct and education regarding prevention of sexual abuse of and sexual misconduct toward patients.

Status Changes
(not occurring at renewal)

	AUD	SLP	TOTAL
Practitioners Returning to Practice ¹	4	56	60
Practitioners Leaving Practice ²	3	10	13

¹ Non-Practicing and previous members who returned to active practice.

² Active members who became Non-Practicing or resigned.

Courtesy Register

	AUD	SLP	TOTAL
Number Registered	4	10	14

Courtesy Registration was granted for specified periods ranging from 1–30 days for certain purposes.

Did you know? ...

ACSLPA takes interjurisdictional mobility and foreign qualification recognition very seriously.

ACSLPA Members obtained their qualifying degrees:

- in Alberta - **46.5%**;
- elsewhere in Canada - **22.1%**;
- in the USA - **27.5%**; and
- outside of Canada - **3.9%**!

Number of Applicants & New Registrants - General Register

	AUD		SLP		TOTAL	
	Applicants	Registered	Applicants	Registered	Applicants	Registered
New Graduates						
University of Alberta	n/a	n/a	40	40	40	40
Other Canadian Programs	3	3	9	9	12	12
U.S. Programs	0	0	6	6	6	6
New Graduates – Total	3	3	55	55	58	58
Other Regulated Jurisdictions ¹	2	2	14	14	16	16
Other Non-Regulated Jurisdictions ²	1	1	8	8	9	9
Substantial Equivalency ³	4	2	5	2	9	4
Total	10	8	82	79	92	87

¹ From other regulated jurisdictions in Canada.

² From non-regulated jurisdictions in Canada and ASHA members from the USA.

³ Those assessed for substantially equivalent qualifications (i.e., applicants educated outside of Canada or the USA where Alberta was the first point of entry into practice in Canada).

Continuing Competence

ACSLPA implemented a Continuing Competence Program (CCP) in 2008. The CCP was designed to ensure that regulated members remain competent throughout their careers, providing safe, ethical services that meet professional practice standards, thereby protecting the public.

The CCP operates on a yearly cycle and consists of:

1. Self-assessment to identify practice strengths and learning needs related to practice (required a minimum of once every three years);
2. Formulation of competence goal(s) based on identified learning needs (required annually);
3. Implementation of learning activities to achieve competence goal(s) (required annually);
4. Evaluation and reflection on how practice was enhanced through completion of the competence goal(s) (required annually); and
5. Completion of *external feedback to support learning* (required a minimum of once every three years).

New Member Orientations

Orientation to the CCP is now offered to all new members in the fall. Thirty-nine members attended the online orientation in 2019.

Member Portal Changes

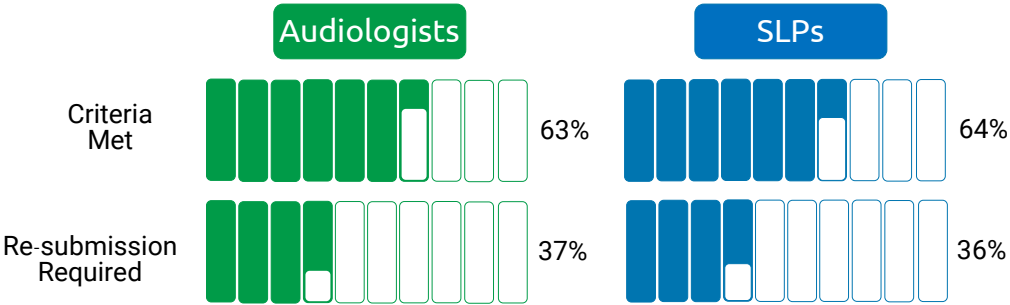
Significant portions of the CCP were built into the new member portal/database in 2019. This led to the external feedback requirement being tethered to renewal along with goal writing and reflection. This was a significant change and provided a mechanism to ensure members who were required to complete external feedback did so.

The Self-Assessment Tool (SAT) has not yet been built into the new system and will be undergoing review/revision.

Results of 2019 Regulated Member Program Audit

A total of 19 audiologists and 146 speech-language pathologists were audited for their 2019 CCP submissions. This represented just over 10% of members who were practicing.

Summarized 2019 CCP Audit Results



Audits were completed using the new member database/portal. This enabled each member to receive feedback in a timely fashion, via the portal. Each audited member receives feedback that supports future submissions and/or requires the member to rewrite a portion of their submission.

Complaints & Discipline

Professional conduct and discipline accounts for a section of the regulatory responsibility of the college. ACSLPA receives complaints against registered members as part of its mandate in protecting the public under the *Health Professions Act* (HPA). Each complaint follows the principles of procedural fairness, objectivity and transparency. The purpose of the complaints process is to appropriately address member conduct that constitutes unprofessional conduct, and where possible, bring the registered member back up to the accepted standard.

The Complaints Director has the authority to attempt to resolve the complaint, seek the advice of experts, investigate or appoint investigators, dismiss the complaint, or take other actions in accordance with the HPA. Investigations are at times lengthy due to the nature or complexity of the complaint.

In cases where there is sufficient evidence of unprofessional conduct, the Complaints Director can refer the matter to the Hearings Director for a hearing. The Hearing Tribunal (tribunal) consists of a minimum of two regulated ACSLPA members pre-approved by Council along with one public member-appointed by the Government of Alberta. The Hearings Director, also appointed by Council, calls the tribunal together and oversees the set up of the hearing to ensure processes are followed in a fair and independent manner.

At a hearing, the investigated member and the Complaints Director can present their case, call witnesses, and arrange for legal counsel representation. Hearings are generally open to the public unless specific criteria are met that would require a private hearing.

If the Complaints Director dismisses a complaint, the Complainant may request a review of the decision by the Complaints Review Committee (CRC). The composition of the CRC is similar to that of the tribunal. A CRC review is similar in structure to a hearing to ensure that procedural fairness is observed.

Matters that go to hearing may be appealed by either the investigated member or the Complaints Director. Appeals are heard by the Council. The tables below provide a summary of complaint statistics for 2019.

COMPLAINTS RECEIVED		2019	HEARINGS, COMPLAINT REVIEWS, APPEALS		2019
Number of new complaints received Jan 1 - Dec 31		8	Number of hearings held		0
Number of complaints carried over from previous years		5	Number of appeals		0
Number of complaints closed in the year		1	Number of Complaints Reviews		1
Number of complaints still open on Dec 31, 2019		12			

Complaints & Discipline (con't)

DISPOSITION OF COMPLAINTS	2019
Number of complaints dismissed, redirected or resolved informally	3
Number of complaints referred to the ACR ¹ process	0
Number of complaints referred to investigation	11
Number of complaints referred to a hearing	2
Number of members referred for an incapacity assessment	0
Number of complaints resolved through hearing process	0

¹Alternative Complaints Resolution

In addition to formal complaints under the *Health Professions Act*, the College also received and informally addressed a number of concerns from employers and the public. In most cases, these concerns were resolved before becoming a complaint when the potential complainant and member were encouraged to communicate, when the public was provided with more information about what they should expect from the member, or when the member was provided more clarity about their professional obligations.

ACSLPA does not currently have an inspection program as described within the HPA.

In 2019, ACSLPA did not receive any complaints of **Sexual Abuse or Sexual Misconduct**. As of April 1, 2019, colleges under the HPA were required to provide funding for treatment and counselling to assist patients alleging sexual abuse or sexual misconduct by a regulated health provider.

TREATMENT AND COUNSELLING FOR SEXUAL ABUSE OR SEXUAL MISCONDUCT			
	Related to Sexual Abuse	Related to Sexual Misconduct	Total
Number of Complaints	0	0	0
Number of Patients that Accessed the Fund	0	0	0
Amount of Money Dispersed	\$ 0	\$ 0	\$ 0

Additionally, there were no complaints brought forward from the **Alberta Ombudsman** or the **Office of the Information and Privacy Commissioner of Alberta** involving ACSLPA.

Independent Auditors' Report

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

Opinion

We have audited the financial statements of Alberta College of Speech-Language Pathologists and Audiologists (the "College"), which comprise the statement of financial position as at December 31, 2019, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Statement of Financial Position

As at December 31, 2019

	2019	2018
ASSETS		
CURRENT		
Cash	\$ 943,222	\$ 997,573
Portfolio investments (Note 4)	1,871,896	1,805,373
Accounts receivable	1,925	—
Prepaid expenses	21,827	18,581
Goods and Services Tax recoverable	18,231	7,929
	2,857,101	2,829,456
Capital assets (Note 5)	68,203	51,442
Intangible assets (Note 6)	15,044	—
	\$ 2,940,348	\$ 2,880,898
LIABILITIES		
CURRENT		
Accounts payable and accruals	\$ 97,736	\$ 127,586
Deferred contributions (Note 7)	1,047,825	1,043,020
	\$ 1,145,561	\$ 1,170,606
NET ASSETS		
Unrestricted net assets	836,540	783,850
Internally restricted financial reserve	775,000	775,000
Equity in capital and intangible assets	83,247	51,442
Internally restricted for Professional Conduct	100,000	100,000
	1,794,787	1,710,292
	\$ 2,940,348	\$ 2,880,898

APPROVED ON BEHALF
OF THE COUNCIL:



Joanne Richer Fodchuk
2020 President



Andrea Benoit
2020 Vice President

Statement of Operations

For the year Ended December 31, 2019

Revenue	2019	2018
Membership fees	\$ 1,112,675	\$ 1,027,075
Investment Income	55,942	47,386
Conference	24,350	—
Advertising	21,140	17,176
Government of Canada grant	—	6,664
TOTAL REVENUE	1,214,107	1,098,301
Expenses		
Wages and Benefits	756,605	731,597
Contract services	68,588	55,624
Rent	56,406	41,895
Technology	44,142	36,887
Investigations and hearings	42,211	11,743
Professional Fees	39,322	39,890
Amortization	31,854	9,385
Council	31,779	38,660
Conference	27,978	—
Bank charges and interest	24,732	23,197
Professional Fees - discipline	15,889	2,516
Dues and Membership	15,740	17,865
Travel	14,322	17,376
Investment management fees	13,065	8,636
Training and Education	12,065	5,558
Donations and sponsorship	10,650	15,500
Goods and Services Tax	10,302	7,929
Strategic planning	10,131	4,707
Telephone	7,329	7,187
Insurance	7,204	7,118
Office supplies	5,840	11,207
Publications	4,660	5,524
Utilities	4,277	3,186
Awards and nominations	2,908	3,015
Equipment rentals	2,499	2,361
TOTAL EXPENSES	1,260,498	1,108,563
Deficiency of revenue over expenses before other items	(46,391)	(10,262)
Other Items		
Unrealized gain (loss) on portfolio investments (Note 4)	130,886	(89,052)
Loss on disposal of capital assets	—	(4,149)
Excess (deficiency) of Revenue over Expenses	\$ 84,495	\$ (103,463)

Statement of Changes in Net Assets

For the Year Ended December 31, 2019

	Unrestricted Net Assets	Internally Restricted Financial Reserve	Equity in Capital and Intangible Assets	Internally Restricted for Professional Conduct	2019 Totals	2018 Totals
NET ASSETS, beginning of year	\$ 783,850	\$ 775,000	\$ 51,442	100,000	\$ 1,710,292	\$ 1,813,755
Excess (deficiency) of revenue over expenses	84,495	—	—	—	84,495	(103,463)
Purchase of capital and intangible Assets	(63,659)	—	63,659	—		—
Amortization	31,854	—	(31,854)	\$ 100,000		—
NET ASSETS, end of year	\$ 836,540	\$ 775,000	\$ 83,247	\$ 100,000	\$ 1,794,787	\$ 1,710,292

Statement of Cash Flows

For the Year Ended December 31, 2019

	2019	2018
CASH PROVIDED BY (USED FOR) THE FOLLOWING ACTIVITIES		
Operating		
Cash receipts from members and other services	\$ 1,161,045	\$ 1,148,607
Cash paid for program service expenses	(485,209)	(429,539)
Cash paid for wages and benefits	(762,101)	(711,394)
Cash paid for bank charges	(24,732)	(23,197)
Cash receipts from portfolio investments	55,942	47,386
	(55,055)	31,863
Investing		
Purchase of capital and intangible assets	(63,659)	(12,520)
Proceeds from sale of (purchase of) investments (net)	64,363	(34,627)
	704	(47,147)
Decrease in cash resources	(54,351)	(15,284)
Cash resources, beginning of year	997,573	1,012,857
Cash resources, end of year	\$ 943,222	\$ 997,573

Notes to Financial Statements

For the Year Ended December 31, 2019

1. Incorporation and nature of the organization

The Alberta College of Speech-Language Pathologists and Audiologists (the "College"), was incorporated under the *Health Professions Act* as a not-for-profit organization. The College's mandate is to regulate the professions of speech-language pathology and audiology in Alberta.

The College is not taxable under Section 149 of the *Income Tax Act* and is a registered charity with the Canada Revenue Agency.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

Cash

Cash includes balances with banks and short-term investments with maturities of three months or less.

Portfolio investments

Portfolio investments with prices quoted in an active market are measured at fair value while those that are not quoted in an active market are measured at cost less impairment. They consist of investments managed by RBC Dominion Securities which are made up of fixed income and equity pooled securities which are all traded in the public markets. Changes in fair value are recorded immediately in the excess (deficiency) of revenue over expenses.

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the following methods at rates intended to amortize the cost of assets over their estimated useful lives.

	Rate and Method
Computer equipment	30% declining balance
Computer software	30% declining balance
Equipment	20% declining balance
Database and registration	3 years straight line
Website	3 years straight line

Intangible asset

Specified intangible assets are recognized and reported apart from goodwill.

An intangible asset recognized separately from goodwill and subject to amortization is recorded at cost. Contributed intangible assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the following rate intended to amortize the cost of intangible asset over their estimated useful lives.

	Rate and Method
Exam and course development	3 years straight line

When an intangible asset no longer contributes to the College's ability to provide goods or services, or the value of future economic benefits or service potential associated with the intangible asset is less than its net carrying amount, its carrying amount is written down to fair value.

Revenue recognition

The College follows the deferral method of accounting for contributions including government grants. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

2. Significant accounting policies *(continued from previous page)*

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

Investment income is recognized when earned.

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

Contributed materials and services

Contributions of materials are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials are used in the normal course of the College's operations and would otherwise have been purchased.

Contributions of voluntary services of many members are relied on by the College. Due to the difficulty in determining the fair value of voluntary services they are not recognized in these statements.

Financial instruments

The College recognizes its financial instruments when the College becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the College may irrevocably elect to subsequently measure any financial instrument at fair value. The College has made such an election for its portfolio investments.

The College subsequently measures investments in fixed income and equity pooled securities quoted in an active market at fair value. Fair value is determined by published price quotations.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess (deficiency) of revenue over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Financial asset impairment

The College assesses impairment of all of its financial assets measured at cost or amortized cost. When there is an indication of impairment, the College determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the College reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenue over expenses.

The College reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficiency) of revenue over expenses in the year the reversal occurs.

Notes to Financial Statements *(con't)*

2. Significant accounting policies *(continued from previous page)*

Measurement uncertainty (use of estimates)

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital and intangible assets.

These estimates and assumptions are reviewed periodically and as adjustments become necessary they are reported in excess (deficiency) of revenue and expenses in the periods in which they become known.

Nature of funds in net assets

The College maintains four net asset funds to track net assets for the following purposes:

- I. The unrestricted net assets fund represents the funds available that are not internally restricted by the Council and are available for future operations.
- II. The internally restricted financial reserve fund is intended to be used to provide future protection against unforeseen interruption of income and unanticipated expenses. Transfers to/from the financial reserve require Council approval.
- III. The equity in capital and intangible asset fund represents the net book value of the capital assets held at year-end.
- IV. The internally restricted for professional conduct fund is intended to set aside funds for professional conduct investigations outside the scope of the annual budget. Transfers to/from the reserve require Council approval.

3. Change in accounting policies

The College adopted amendments to the following standards effective January 1, 2019. Adoption of these amendments had no effect on the College's financial statements other than financial statement note disclosure.

- ASNPO 4433 *Capital Assets Held by Not-for-Profit Organizations*
- ASNPO 4434 *Intangible Assets Held by Not-for-Profit Organizations*
- ASNPO 4441 *Contributions Held by Not-for-Profit Organizations*

4. Portfolio investments

Portfolio investments are comprised of a RBC Dominion Securities Portfolio, consisting of fixed income and equity pooled securities with a cost of \$1,845,859 (2018 - \$1,892,475).

Cash flows related to purchases and proceeds of portfolio investments have been presented on a net basis as it is impracticable to determine the gross purchases and proceeds.

5. Capital assets

			2019	2018
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer equipment	48,922	27,750	\$ 21,172	\$ 16,255
Computer software	5,484	5,484	—	—
Equipment	44,645	36,905	7,740	9,675
Database and registration	210,406	183,739	26,667	19,200
Website	47,708	35,084	12,624	6,312
			\$ 68,203	\$ 51,442

6. Intangible assets**Intangible assets having definite lives**

	2019	2018
Exam and course development	\$ 15,044	—

No amortization on the intangible assets with definite lives has been recorded as the assets are in development and have not been put into use by the College.

7. Deferred contributions

The College has received grants to be used for specific purposes and membership revenue for the subsequent fiscal period. The College recognizes revenue from the grants in an amount equal to the related expenditures incurred while membership revenue is recognized in the period the membership relates to. The unexpended funds and membership revenue for future periods are classified as deferred revenue on the statement of financial position. Details of the grants and deferred membership revenue are as follows:

	2019	2018
Balance, beginning of year	\$ 1,043,020	\$ 947,855
Amount received during the year	1,047,825	1,043,020
Less: Amount recognized as revenue during the year	(1,043,020)	(947,855)
Balance, end of year	\$ 1,047,825	\$ 1,043,020

8. Commitments

The College and their landlord, 128877 Alberta Ltd., mutually terminated the operating lease for its premises as of December 23, 2019. On January 6, 2020, the College signed a new operating lease for office premises which commences May 1, 2020 and expires April 30, 2028. Under the lease, the College is required to pay common costs and property taxes in addition to rent,

however these are not included in the summary below due to the variable nature of the expenses.

The College has also entered an operating lease for equipment. The equipment is leased at \$489 per quarter. The equipment lease expires in November 2022.

The commitments over the next five years are as follows:

2020	20,289
2021	30,289
2022	31,539
2023	30,833
2022	32,083
Thereafter, to 2028	120,000
	265,033

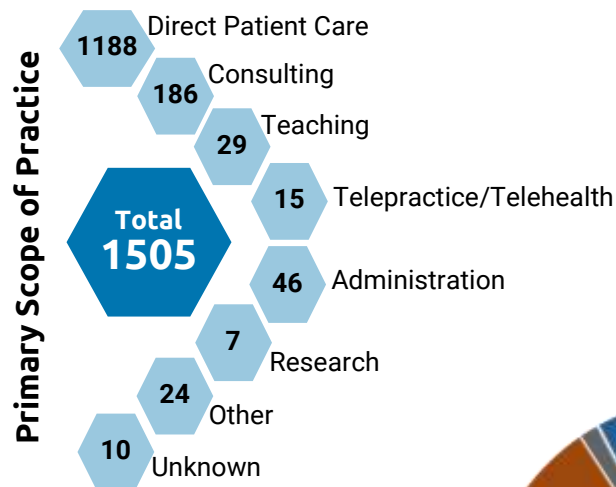
7. Financial instruments

The College, as part of its operations, carries a number of financial instruments. It is management's opinion that the College is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

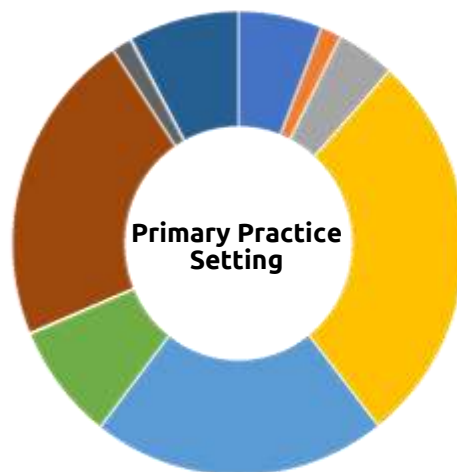
Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or foreign currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The College's investments in publicly-traded fixed income and equity pooled securities exposes the College to price risk as these investments are subject to price changes in an open market due to a variety of reasons including changes in market rates of interest, general economic indicators and restrictions on credit markets.

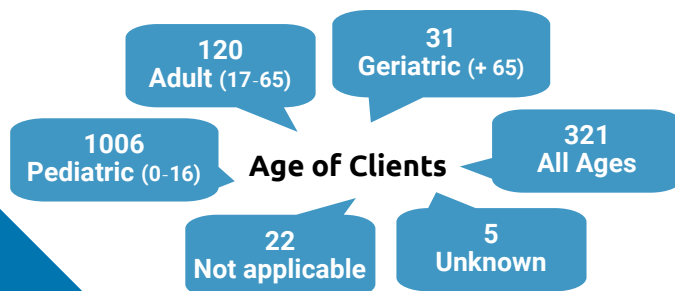
Statistics - Speech-Language Pathologists



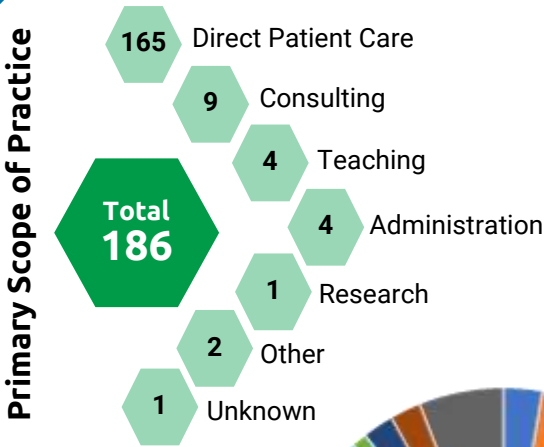
**Female
SLPs
96.5 %**



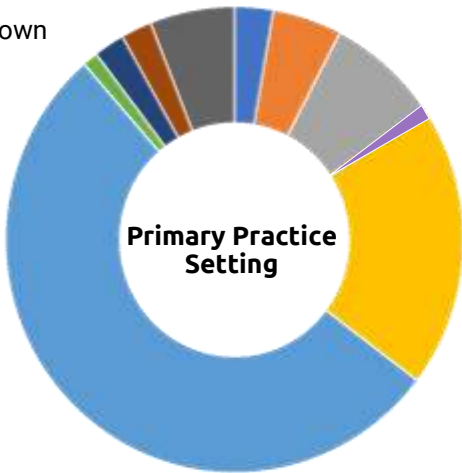
- Private Practice - 374
- Community Health - 422
- Rehabilitation Hospital - 64
- Pediatric Hospital - 23
- General Hospital - 98
- School/School Board - 333
- University/College - 36
- Non-Profit Agency - 138
- Student Health Program - 1
- Government/Official Agency - 5
- Other/Unknown - 11



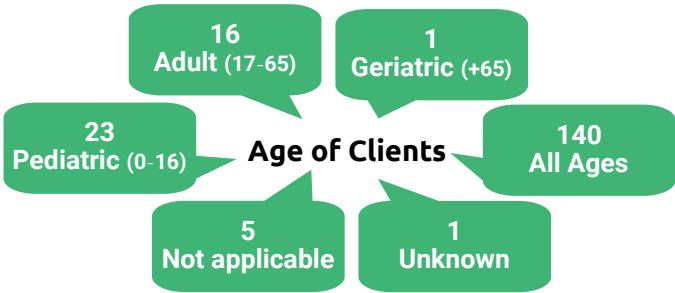
Statistics - Audiologists



Female Audiologists 78.5%



- Private Practice - 104
- Community Health - 37
- Rehabilitation Hospital - 14
- Pediatric Hospital - 9
- General Hospital - 7
- School/School Board - 5
- University/College - 4
- Industry - 2
- Other/Unknown - 3
- Government/Official Agency - 1



Vision, Mission & Values

VISION

ACSLPA is a leader in regulating audiologists and speech-language pathologists.

MISSION

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

VALUES

Accountability

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

Competence

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

Collaborative Relationships

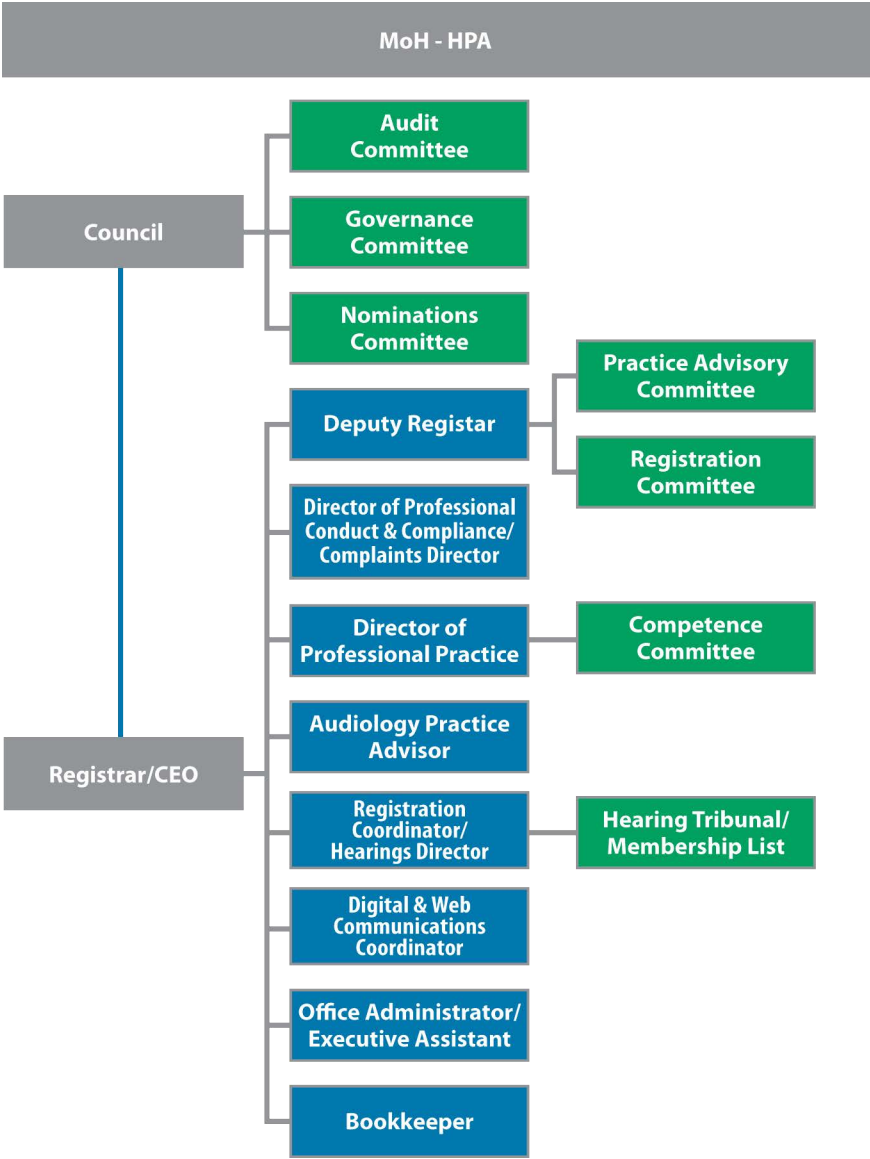
ACSLPA fosters relationships between the professions of audiology and speech-language pathology and with other professions and stakeholders.

Professionalism

ACSLPA provides quality services to the public and our regulated members, demonstrating a high level of professionalism.

ACSLPA demonstrates respect for all persons.

Organizational Chart



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