



Alberta College of
Speech-Language Pathologists
and Audiologists

2007 Annual Report

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Alberta College of Speech-Language Pathologists and Audiologists

2007 Annual Report

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2007 ACSLPA Council Members

Drew Towers
PRESIDENT

Sherri Garries
VICE PRESIDENT –
MEMBER SERVICES

Kelly Lucky
Karen Mayner
MEMBERS AT LARGE

Elizabeth Kelly
PAST PRESIDENT

Patricia Delaney-Bernier
TREASURER

Janice Tye
Donald Dolan
Marlowe Lindberg
PUBLIC MEMBERS

Daryl Graham
VICE PRESIDENT –
REGULATORY

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

2007 represented a coming-of-age for the Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA). The major, required piece for regulators in Alberta was brought to fruition in the ACSLPA Continuing Competence Program. I would like to offer many thanks to the committee who spent countless hours researching, preparing and formatting the program.

Financially, the College remains strong, thanks to sound financial management by our CEO, Treasurer and Finance Committee. This resulted in a significant reduction of fees for 2008.

As has been the norm for the past few years, the annual conference grew to a level of quality that is remarkable. Speakers increase in caliber year by year and attendance seems to follow. The 2007 conference was sold out well in advance and the facility was full to capacity.

ACSLPA continues to be a strong voice in regulation within Alberta and across the country. It has many ties to regulators both inside and outside of our professions, and is looked upon for guidance from many entities. This is due in large part to the fine work of our Registrar/CEO and office staff.

In short, 2007 saw another successful year for the College. The first five years following proclamation by the province are complete, and ACSLPA has met and exceeded all requirements indicated for that time period. The future is bright, and the College and its members can look forward to ongoing excellence in leadership and regulation, all in the interest of public protection.

Andrew Towers, R.Aud
2007 President

Progress Toward the 2005–2008 Strategic Plan

Accomplishments toward the 2005–2008 strategic plan included the following:

Development of the Continuing Competence Program (CCP)

The program components and draft documents were presented to members at the October 2006 annual conference forum in preparation for the 2007 launch. The CCP, sent to members in the summer of 2007, includes the following:

1. Self-Assessment Tool (SAT): Completed once every three years or when practice changes – to be submitted on audit request.
2. Continuing Competence Goal Tool (CCGT):
 - a. Set goal(s) annually; submit by July 1.
 - b. Review progress to goal(s); to be submitted annually by July 1.
3. Self-reporting on registration renewal: To be submitted annually with renewal.

Internal Resource/Staff Management

Staff comments on the organizational structure and relevant position profiles and descriptions were approved by the Personnel Committee.

Janice Duncan, Administrative Clerk, was made full-time from .8 FTE effective January 1, 2007 and resigned in January 2007; Jackie Hessels, Administrative Assistant, replaced her in February 2007. Heather Sample Gosse became salaried at .6 FTE effective January 1, 2007, resigned effective June 2007, and was replaced by Jacquie Mvula at .5 FTE in October 2007 and Susan Rafaat at .5 FTE (to start in January 2008). Adjustments to staff – committee responsibilities were approved. Jo Daugherty, Executive Assistant, took on administrative liaison duties to three Member Services committees in Summer 2007: Conference, Member Recognition and Communications.

Development of an Articulated Council Governance Model

The Governance Committee reviewed formal governance models. No specific recommendations for adoption were made.

Review/Update of Existing Standards of Practice

The focus of this goal was on serving as project manager for the HRSDC funded project "Competency-Based Standards for Speech-Language Pathologists and Audiologists". The background document and framework were adopted in 2007 and the two professions' working groups, with representation from across Canada, met in Toronto in November 2007. The project, with draft competency profiles for each profession, will continue into a second phase in 2008.

ACSLPA members can currently access the adopted standards of practice from

<http://www.caslpa.ca/PDF/2004%20nd%20doc%20whole%20book.pdf>.

Review/Update of the Existing Code of Ethics

The Director of Member Services established a working group to review and update the existing Code of Ethics in late 2006. Meetings were held in 2007 and a draft Code will go to Council for approval to obtain membership feedback. This is scheduled for January 2008.

ACSLPA will have Relevant Preferred Practice Guidelines, Position Statements and Advisory Statements Available to Members, Other Health Professions and the Public

One of the Canadian Alliance of Regulators of Audiologists and Speech-Language Pathologists (CAR) activities is to “create practice standards and guidelines that can be adopted to the greatest extent possible by all regulatory bodies.” ACSLPA provided feedback to the College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO) on documents on dysphagia and assessment of children with the idea that these documents would be available for adoption by ACSLPA in the future. ACSLPA provided CAR members with draft documents on audiometric screening for feedback.

Council appointed an ad hoc committee to develop a position and endorsement document on Universal Newborn Hearing Screening in Alberta.

Facilitate Membership Awareness of and Feedback to the College

Website

- Audiologists’ feedback was obtained on 11 handouts under the topic areas of adult hearing loss, the ear, and equipment.
- A professional resources section was developed:
 - Clinical practice – FASD, Clinical Conundrum articles from the *ACSLPA Newsletter*
 - Professional practice – professional liability insurance, unprofessional conduct article
 - ACSLPA Position Statements
 - ACSLPA Preferred Practice Guidelines
 - ACSLPA Sponsorship Program for Educational Events forms
- Added: Dysphagia handout, CCP information, Complaints section (including public information on how to lodge a complaint against an audiologist or speech-language pathologist); information on the means by which members can access other members for support and mentorship.
- To be revised: Speech-language pathologist and audiologist definition on home page; “Communication Facts” section of website.

Fifth Anniversary

ACSLPA members received an ACSLPA lapel pin with their 2008 renewal notices. Banners announcing the fifth anniversary graced all 2007 issues of the *ACSLPA Newsletter*.

Mass Emails

Monthly mass emails, known as “ACSLPA E-News”, provided links to information of interest to members and highlights from the ACSLPA website. Feedback has been positive.

The Mentorship Sub-committee looked at utilizing and adapting the member resource panel process to highlight its mentoring function. To that end, they reworded the resource panel description and parameters and the office is to promote the mentoring function.

Public Awareness Campaigns (Stress communication and hearing health needs best addressed by qualified audiologists and speech-language pathologists)

ACSLPA initiated meetings with the Alberta Association of Audiologists (AA of A) to discuss ideas for an audiology awareness campaign. Further action is anticipated in 2008.

Fostering Professional Development and Development of Professionalism

The Continuing Education Committee was renamed the Professional Development Committee in January 2007 to reflect the enhanced scope beyond post-registration education. The Finance Committee approved in principle that profits from annual conferences should go to furthering professional development of ACSLPA members. Alternate methods of delivering professional development were explored and implemented (eg. tele-education). The Faculty of Rehabilitation Medicine is developing certificate programs and some allocation could be made to this in the future.

Policy Development

Policies were developed and approved at most 2007 Council meetings and financial policies were reviewed in April 2007.

Ongoing External Resource (Partnerships) Management

ACSLPA has been the lead or active participant in a number of areas: collaborative work of regulated provinces (CAR), Pan Canadian Alliance (ACSLPA initiated information-sharing process for topics of interest), and participation on many Alberta committees (eg. Federation of Regulated Health Professions of Alberta, Continuing Competence Interest Group, Provincial Rehabilitation Workforce Planning Committee).

Promotion of Mission, Vision and Values Statements (Review in 2008)

The Mission, Vision and Values statements were incorporated into official publications, the *ACSLPA Newsletter* and posted on the home page of the ACSLPA website. Review is scheduled in 2008 as the 2009–2011 strategic plan is developed.

Lease Renewal

The office lease was renewed for the five-year period February 1, 2007–2012.

Supported Committees

Member Services Assembly and Regulatory Assembly committee chairs received new committee binders. Staff assignments to Member Services committees were realigned in June 2007. Committee members received a 2008 calendar in December 2007. Outgoing committee volunteers received a certificate and Chapters gift card.

2007 Council Meeting Highlights

January 2007

- Sherri Garries, Vice President-Member Services for 2007, Donald Dolan, public member, and Marlowe Lindberg, public member, were welcomed to ACSLPA Council.

April 2007

- 2006 audited financial statements were approved.
- Financial policies were reviewed and revised.
- Performance evaluation tools to be used for the Registrar/CEO's performance appraisal were approved.
- Council accepted a recommendation to develop an audiology awareness campaign.
- Terms of Reference for the Member Recognition and Professional Practice-SLP Committees were revised.
- Progress toward the 2005–2008 strategic plan was reported and a revised focus was approved.
- Council received an orientation to the Continuing Competence Program (CPP).

June 2007

- Budget preparation priorities were discussed, including a recommendation to reduce registration fees.
- Council was informed that a hearing tribunal was held June 11, 2007 regarding complaint 2005-01.
- Council was updated on the progress of the \$132,182 funding approval by Human Resources and Social Development Canada (HRSDC) in May 2007 for Phase 1 of the Competency Profile Project.
- Council was updated on the progress of the Rehabilitation Workforce Planning Committee.
- The Spending Authority and Signing Authority financial policies were approved.
- Council was oriented to the processes for complaint handling.

September 2007

- The Pan Canadian Alliance (PaC) waitlists project was discussed.
- The 2008 budget was approved. Registration fees were reduced. The budget was printed in the Winter 2008 *ACSLPA Newsletter* for members' information.

- 2007 ACSLPA Conference and AGM planning were reviewed.
- Incoming 2008 Council members were announced: Michelle Craig, Vice-President Member Services and Sandy Nickel, Member at Large.
- Strategic plan progress was reviewed.
- The implications of Bill 41, the Health Professions Statutes Amendment Act, were reviewed.
- Council was updated on five-year anniversary plans.
- The Bylaws Sub-committee provided an update on proposed revisions.
- Council approved a memorial bursary for students in the SLP program at the University of Alberta in memory of deceased ACSLPA members.

Public Members' Report

The Alberta College of Speech Language Pathologists and Audiologists (ACSLPA) Council is consistently mindful of the public interest throughout its discussions, deliberations and decisions. Public members participate fully in Council discussions and decisions, and are encouraged to provide their viewpoints and perspectives. Public members serve on Council together with a dedicated team of volunteer professionals and ACSLPA staff who serve both the public and ACSLPA members in a highly capable manner.

Donald Dolan and Marlowe Lindberg served as Public Members through a portion of 2007 and resigned for personal reasons in this their first year of a three-year appointment. (Pat Eisler and Stacy Kaufeld were appointed as Public Members in 2008 for three-year terms.) Janice Tye continues to serve on the Finance Committee and will conclude her second three-year term in 2009.

ACSLPA has continued to grow in its capacity to ensure the public is well served. ACSLPA Council appointed a committee to revise the Code of Ethics and a final document is expected in 2008. The continuing competence program was launched during the year, with the first mandatory submissions of the annual continuing competence goal tool (CCGT) being July 1, 2008. ACSLPA is a leader in a national project funded by Human Resources and Social Development Canada (HRSDC) to facilitate the development of Competency Profiles for each of the professions, which are an important part of labour mobility for professionals moving between provinces. ACSLPA is also a key participant in the recently formed Canadian Alliance of Regulators. This past year, ACSLPA again made significant strides in enabling its members to better serve the public.

Janice Tye
ACSLPA Council Public Member

Registrar/CEO's Report

2007 marked ACSLPA's fifth anniversary as a regulatory college. Every official (and unofficial) publication provided an indication of this, and members were provided with an ACSLPA pin with their renewal notices. Volunteer support continued to be strong, and increased development of specific documents to support the members in their practice will utilize volunteer resources in a focused capacity in the future. The Code of Ethics revision has been a focus of an ad hoc committee and it is anticipated that members and stakeholders will have the opportunity to provide feedback in early 2008.

The professions of audiology and speech-language pathology have not had competency profiles and major work in this area occurred in 2007 with support and input from all provincial/territorial regulatory colleges and associations and the two national associations for the professions.

Seven written complaints were received in 2007. One complainant lodged complaints against three registered speech-language pathologists at the same time. These complaints were dismissed, appealed, and the decision to dismiss upheld by a Complaint Review Committee in Summer 2007. One complaint was sent to investigation in late 2007. One consent hearing (member and College agreed on facts, agreed that behaviours constituted unprofessional conduct and agreed on sanctions) was held in 2007 for a complaint carried over from 2005. Another complaint received in 2006 was resolved with the member undertaking remedial action satisfactory to the complainant.

The table below provides a summary of the resolution of written complaints from 2006 and 2007.

Anne Lopushinsky, R.SLP
Registrar/CEO and Complaints Director

RESOLUTION OF COMPLAINTS As of December 31, 2007

	Written Complaints	
	Received in 2007	Carried Over from 2006
Complaints Received	7	2
Complaints Dismissed	3	0
Number of 3 Dismissed Complaints Appealed to Complaint Review Committee	3 (all 3 decisions to dismiss were upheld)	N/A
Hearings	0	1
Complaints Resolved	0	1
Carried Over to 2008	4	0

Director of Member Services' Report

2007 marked staff changes in this position. Heather Sample Gosse left due to her spouse's transfer in June 2007. Jacquie Mvula commenced in October 2007, working from her home in Stettler. The remainder of the position will be filled by Susan Rafaat, commencing in early 2008, working from her home in Calgary.

Council Sub-Committees

Finance

The 2007 Finance Committee was comprised of: Council President (Drew Towers), Treasurer (Patricia Delaney-Bernier, Chair), Public Member (Janice Tye) and Registrar/CEO (Anne Lopushinsky, ex-officio). The Finance Committee reviewed and updated financial policies, reviewed financial statements and provided Council with quarterly variance reports. The committee met with the auditor to review the results of the 2006 audit and prepare for the 2007 audit.

ACSLPA's total revenue for the 2007 fiscal year was \$702,662, which included federal grant money for the Essential Competency Project. Expenses totaled \$638,185. Excess of revenue over expenses was \$64,477. These figures were taken from the 2007 Auditor's Report. Financial statements of the Alberta College of Speech-Language Pathologists and Audiologists are available from the ACSLPA office upon request.

The 2008 ACSLPA budget, reviewed by the Finance Committee in August 2007 and approved at the September 2007 Council meeting, resulted in a reduction in initial and renewal registration fees, as there is a comfortable reserve fund in place to handle unexpected expenses or special projects.

Patricia Delaney-Bernier, R.SLP
Treasurer and Chair, 2007 Finance Committee

Nominations

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

Last year, two positions were open to nominations. The successful nominees were declared by acclamation:

- Michelle Craig, R.SLP - *Vice President - Member Services (four-year presidential rotation);
- Sandy Nickel, R.SLP - Other Voting Member - Member at Large (two-year term).

* *The Vice President-Member Services position, which is the first year of the four-year presidential rotation, alternates between an audiologist and a speech-language pathologist whenever possible.*

Daryl Graham, R.SLP
Kathy Packford, R.Aud
Co-chairs, Nominations Committee

Personnel

The Personnel Committee is a sub-committee of ACSLPA Council whose purpose is to support transparent management of the College's human resources. The committee for 2007, chaired by Council Past President (Elizabeth Kelly), included: President (Drew Towers), Vice President - Regulatory (Daryl Graham), and Vice President - Member Services (Sherri Garries).

The Committee made recommendations adopted by Council for adjustments to the Registrar/CEO's compensation. Personnel Committee Terms of Reference were revised and adopted. The Committee was available to the Registrar/CEO for assistance with human resource issues. ACSLPA bade farewell to Janice Duncan in January and Heather Sample Gosse in June. We welcomed Jackie Hessels to our front office in February. The Director of Member Services position was filled in part in the fall by a member working from a distance. Jacquie Mvula, R.Aud from Stettler, joined the staff in October. A complementary part-time Director of Member Services was successfully recruited by the Registrar/CEO and scheduled to begin in January 2008. Drew Towers, President, completed the Registrar/CEO's annual employment review in December.

Elizabeth Kelly, R.SLP
Chair, Personnel Committee

Regulatory Committees

Academic Review

Committee Members

Barbara Stoesz, Liz Webster, Tanis Howarth, Pam Murphy, Melanie Campbell and Anne Lopushinsky (ex-officio)

Committee Responsibilities/Goals

The committee responsibilities are reflected in the Terms of Reference and are unchanged since establishment of the committee in 2002-2003.

2006-07 Tasks

No specific tasks delegated to the Academic Review Committee in 2006-2007.

Accomplishments/Challenges

Revision of the supplemental academic and/or clinical training guidelines developed previously by the Speech, Language and Hearing Association of Alberta (SHAA) was deferred in anticipation of the Continuing Competence program and a related "bridging" project. Registered members applying for renewal in 2008 will need to verify 1250 practice hours in the previous five years; some registered members will not meet this requirement. The Registration Committee, in collaboration with the Academic Review Committee and the Competence Committee, will need to identify a process whereby members can meet the standard (i.e. "bridging program"). In the interim, the Registration Committee has developed a draft policy on "Current Qualifications Requirement for Initial Applicants" and applied these principles when issuing conditional practice permits. Practice permits with conditions have been issued that address supervision needs, limitations on type of practice (restricted activities), limitation on student supervision, and hours of practice on specific tasks. The Registration Committee has the lead role, at this stage in ACSLPA history, as the need for "upgrading" is identified upon initial application for registration. In 2008-2009, identification of needs for upgrading will also include members who are currently registered or inactive but who do not meet practice hours requirements. It is anticipated that the Competence Committee will also have a key role in development of the process for members to achieve currency.

Tasks for 2007-2008

Reconsider to role and/or need for this committee in the Regulatory Assembly given the overlap in function with the Registration Committee and the Competence Committee.

Barbara Stoesz, R.SLP
Chair, Academic Review Committee

Competence

Committee Members

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

Goals and Achievements

The focus of 2007 activities has been to finalize the Continuing Competence Program (CCP) Self-Assessment Tool (SAT), Continuing Competence Goal Tool (CCGT) and Guidelines documents.

Philosophically, the ACSLPA CCP is:

- focused on the maintenance and enhancement of competence in ACSLPA members;
- based on individual members reviewing their current and planned practice;
- outcome-based and linked to self-assessment/reflective practice goals; and
- “KISS” based – keep the program simple for success in terms of paperwork required of the individual member and College monitoring for compliance.

The SAT is to be completed once every three years or when practice changes. The five main competence areas are: professional accountability and responsibility; communication and collaboration; professional judgment and reasoning; practice knowledge; and professional practice management. The first deadline for completion of the SAT was September 1, 2007.

The CCGT is to be completed in summer annually. At least one goal must be set and planned activities listed at the beginning of the goal period. The following summer, the description of activities and reflection and evaluation is completed and submitted to the ACSLPA office. The CCGT is to be first submitted to the College on July 1, 2008.

Program documents were posted on the website in June 2007, and a hard copy mailed to all ACSLPA members in July 2007 for inclusion in *ACSLPA Desktop Reference* binders. Interactive SAT and CCGT forms were posted on the website in July 2007 to allow members to complete and save their documents electronically.

Thirteen orientation sessions, many with telehealth access, were held between September 4–October 20, 2007. At least one live presentation was held in each health region, with the exception of Northern Lights, which joined the Aspen presentation via telehealth.

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

Registration

Committee Members

Joanne Palamarchuk, Teresa Gagnon, Brian Schmidt

Meetings

The Registration Committee met at the request of the Registrar to review applications for ACSLPA registration and to review applications for the authorized use of the title “Doctor” when providing a health service. A Registration Committee representative also attended Regulatory Assembly meetings twice a year.

Teresa Gagnon, R.SLP

Joanne Palamarchuk, R.SLP

Co-chairs, Registration Committee

2007 REGISTRANTS BY CATEGORY

As of December 31, 2007

	Aud	SLP	Total
General Registrant (practice permit)	124 (5.1% increase from 2006)	932 (3.1% increase from 2006)	1056 (3.3% increase from 2006)
Inactive (no practice permit)	4	57	61
Out-of-Province	1	21	22
Honourary	1	7	8
Courtesy	1	0	1
TOTAL	131	1017	1150
Archived in 2007			
	10	34	44
Student	No formal count – Newsletters sent to all University of Alberta students and electronically to other Canadian university students, at their request.		

2007 NEW REGISTRATIONS – GENERAL REGISTER

	Aud.	SLP	Total
New Graduates	3	45	48
New Registrants (Other)	5	34	39
TOTAL	8	79	87
Route of New Graduates:			
• Alberta Programs (U of A)	N/A	25	25
• Other Canadian Programs	3	13	16
• U.S. Programs	0	7	7
Applicants - Other Jurisdictions	3	32	35
Applicants – Substantial Equivalency	2 + 1 pending	2 + 7 pending	4 + 8 pending

REGISTRATIONS – COURTESY REGISTER

	Aud.	SLP	Total
Number of Applicants	5	7	12
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; demonstrating equipment or techniques to be used in direct clinical care; for 12-month registrants, “no more than up to 30 days worked”.		

2007 STATUS CHANGES

Status Change	Aud.	SLP	Total
Inactive or Out of Province Members to General Registrant (i.e. received a practice permit during 2007)	5	36	41
General Registrants to Inactive, Out-of-Province or Removed in Good Standing (i.e. returned practice permit during 2007)	12	81	93

Member Services Committees

Communications

Committee Members

Elizabeth Haynes (Chair), Carol Dearden, Roberta Faith-Schmidt, Susan Greaves, Chamine Meghji, Michelle Millson, Jo Daugherty (after June 2007, ex-officio)

Communications Committee activities included reviewing the committee Terms of Reference and completion of the dysphagia, voice, and preschool and school-aged speech and language disorders communication fact sheets (to the member vetting stage). Committee members also reviewed the website format/content and wrote articles for the *ACSLPA Newsletter* including research in Alberta features (J. Volden, K. Pollock, B. Hodgetts and T. Poffenroth), a tribute to ACSLPA members who passed away in 2007 and profiles of outgoing Council members. The committee also initiated a “Humour at Work” column in the newsletter.

Contributions of May Month activities were solicited from members and posted on the ACSLPA website as part of a resource library.

Elizabeth Haynes, R.SLP
Chair, Communications Committee

2007 Conference

Committee Members

Kim Catton, Jacki Johnson, Michelle Wiley, Rhonda Kajner, Maureen Roszell, Erane McManus, Carey Pidhayecky Stefishen and Jo Daugherty (ex-officio). The committee worked closely with Joy Lim, conference planner, who has been an exceptional help.

Committee Goals

- To provide a variety of topics and speakers that cover the diverse interests and needs of 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 continue to provide “bigger name” speakers on new and innovative topics.
- To commemorate ACSLPA's fifth anniversary with the Celebrating Practice Breakfast.

Accomplishments and Challenges

- To continually provide updated information regarding conference plans and speakers through a multi-media approach to information delivery (including the *ACSLPA Newsletter*, E-news and the ACSLPA website).
- To continue to provide opportunities for members to connect with colleagues from around the province while also having the opportunity to share professional ideas and accomplishments in an organized but casual setting (Celebrating Practice Breakfast).
- To maintain current registration fees while continuing to include some “bigger name” speakers.

Recommendations

- Request that Council continue to consider increasing the speaker budget as speakers and travel continue to be more expensive.
- Recommend that the 2008 planning committee be formed prior to the 2007 conference and begin to pursue speakers as early as possible.
- Recommend continuity of at least some current committee members with commitments for the 2008 conference, which has been confirmed for November 6-7 in Edmonton.

Carey Pidhayecky Stefishen, R. SLP
Chair, 2007 Conference Committee

Professional Development

Committee Members

Judith Taylor, Morgan Whiteside, Sarah Gee, Robin Illchuk, Christy Briere Wyonzek, Kelly Lucky, Jo-Anne Gray, Nielle Hawkwood, and Jacquie Mvula (after November 2007, ex-officio)

The Committee Terms of Reference was revised, including changing the committee name from the "Continuing Education Committee" to the "Professional Development Committee."

The professional development funding process was reviewed and positive feedback was obtained regarding ease of application and follow-up procedures. Application forms were made available on the ACSLPA website. Funding availability was advertised in the newsletter to heighten member's awareness of this program.

Peace Country Health Region received funding for "Optimal Assessment and Intervention for Acquired Neurogenic Oropharyngeal Dysphagia" and the Glenrose Rehabilitation Hospital received funding for "How the World is Changing Since Universal Newborn Hearing Screening."

With Capital Health's financial and in-kind support three telehealth presentations by ACSLPA members occurred in Spring 2007. They were well received by participants from across Alberta and, in one case, Saskatchewan.

Approximately 25% of the membership was surveyed regarding their professional development needs in June 2007 and the results published in the December 2007 Newsletter.

The committee began work on developing an on-line forum for clinical practice discussion with the Faculty of Rehabilitation Medicine, University of Alberta. It is anticipated that the "community of practice" will be launched in early 2008.

Morgan Whiteside, R.SLP
Judith Taylor, R.SLP
Co-chairs, Professional Development Committee

Member Recognition

Committee Members

Karen Mayner, Jodi Higdon, Sue Decker, Carrie Gotzke, Krista Sabrowski and Jo Daugherty (after June 2007, ex-officio)

Honours of the College

The committee received no nominations for the 2007 Honours of the College. In the absence of a recipient,

the committee honoured all members for their contributions to the College and the professions at the 2007 Annual General Meeting.

Volunteer Recognition

Committee members/College volunteers were emailed a salute and thank you from Council and staff in recognition of Volunteer Week (April 15-21, 2007). All College volunteers were invited to participate in a draw for Chapters gift certificates. Outgoing committee/Council volunteers were recognized with a certificate and token of the College's appreciation.

May Month/Promoting the Professions

Members who organized a May Month event were asked to provide a summary photos, which have been added into a resource library in the Members Area on the ACSLPA website under "Promoting the Professions". This is both to recognize those who are making an effort to improve awareness, and to serve as a source of ideas for others to incorporate into their sites. Members are being encouraged to submit any activities that they are involved in throughout the year

Karen Mayner, R.SLP
Chair, Member Recognition Committee

Professional Practice – Audiology

Committee Members

Rhiannon Jones, Sherri Garries, Michelle Wiley, Rhiannon Jones, Karin Bork, Larena Lewchuk (Alberta Association of Audiologists) and Heather Sample Gosse (ex-officio)

Hearing Screening Document

Final changes were made to the revised document to go to Council for approval in early 2008.

Handouts Sub-committee Update

Handouts were revised and developed for the website.

Position Statement on Universal Newborn Hearing Screening (UNHS)

Council approved the development of a position statement on UNHS. The working group was formed and worked through most of 2007.

Auditory Integration Therapy (AIT) Position Statement

Work on an AIT position statement resumed.

Strategic Plan Goal - Mentoring

A sub-committee of the Professional Practice Committees (Audiology and Speech-Language Pathology) met several times to brainstorm and discuss the mentoring goal.

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

Professional Practice – Speech-Language Pathology

Committee Members

Terri Duncan, Karen A. Pollock, Diane Freedman, Christine Gotaas, Linda Hurkot, Teresa Nelles, Carmen Read-Hengeveld, Sue Christensen, Tanya Smith, Linda Mikus, Heather Sample Gosse (to June 2007, ex-officio)

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, including E-News, website and the *ACSLPA Newsletter*.
- To review the need for position statements, preferred practice guidelines and advisory statements for the practice of speech-language pathology.
- To perform other duties and responsibilities as assigned by Council.

Accomplishments

- Terms of Reference were revised and approved by Council in April 2007.
- The committee began a newsletter column that will provide website links with lists of programs providing services across Alberta. It was determined that similar lists were available publicly; therefore, it was determined that the committee would provide members with information on lists that currently exist. The first link was provided in the June 2007 *ACSLPA Newsletter* “**Resource Corner**” (www.informalberta.ca).
- A **Communication Alert Card** was drafted. The purpose of the card is to provide information to communication partners of those with communication impairments to facilitate their participation in their communities.
- The Alberta Speech-Language Association of Private Practitioners (ASAPP) completed a final draft of a document providing guidance and information for speech-language pathologists considering or entering private practice. This document will be available to non-ASAPP members for a fee.

Terri Duncan, R.SLP
Chair, Professional Practice –
Speech-Language Pathology Committee

School-Age Services

Committee Members

Marie Lukacs, Lisa Warner, Holly Crane, Candyce Ibbott, Sarah Burns (audiology consult), Carolyn Freeman, Wanda Tennant (until her untimely death in August 2007), Sue Christensen and Heather Sample Gosse (ex-officio until June 2007)

The School-Age Services (SAS) Committee was originally established as a committee in the Member Services Assembly in July 2003. The primary purpose of this committee is to monitor and review issues regarding service delivery to school-age children and to liaise with key external stakeholders on funding and practices issues/standards. The committee took on the task of reviewing and revising the “1999 Guidelines for the Use of Support Personnel” in 2004 that was approved in April 2006.

The committee obtained information on the loosely formed Alberta Education committee on coding; considered the use and functionality of assessment tools; reviewed provincial updates on the AADL pilot project for speech generating communication devices and release of Talk Box (available on the Parent Link Centre of Children’s Services’ website; updated the terms of reference for June Council approval and responded to membership questions.

Lisa Warner, R.SLP
Chair, School-Age Services Committee

Auditor's Report

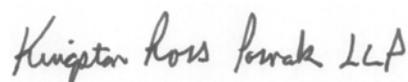
March 17, 2008
Edmonton, Alberta

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, 2007 and the statements of operations, changes in net assets and cash flow 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, 2007 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, 2007

	2007	2006
Revenue		
Membership fees	\$497,453	\$495,699
Conference revenue	85,811	85,368
Competency Profile government grant	66,423	-
Interest	47,886	35,007
Advertising and newspaper	5,089	3,800
Total Revenue	702,662	619,874
Expenses		
Wages and benefits	246,432	219,175
Conferences	93,967	65,659
Competency Profile expenses	66,423	-
Professional fees - discipline	40,385	2,317
Council expense	34,498	21,298
Office, postage and stationery	26,552	23,735
Rent	25,998	17,732
Publications	20,526	15,333
Professional fees - regulatory and other	15,325	15,643
Contract services	11,110	19,102
Investigations and hearings	9,384	-
Insurance	9,220	2,082
Awards and nominations	7,472	1,485
Goods and Services Tax expense	7,303	4,846
Bank charges and interest	6,817	10,286
Amortization	4,837	4,536
Continuing education	4,362	1,159
Telephone	3,071	2,947
Equipment rental	2,226	1,521
Utilities	1,712	1,499
Public relations	565	-
Total Expenses	638,185	430,355
Excess of Revenue over Expenses	\$ 64,477	\$189,519

Statement of Changes in Net Assets

Year ended December 31, 2007

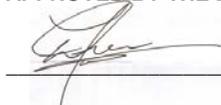
	Un-Restricted	Internally Restricted (Note 6)	Invested in Equipment	2007 Total	2006 Total
Net assets - beginning of year	\$324,956	\$650,000	\$16,932	\$ 991,888	\$802,369
Excess of revenues over expenses	69,314	-	(4,837)	64,477	189,519
Investment in equipment	(3,343)	-	3,343	-	-
Interfund transfers	(125,000)	125,000	-	-	-
Net assets- end of year	\$265,927	\$775,000	\$15,438	\$1,056,365	\$991,888

Statement of Financial Position

Year ended December 31, 2007

ASSETS	2007	2006
CURRENT		
Cash	\$ 344,954	\$ 507,864
Marketable securities (Note 4)	1,129,501	919,821
Accounts receivable	20,038	7,715
GST recoverable	7,248	4,846
Prepaid expenses	9,244	4,778
	<u>1,510,985</u>	<u>1,445,024</u>
EQUIPMENT (Note 5)	<u>15,438</u>	<u>16,932</u>
	<u>\$1,526,423</u>	<u>\$1,461,956</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 65,854	\$ 32,543
Deferred revenue	358,800	437,525
Deferred contributions (Note 6)	45,404	-
	<u>470,058</u>	<u>470,068</u>
LEASE COMMITMENTS (Note 7)		
NET ASSETS		
Invested in equipment	\$ 15,438	\$ 16,932
Internally restricted (Note 8)	775,000	650,000
Unrestricted	265,927	324,956
	<u>1,056,365</u>	<u>991,888</u>
	<u>\$1,526,423</u>	<u>\$1,461,956</u>

APPROVED BY THE BOARD



Director



Director

Statement of Cash Flows

Year ended December 31, 2007

	2007	2006
OPERATING ACTIVITIES		
Cash receipts - member fees	\$ 406,406	\$ 498,572
Cash receipts - user fees	90,900	89,168
Cash receipts - grant revenue	111,827	
Cash paid to suppliers and employees	(606,906)	(434,980)
Interest received	47,886	35,007
	<u>50,113</u>	<u>187,767</u>
INVESTING ACTIVITY		
Purchase of equipment	(3,343)	(6,974)
	<u>46,770</u>	<u>180,793</u>
INCREASE IN CASH FLOW	<u>46,770</u>	<u>180,793</u>
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	<u>1,427,685</u>	<u>1,246,892</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u>\$1,424,455</u>	<u>1,427,685</u>
CASH AND CASH EQUIVALENTS CONSISTS OF:		
Cash	\$ 344,954	507,864
Marketable securities	1,129,501	919,821
	<u>\$1,474,455</u>	<u>1,427,685</u>

Notes to the Financial Statements

Year ended December 31, 2007

NOTE 1: DESCRIPTION OF OPERATIONS

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.

NOTE 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 Flow

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

NOTE 3: CHANGE IN ACCOUNTING POLICY

Effective January 1, 2007, the College adopted CICA Handbook Section 3855, Financial Instruments Recognition and Measurement. In accordance with Section 3855, investments held for trading are recorded at market value rather than lower of cost or market value. This change in accounting policy did not result in an adjustment to opening net assets and had no impact on current year operations.

NOTE 4: MARKETABLE SECURITIES

	2007	2006
Guaranteed Investment Certificate (interest at 3.85% maturing January 25, 2007)	\$ -	\$ 40,994
Guaranteed Investment Certificate (interest at 3.85% maturing January 25, 2007)	-	40,872
Guaranteed Investment Certificate (interest at 3.9% maturing January 20, 2008)	85,716	-
Guaranteed Investment Certificate (interest at 4.1% maturing February 19, 2008)	96,792	90,000
Guaranteed Investment Certificate (interest at 3.85% maturing February 19, 2008)	55,497	53,042
Guaranteed Investment Certificate (interest at 4.1% maturing February 28, 2008)	82,750	-
Guaranteed Investment Certificate (interest at 4.1% maturing February 28, 2008)	82,750	-
Guaranteed Investment Certificate (interest at 4.0% maturing April 19, 2008)	42,805	40,888
Guaranteed Investment Certificate (interest at 4.0% maturing June 18, 2008)	55,365	53,230
Guaranteed Investment Certificate (interest at 3.6% maturing March 20, 2008)	55,447	53,345
Government of Canada Bonds (interest at 3.0% maturing June 1, 2007)	-	33,000
Provincial Bonds (interest between 4.0% and 6.1% maturing between June 2, 2008 and December 2, 2012)	285,418	286,945
Government of Canada T-Bills (maturing between January 24, 2008 and December 24, 2008)	286,961	227,505
	\$1,129,501	\$919,821

NOTE 5: EQUIPMENT

	Cost	Accumulated Amortization	2007 Net Book Value	2006 Net Book Value
Office equipment	\$21,085	\$12,838	\$ 8,247	\$ 9,077
Computer equipment	21,495	14,304	7,191	7,543
Computer software	765	765	-	312
	\$43,345	\$27,907	\$15,438	\$16,932

Amortization provided for in the current year totaled \$4,837; (2006 - \$4,536).

NOTE 6: 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.

	2007
Balance, beginning of year	\$ -
Contributions received	111,827
Eligible expenditures incurred	(66,423)
Balance, end of year	\$ 45,404

NOTE 7: 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 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:

2008	\$ 22,346
2009	22,715
2010	22,749
2011	23,488
2012	21,409
	<hr/>
	\$112,707
	<hr/>

NOTE 8: INTERNALLY RESTRICTED FUNDS

The College's governing Council has passed a resolution to internally restrict \$775,000 (2006 - \$650,000) of its net assets for the purpose of funding unexpected events.

NOTE 9: FINANCIAL INSTRUMENTS

Interest rate risk

The College is exposed to interest rate risk in that changes in market interest rates will cause fluctuations in the fair value of certain of its marketable securities. Since the College's marketable securities have short maturities and fixed rates, the future cash flows associated with these financial assets will not change with changes in market interest rates.

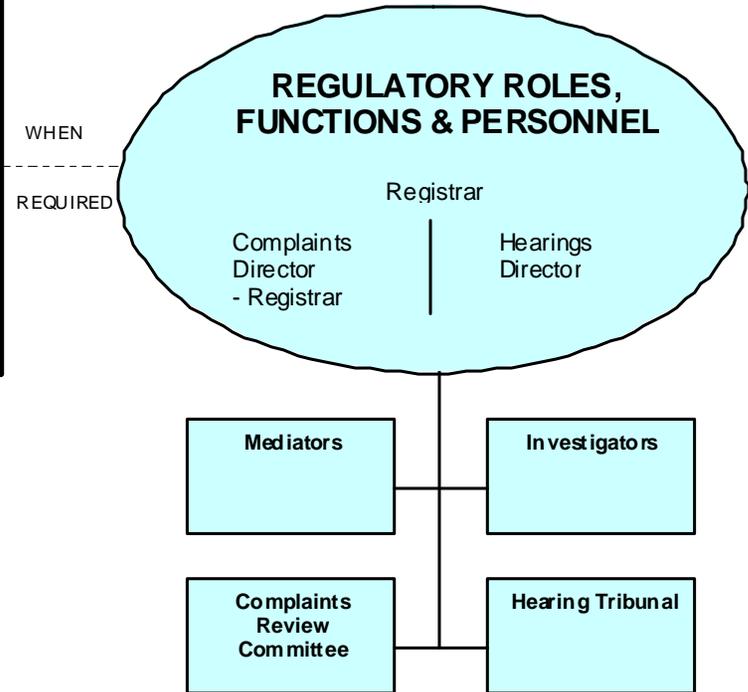
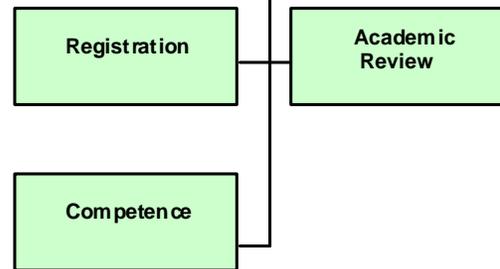
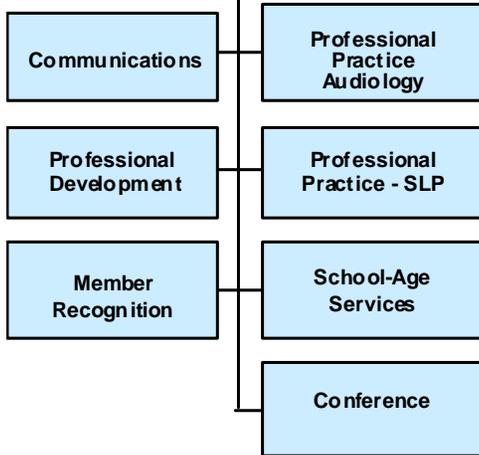
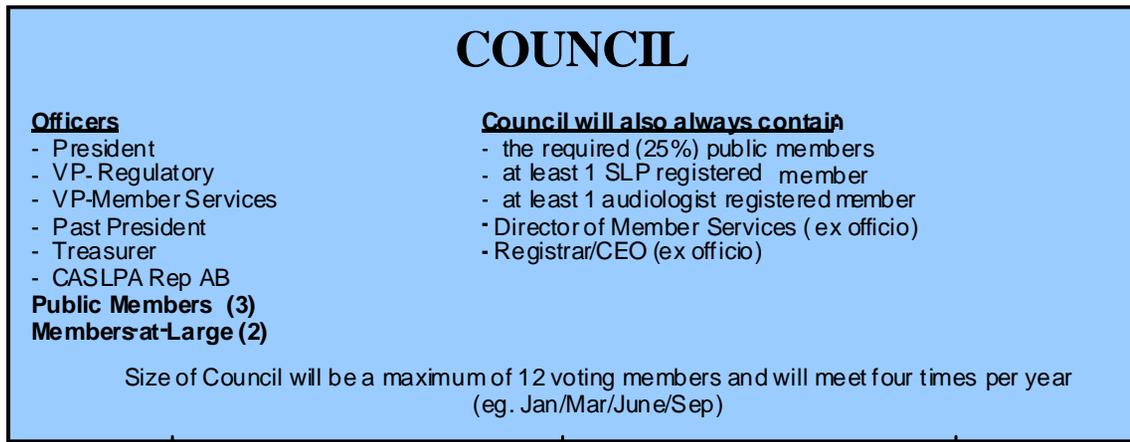
Other risks

The College is not exposed to significant credit, liquidity or currency risks.

NOTE 10: COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

2007 ACSLPA Organizational Chart



WHEN
REQUIRED



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