



Alberta College of
Speech-Language Pathologists
and Audiologists

2005 Annual Report

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Alberta College of Speech-Language Pathologists and Audiologists

2005 Annual Report

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2005 ACSLPA Council Members

Christiane Spanik
PRESIDENT

Drew Towers
VICE PRESIDENT –
MEMBER SERVICES

Kelly Lucky
Trish Moyer
MEMBERS AT LARGE

Laura Manz
PAST PRESIDENT

Patricia Delaney-Bernier
TREASURER

Barbara McFarlane
Jody Moher
Janice Tye
PUBLIC MEMBERS

Elizabeth Kelly
VICE PRESIDENT –
REGULATORY

Tricia Miller/
Kathy Packford
CASLPA EXECUTIVE BOARD
MEMBER FOR ALBERTA

Mission, Vision, Values And Core Beliefs

Vision

ACSLPA is a progressive organization committed to excellence. ACSLPA provides leadership to audiologists and speech-language pathologists, ensuring communication and hearing health of the public.

Mission

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

Values

ACSLPA values:

- * Accountability
- * Competence
- * The complementary relationship between the professions of audiology and speech-language pathology
- * Leadership
- * Collaboration
- * Volunteers
- * Respect for all persons
- * Its role within the rehabilitation professions

Core Beliefs

ACSLPA believes in....

- * Advocacy for the public and professions
- * Ethical practice
- * Evidence-based practice
- * High standards of practice
- * Lifelong learning
- * Making a difference
- * Partnerships
- * Professionalism
- * Transparency
- * Accessibility to audiology and speech-language pathology services

Scope of Practice

Taken from Schedule 28

Profession of Speech-Language Pathologists & Audiologists of the Health Professions Act (2001):

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

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

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

- (a) assess auditory and vestibular function and diagnose, rehabilitate, prevent and provide appropriate devices and treatment for auditory and vestibular dysfunction,
- (b) teach, manage and conduct research in the science and practice of audiology, and
- (c) 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.

President's Message

2005 was a year of progress and accomplishment for ACSLPA. Momentum continued to build and many of the activities and projects that were initiated in previous years were completed. Our Mission, Vision and Values statements were formally adopted and our first position statement was approved. Much progress was also made on the goals developed for ACSLPA's 2005-2008 Strategic Plan, and our competence program and first professional practice guidelines document are nearing completion.

Partnerships and affiliations that enrich our College and the practice of the professions nationally and provincially continued to be valued during 2005. Activities for the past year have included executive staff involvement in the development of an Agreement on Internal Trade/Labour Mobility Agreement, which is intended to set the conditions for mutual provincial recognition of speech-language pathologists and audiologists, and on the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology.

2005 was also a very active year for ACSLPA as an employer. Our staff is essential to fulfilling both our regulatory mandate and our vision of what the College can and should be in terms of providing services to our members. To fulfill its role as a responsive and responsible employer, the College initiated the first phase of a human resources review. This phase was intended to recognize the value and contributions of our staff members and prepare for changing human resources needs as the College continues to grow.

ACSLPA's accomplishments are a credit to its dedicated and inspired volunteer corps and the support and initiative of its staff. Our operations are well-organized and financially sound. We are poised for continued growth into our fifth year of existence.

Christiane Spanik, R.Aud
President

2005 Council Meeting Highlights

In addition to Council's activities noted throughout this Annual Report, the following highlights from Council meetings are noted:

January 22, 2005

- Received a summary of the 2004 Competence Committee Survey.
- Determined that, commencing with the 2006 renewal year, ACSLPA will require evidence of

personal professional liability insurance of no less than \$1,000,000.

- Approved an additional six speech-language pathologists and one audiologist to the Hearing Tribunal and Complaint Review Committee list.
- Approved the titles and descriptions of ACSLPA document titles – Position Statements, Preferred Practice Guidelines and Advisory Statements.
- Planned for a SWOT (strengths, weaknesses, opportunities, threats) Analysis and environmental scan in March 2005, leading to the development of a new strategic plan.
- Approved the appointment of a 2005 conference planner.
- Reviewed membership, Gap Analysis and public service announcement information from the Joint Alliance.
- Reviewed a proposal for future development of the Alberta Rehabilitation Coordinating Council (ARCC).

April 23, 2005

- The Mission, Vision, Values and Core Belief statements for the College were approved after reviewing members' comments.
- The Position Statement: Use of the Protected Title "Doctor" When Providing a Health Service was approved.
- The draft strategic plan was reviewed.
- The draft "Guidelines for the Use of SLP Assistants in Speech-Language Pathology" were reviewed and returned to the School-Age Services Committee with comments.
- The policy for reviewing new applicants with criminal records was approved.
- The contracting of a human resource advisor was approved to analyze current office operations.

June 18, 2005

- The 2004 audited financial statements were approved.
- The 2006 Council Nominations Committee was appointed.
- The draft 2005–2008 Strategic Plan was reviewed. A follow-up Council meeting was held on July 21, 2005 to conduct a detailed review.
- The Executive Director temporarily increased her time to formalize policies which had been developed in principle over the past three years.

September 10, 2005

- The revised Labour Mobility Agreement was approved.
- Council provided feedback on the Joint Alliance Letter of Agreement.
- The 2006 budget was approved.
- The terms of reference for the Personnel Committee, a sub-committee of Council, were approved.

- The Personnel Committee scheduled meetings with the human resource consultant and agreed to distribute recommendations to Council prior to the January 2006 Council meeting.
- ACSLPA policies on Conference Attendance, Conflict of Interest, Endorsements, Job Descriptions, and Liability Insurance were finalized and approved.
- A summary of previous landmark Council decisions was added to ACSLPA archives.

Public Members' Report

It has been a privilege to work alongside the staff and Council members of the Alberta College of Speech-Language Pathologists and Audiologists for the past two-and-a-half years.

The *Health Professions Act* of Alberta, passed in May 1999, directed that 25 percent of the College Council be comprised of public members to ensure public accountability, consultation and protection of the public interest. As public members, we have been both observers and participants in the development of ACSLPA as it fulfills its mandate to serve the public and assist its members in serving the public.

The current public members were appointed by the Lieutenant Governor in Council of Alberta on December 10, 2003 for a three-year term. Additionally, Janice Tye served on the Finance Committee.

ACSLPA has made good progress in developing and implementing a strategic plan. In particular, we applaud the work underway to: i) develop a continuing competency program; ii) ensure internal staff resources are in place to support ACSLPA's mandate; iii) further develop Council's governance model; and iv) review and update existing standards of practice, code of ethics and formalize the development of professional practice guidelines, position statements and advisory statements. ACSLPA's staff works hard to ensure that financial controls are in place and that all financial and legal responsibilities are fulfilled. Regular board meetings are held and appropriate records are kept. Steps have been taken to ensure leadership succession.

As public members, we are confident that the public interest is carefully considered and well served by ACSLPA. We find the staff and Council members to be skilled professionals who steadfastly pursue the betterment of their profession in order to improve service to the public.

Jody Moher
Barbara McFarlane
Janice Tye

Registrar's Report

This, the third full year of existence of the College, has resulted in some familiarity with regulatory processes and some new additions to processes. There were fewer cancellations of registrations due to non-payment of fees than in the previous two renewal years. ACSLPA's website General Register (http://www.acslpa.ab.ca/general_register-f.html) has proven to be particularly useful to employers, often early in the renewal year and to verify the registration of new hires. Council investigated and will require a minimum of \$1,000,000 professional liability insurance for registration and practice permit renewal commencing with the 2006 registration year. Coverage can be self or employer(s). Additionally, Council approved definitions for the following official ACSLPA documents, which will be revised and developed over the next several years: position statements (sets out how the College will *interpret* or *clarify* legal provisions governing the College and its regulated members); preferred practice guidelines (provides suggestions of voluntary behaviour that might *assist* speech-language pathologists and audiologists in their practice and in assessing their competence under the competence program); and advisory statements (relates to legal obligations imposed by other legislation or authorities on speech-language pathologists or audiologists).

ACSLPA was very involved in the 2005 revision to the Labour Mobility Agreement under the Agreement on Internal Trade (AIT), initially signed in 2001 and updated in 2003. A major initiative to come from the discussion was provincial/territorial commitment to actively pursue the development of competency-based approaches to registration/membership qualification processes.

The ACSLPA office receives calls regarding clinical practice questions from consumers, employers, and audiologists and speech-language pathologists themselves. Consumers often request information on how to obtain second opinions on the diagnosis of speech, language and hearing disorders, as well as information on treatment options.

There were two written complaints received in 2005. ACSLPA held one hearing in 2005 from a complaint received in 2003, which resulted in the registered member being required to undergo a period of supervision which will extend into 2006. A complaint received in 2004 was dismissed and the complainant did not appeal the dismissal. One written complaint received in the summer of 2005 was sent to investigation and another informally resolved.

The *Health Professions Act* outlines how the Complaints Director must act on a written complaint.

The Complaints Director:

- may encourage the complainant and investigated person to communicate with each other and resolve the complaint;
- may, with the consent of the complainant and investigated person, attempt to resolve the complaint;
- may refer the complaint to an alternative complaint resolution process;
- may request an expert to assess and provide a written report on the subject matter of the complaint;
- may conduct or appoint an investigator to conduct an investigation;
- may dismiss the complaint;
- may direct the investigated person to submit to specified physical or mental examinations if the Complaints Director has grounds to believe the investigated person is incapacitated.

ACSLPA has not utilized all the above processes in handling written complaints. The following table provides a summary of the resolution of written complaints from 2004 and 2005.

Anne Lopushinsky, R.SLP
Registrar and Complaints Director

RESOLUTION OF COMPLAINTS
As of December 31, 2005

	Written Complaints Received in 2005	Complaints Carried Over from 2004
Number of Written Complaints Received	2	2
Number of Complaints Still Open	1	0
Number of Complaints Dismissed	0	1
Number Resolved Informally	1	0
Number Referred to Investigation	1	0
Number Addressed Through Hearings	0	1
Number of Open Hearings	0	1
Number of Appeals to Court	0	0
Number Carried Over to 2006	1	0

Executive Director's Report

A variety of changes occurred in 2005. Financial investments were streamlined with the help of a financial advisor. Conference planners helped ACSLPA's 2005 annual conference become the best-attended conference to date. New planners have been enlisted for the 2006 conference.

Member Services committees continued their work toward many goals and new volunteers were recruited. The Member Services Assembly met in May and November, an opportunity for committee chairs to network and share ideas.

ACSLPA continued with its role on the Advisory Committee for the "Review of Speech-Language Services for Children and Youth in Alberta." ACSLPA was also represented at the focus groups held in the spring for this review. The Alberta Rehabilitation Coordinating Council recognized and presented awards to many rehabilitation professionals at its 2005 Awards Banquet. Six ACSLPA members were nominated for these prestigious awards. Karen Scott, R.SLP, received the Jim Vargo Leadership and Mentoring Award.

Partnerships continue to be developed and strengthened with a variety of groups and organizations. Our expertise is sought by a variety of stakeholders. ACSLPA members continue to utilize the office for support and guidance in their clinical and professional work.

Sandy Nickel, R.SLP
Executive Director – Member Services

Committee Reports

REGULATORY COMMITTEES

Academic Review

2004-2005 Goals

- Seek feedback from the membership at large on position statement regarding use of the protected title "Doctor".
- Make recommendation to Council for the approval of the position statement.
- Revise supplemental training guidelines for applicants who do not meet ACSLPA standards.

Accomplishments/Challenges

1. Doctorate of Audiology (AuD) Working Group - Special thanks goes to the working group (B. Stoesz, A. Lopushinsky, T. Howarth, D. Brown, M.A. Saunders, and D. Fennel), struck in 2003, to

develop and recommend a position statement regarding the use of the protected title “Doctor” for registered audiologists holding an AuD degree. In 2005, the scope of the position statement was expanded to include all doctorate degrees in the profession (see below). Council requested that the process of developing position statements be drafted by the Academic Review Committee based upon the successful development of this position statement.

2. Use of the Protected Title “Doctor” When Providing a Health Service - Drafts of the position statement were sent to members for feedback between November 2004 and March 2005. The position statement was approved by Council on April 23, 2005, published in the June 2005 ACSLPA Newsletter, sent to members for inclusion in their Desktop Reference in August 2005 and posted on the ACSLPA website (<http://www.acslpa.ab.ca/uploads/Position%20Statement%20-%20Use%20of%20Title%20Doctor.pdf>).
3. Process and database - ACSLPA was involved in the development of the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP-ASLP), representing the regulated provinces on the planning taskforce. CACUP-ASLP was officially launched in May 2005 at the CASLPA Conference in Regina.

ACSLPA’s database of academic programs has been of assistance to the Registrar and Registration Committee when reviewing new applicants, particularly for those applicants trained outside of Canada.

The supplemental academic and/or clinical training guidelines developed previously by the Speech, Language and Hearing Association of Alberta (SHAA) have yet to be reviewed and adapted for ACSLPA use.

Tasks for 2005-2006

- Revise supplemental training guidelines for applicants who do not meet ACSLPA standards.
- Write a process for the development of position statements for the College.

Barbara Stoesz, R.SLP
Chair, Academic Review Committee

Continuing Competence

The committee reviewed and monitored the following aspects of the work plan:

- 2004 membership survey results;
- review of local and international articles/programs related to continuing competence;
- development and use of competence profiles, and

- information sharing with ACSLPA Council and members through reports, and newsletter articles;

Committee and staff members attended the National Continuing Competence Conference in Edmonton on November 2 and 3, 2005.

ACSLPA’s competence program will consist of:

- individual members’ self-assessment of their current and planned practice;
- competence goal development based on the results of the self-assessment; and
- a reflective review of the goals – how did the activities maintain or enhance competence?

The program will be “KISS” based – keep the program simple for success – in terms of paperwork required of the individual member and College monitoring for compliance. The goal of the program will be to promote the maintenance and enhancement of competence in ACSLPA registrants.

The 2005–2008 Strategic Plan is heavily focused on the development of the Competence Program, with financial and human resources directed to its implementation. We are well on target for our goal of developing and piloting a continuing competence program during 2006 for full implementation in 2007.

Arlene Klooster, R.SLP
Wendy Mitchell, R.SLP
Co-Chairs, Continuing Competence Committee

Political Affairs

Since 2002, the Political Affairs Committee met on a very rare, as-needed basis. The purpose of the Political Affairs Committee was to review, consult and provide input on issues of political and legislative importance. For the most part, this consisted of the committee chair participating in the Regulatory Assembly meetings.

At the suggestion of the Political Affairs Committee Chair, Tanis Howarth, the committee was dissolved by Council in January 2005. Council will appoint ad hoc committees when issues of legislative and political importance occur that are not addressed by other committees, executive staff or Council.

Tanis Howarth, R.Aud
Past Chair, Political Affairs Committee

Registration

The primary duty of the Registration Committee is to review new applications and provide recommendations of eligibility for registration to the Registrar.

Registration statistics for 2005 are found below.

Teresa Gagnon, R.SLP
Joanne Palamarchuk, R.SLP
Co-Chairs, Registration Committee

2005 REGISTRANTS BY CATEGORY

As of December 31, 2005

	Aud	SLP	Total
General Registrant (practice permit)	121	872	993
Inactive (no practice permit)	4	49	53
Out-of-Province	1	17	18
Honourary	1	2	3
Courtesy	2	0	2
TOTAL	129	940	1069
Archived in 2005			
	6	13	19
Student	No formal count – Newsletters sent to all University of Alberta students and electronically to other Canadian university students, at their request.		

2005 NEW REGISTRATIONS – GENERAL REGISTER

	Aud.	SLP	Total
New Registrants	8	60	68
New Graduates	2	36	38
Route of New Graduates:			
• Alberta Programs (U of A)	n/a	25	25
• Other Canadian Programs	0	5	5
• U.S. Programs	2	6	8
Applicants - Other Jurisdictions	6	*20	26
Number of Applicants – Substantial Equivalency	0	0	0

*3 left the province since initial registration with ACSLPA and returned to Alberta in 2005

2005 STATUS CHANGES

Status Change	Aud.	SLP	Total
Inactive Members to General Registrant (i.e. received a practice permit during 2005)	1	21	22
Out-of-Province Members to General Registrant (i.e. received a practice permit during 2005)	0	0	0
General Registrants to Inactive, Out-of-Province or Removed-in-Good Standing (i.e. returned practice permit during 2005)	1	9	10

REGISTRATIONS – COURTESY REGISTER

	Aud.	SLP	Total
Number of Applicants	12	13	25
Number of Days /Months Registered	1 day – 12 months	1 – 6 days	
Reason for Registration on Courtesy Register	“conducting a speech-language pathology or audiology training course or clinical presentation at an approved teaching site” (Section 2.5.3.1 of ACSLPA Bylaws); “demonstrating equipment or techniques to be used in direct clinical care” (Section 2.5.3.4 of ACSLPA Bylaws); for 12 month registrants, “no more than up to 30 days worked”.		

MEMBER SERVICES COMMITTEES

Communications

Goals for 2005

1. Website and newsletter – Information contained in the “Communication Facts” section of the website has been updated and revised. Handouts/links on stuttering, swallowing, adult neurogenic disorder, voice disorders, child language and articulation are being developed.
2. Profiling member accomplishments in the newsletter - Member profiles continued throughout 2005 in the ACSLPA quarterly newsletter. Profiles included recipients of Honours of the College, student awards for highest clinical and academic achievement, long-standing members, and Alberta Rehabilitation Coordinating Council (ARCC) winners.
3. May Month contest - Nine entries were received for the “May is Speech, Language and Hearing Month” contest. Summaries of these activities were provided in the December 2005 ACSLPA Newsletter.

Elizabeth Haynes, R.SLP
Chair, Communications Committee

2005 Conference

The 2005 ACSLPA Conference and Annual General Meeting were held in Calgary on October 20 and 21, 2005. There were 316 delegates in attendance.

The Conference Committee worked with contracted conference planners in 2005. Significant accomplishments included:

- increased amount of information provided to members prior to conference,
- provided attendees with opportunities to connect with colleagues from across Alberta, and
- provided a variety of speakers and topics covering the varied interests and needs of members.

A formal arrangement was continued for raising money for the Breast Cancer Foundation.

It is an ongoing challenge to meet the needs and interests of all ACSLPA members while working within a budget. The committee recommends the exploration of additional and/or alternative ways to provide members with professional development opportunities. Conference planners will be utilized again in 2006.

Karen Ilg, R. SLP
Chair, 2005 Conference Committee

Continuing Education

The Continuing Education Committee has focused on the successful recruitment of new members. The committee co-chair is the liaison to the ACSLPA Conference Committee.

In 2005, funding was provided for the following two events:

- \$1000.00 – Videofluoroscopic Evaluation of Swallowing – Best Practice in Design and use of the Procedure – Glenrose Rehabilitation Hospital
- \$1000.00 – Videofluoroscopic Evaluation of Swallowing – Calgary Health Region, Rehabilitation Services

Judith Taylor, R.SLP
Morgan Whiteside, R.SLP
Co-Chairs, Continuing Education Committee

Member Recognition

The 2005 awards presentation occurred in conjunction with the ACSLPA Annual General Meeting and Conference. The awards are a means to celebrate the accomplishments of students, the commitment and years of service of the Honours of the College recipient, and volunteer commitment to our organization.

Winners of awards were:

- Carmen Hengeveld, R.SLP – Honours of the College
- Jessica Harasym, R.SLP – Student award for Highest Academic Achievement (tie)
- Kara Kvile, R.SLP – Student award for Highest Academic Achievement (tie)
- Nicole Baumbach – Student award for Highest Clinical Achievement

The goals of the committee in 2005 included:

- recognizing ACSLPA volunteers;
- profiling ACSLPA volunteers in the quarterly newsletter;
- encouraging members to volunteer for the various committees; and
- streamlining the nomination and selection process for Honours of the College.

Jodi Higdon, R.SLP
Chair, Member Recognition Committee

Professional Practice – Audiology

The Professional Practice – Audiology Committee addresses concerns related to the general practice of audiology. Concerns come to the ACSLPA office as a single point of entry.

New audiology handouts continue to be developed and will be posted on the ACSLPA website once finalized. Handouts are accessible to the public and to ACSLPA members.

The Professional Practice – Audiology Committee is focusing on updating hearing screening protocols and procedures and researching the need for a position statement on newborn hearing screening.

Rhiannon Jones, R.Aud
Chair, Professional Practice - Audiology Committee

Professional Practice – Speech-Language Pathology

Goals for 2005

- Continue sharing/discussing information on services throughout the province.
- Define a process for members and stakeholders to obtain feedback from ACSLPA on new documents.
- Provide recommendations to ACSLPA Council for positions statements and preferred practice guidelines.

Accomplishments

- Made a recommendation to ACSLPA Council that a preferred practice guideline regarding concurrent practice be developed.
- Work has begun on a recommendation to ACSLPA Council regarding the need for a position statement regarding telepractice.
- Initiated a pool of “resource” people willing to serve in their area of practice for ACSLPA and the membership.

Karen Pollock, R.SLP
Chair, Professional Practice - Speech-Language Pathology Committee

School-Age Services

The School-Age Services Committee focused on the development of a revised preferred practice guideline for the supervision of speech-language pathologist assistants in speech-language pathology. The draft document was available to members and stakeholders for feedback at the end of 2005.

The new Preferred Practice Guideline: Speech-Language Pathologists' Use of Support Personnel to Augment Speech-Language Pathology Service Delivery will be finalized in 2006.

Heather Sample Gosse, R.SLP
Chair, School-Age Services Committee

Auditors' Report

Edmonton, Alberta

April 10, 2006

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, 2005 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, 2005 and the results of its operations and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Kingston Ross Pasnak LLP

Kingston Ross Pasnak LLP
Chartered Accountants

Statement of Operations

Year Ended December 31, 2005

	2005	2004
Revenue		
Membership fees	\$484,226	\$471,025
Conference revenue	55,881	44,578
Interest income	19,168	15,658
Advertising and newspaper	3,843	5,055
Total Revenue	563,118	536,316
Expenses		
(Schedule, page 10)	380,645	407,942
Excess of Revenue over Expenses	\$182,473	\$128,374

Statement of Changes in Net Assets

Year ended December 31, 2005

	Unrestricted	Invested in Property & Equipment	2005 Total	2004 Total
Net assets, beginning of year	\$607,082	\$ 12,814	\$619,896	\$491,522
Excess of revenues over expenditures	186,112	(3,639)	182,473	128,374
Interfund transfers	(5,320)	5,320		
Net assets, end of year	\$787,874	\$ 14,495	\$802,369	\$619,896

Statement of Financial Position

Year ended December 31, 2005

ASSETS	2005	2004
CURRENT ASSETS		
Cash	\$629,867	\$287,995
Marketable securities (Note 2)	617,024	743,255
Accounts receivable	3,888	1,025
GST recoverable	5,968	7,771
Prepaid expenses	6,952	7,433
	\$1,263,699	\$1,047,479
PROPERTY AND EQUIPMENT (Note 3)	14,495	12,814
	\$1,278,194	\$1,060,293

LIABILITIES AND NET ASSETS

	2005	2004
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 44,999	\$ 20,871
Deferred revenue	430,826	419,526
	<u>\$ 475,825</u>	<u>440,397</u>
COMMITMENTS (Note 4)		
NET ASSETS		
Invested in property and equipment	\$ 14,495	\$ 12,814
Unrestricted	787,874	607,082
	<u>802,369</u>	<u>619,896</u>
	<u>\$1,278,194</u>	<u>\$1,060,293</u>

APPROVED BY THE BOARD



Director



Director

Statement of Cash Flows

Year ended December 31, 2005

	2005	2004
CASH FLOWS FROM INVESTING ACTIVITY		
Cash receipts		
Member fees	\$495,525	\$ 507,026
User fees	59,723	49,633
Cash paid to suppliers and employees	(353,454)	(420,170)
Interest received	19,168	15,658
	<u>220,962</u>	<u>152,147</u>
CASH FLOWS FROM INVESTING ACTIVITY		
Purchase of equipment	(5,320)	(2,060)
	<u>215,642</u>	<u>150,087</u>
NET INCREASE IN CASH AND CASH EQUIVALENTS	215,642	150,087
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	1,031,250	881,163
CASH AND CASH EQUIVALENTS, END OF YEAR	\$1,246,892	1,031,250
CASH AND CASH EQUIVALENTS ARE COMPRISED OF:		
Cash	\$ 629,867	287,995
Marketable Securities	617,025	743,255
	<u>\$1,246,892</u>	<u>1,031,250</u>

Notes to the Financial Statements

NOTE 1: 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.

General

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.

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.

Marketable Securities

The College carries its marketable securities at market value.

Property and Equipment

Property and equipment is recorded at cost. The College provides amortization on its property and equipment using the diminishing balance method at the following annual rates:

	<u>Rate</u>
Office equipment	20%
Computer equipment	30%
Computer software	100%

Revenue Recognition

Membership fees are recognized as revenue for the period that relates to the fiscal year of the College. Membership fees that are collected and relate to a period subsequent to the fiscal year of the College have been recorded as deferred membership fees. Unrestricted contributions are recognized as revenue when received or receivable. Donations and other contributions are recorded as receivable if the amount to be received can be reasonably estimated and its collection is reasonably assured. Cash donations are recorded as revenue when they are received.

Leases

Leases are classified as 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.

Financial Instruments

Fair value

The carrying values of cash, marketable securities, accounts payable and accrued liabilities, and deferred revenue approximate their fair value due to the short-term maturity of these instruments.

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 and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Significant management estimates pertain to the estimated useful lives of property and equipment.

NOTE 2: MARKETABLE SECURITIES

	<u>2005</u>	<u>2004</u>
Guaranteed Investment Certificate (interest at 2.75% maturing March 1, 2006)	\$ 51,352	-
Guaranteed Investment Certificate (interest at 2.25% maturing March 31, 2006)	51,000	-
Guaranteed Investment Certificate (interest at 2.65% maturing March 31, 2006)	51,561	-
Government of Canada Bonds (interest between 3.0% and 5.75% maturing between September 1, 2006 and June 1, 2007)	100,257	-
Provincial Bonds (interest between 4.0% and 5.7% maturing between September 6, 2007 and July 15, 2010)	249,671	-
Government of Canada T-Bills (maturing between February 23, 2006 and May 18, 2006)	113,183	-
Premium Money Market	-	581,332
Guaranteed Investment Certificate	-	161,923
	<u>\$ 617,024</u>	<u>\$ 743,255</u>

NOTE 3: PROPERTY AND EQUIPMENT

	<u>2005</u>		<u>2004</u>	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Office equipment	\$ 19,070	\$ 8,384	\$ 10,686	\$ 7,750
Computer equipment	13,818	10,009	3,809	5,064
	<u>\$ 32,888</u>	<u>\$ 18,393</u>	<u>\$ 14,495</u>	<u>\$ 12,814</u>

Amortization provided for in the current year totaled \$3,639; (2004 - \$3,693).

NOTE 4: COMMITMENT

The College is committed to lease payments for rent of its premises and certain office equipment. Minimum lease payments in future years are as follows:

2006	19,760
2007	3,506
	<u>\$ 23,266</u>

Schedule of Expenses

Year ended December 31, 2005

	<u>2005</u>	<u>2004</u>
EXPENSES		
Wages and benefits	173,508	\$146,515
Conferences	59,704	37,630
Office, postage and stationery	20,615	21,881
Professional fees		
Discipline	19,869	60,411
Regulatory and other	12,808	45,274
Rent	17,732	14,777
Contract services	16,498	9,098
Council expense	13,069	9,286
Publications	13,426	16,214
Bank charges and interest	9,154	8,427
GST expense	5,968	7,772
Amortization	3,639	3,693
Telephone	2,995	3,136
Equipment rental	2,523	2,799
Insurance	2,085	2,083
Utilities	1,822	2,148
Continuing education	1,757	597
Awards and nominations	1,572	664
Investigations and hearings	1,257	15,258
Political affairs	644	-
Public relation	-	279
	<u>\$ 380,645</u>	<u>\$ 407,942</u>

2005 ACSLPA Organizational Chart

COUNCIL

Officers

- President – Christiane Spanik
- VP 1st year – Drew Towers
- VP 2nd year – Elizabeth Kelly
- Past-President – Laura Manz
- Treasurer – Patty Delaney-Bernier
- CASLPA Rep AB – Kathy Packford
- Public Members – Barbara J. McFarlane, Jody Moher, Janice Tye
- Members-at-Large – Kelly Lucky, Trish Moyer

Council will also always contain:

- the required (25%) Public Members
- at least 1 SLP Regulated Member
- at least 1 Audiologist Regulated Member
- Executive Director-MS (ex officio) – Sandy Nickel
- Registrar (ex officio) – Anne Lopushinsky

Size of Council will be a maximum of 12 voting members and will meet 4 times per year (e.g. Jan/Mar/June/Sep)

There will be a number of separate, independent organizations which ACSLPA has relationships with such as:

- AA of A
- ASAPP
- CASLPA
- Federation of Regulated Health Professions of Alberta

MEMBER SERVICES ASSEMBLY

(a sub-committee of Council)

- VP - 1st year (Chair)
- President
- Executive Director-MS (ex officio)
- One representative from each committee

Size of MSA will be a maximum of 7 voting members and will meet 2 times/year (e.g. Feb/May/Nov)

ACSLPA EMPLOYEES

Registrar
Executive Director-MS
Executive Assistant
Administrative Assistant

REGULATORY ASSEMBLY

(a sub-committee of Council)

- VP - 2nd year (Chair)
- President
- Registrar (ex officio)
- One representative from each committee

Size of RA will be a maximum of 7 voting members and will meet 2 times/year (e.g. May/Nov)

WHEN
REQUIRED

REGULATORY ROLES, FUNCTIONS & PERSONNEL

Registrar

Complaints
Director

- Anne Lopushinsky

Hearings
Director

- Connie Alton

Communications

Elizabeth Haynes

Professional Practice- Audiology

Rhiannon Jones

Continuing Education

Judith Taylor
Morgan Whiteside

Professional Practice – SLP

Karen A. Pollock

Member Recognition

Jodi Higdon

School-Age Services

Heather Sample
Gosse

Registration

Joanne
Palamarchuk
Teresa Gagnon

Academic Review

Barb Stoesz

Competence

Arlene Klooster
Wendy Mitchell

Mediators

Investigators

Complaints Review Committee

Hearing Tribunal



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Speech-Language Pathologists
and Audiologists

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