



**Annual General Meeting
Friday, May 6, 2016
12:00 p.m. to 1:00 p.m.
Hilton Garden Inn
Saskatoon, SK**

Council and Committee Reports

SASLPA President's Report

2015-2016

Since being President of SASLPA in November of 2015 I have been able to be part of many changes and transitions within the organization. Being President for this term has provided me with much learning and professional growth. We expanded what was a part time combined Executive Director (ED) Registrar position to a part time ED and a part time Registrar position resulting in a significant growth in our staffing. We said good bye to Louise Watley our long standing ED and Registrar. We have been so fortunate to have Candice our administrative assistant stay with us through all of these changes and growth within SASLPA. I would like to formally thank Candice for her hard work and dedication to SASLPA. I would also like to thank council and all of the members that participated in the interviews for our ED and Registrar and also the supports they continue to provide to our new staff.

The goal of SASLPA has been to move forward as a regulatory body. Through this term as President I have attended meetings with CAASPR, NIRO, SAC and Pan-Can. During these meetings I was able to meet many new people and learn more about how SASLPA can move forward in its role as a regulatory body. I also learned how other regulatory bodies work within their own provinces and attending NIRO helped me to understand the successes and struggles of other SK health care professionals and their regulatory bodies.

I am happy to report that council, SASLPA committee members, SASLPA ED and Registrar have made substantial progress. Sometimes the successes have been small and tedious like reviewing and updating protocols while others have been large and will have lasting effects on our regulatory body. I am confident we are heading in the right direction and would like to thank everyone for their hard work and dedication!

Sincerely,

Lee Millar
President SASLPA

Report of the Executive Director (ED)

2015 was a great year of change and learning opportunities. Louise Watley began the relaxed life of a retiree in December and SASLPA was very happy to welcome Josée Levaseur as the new Registrar in November. I have now been SASLPA's ED for a full renewal cycle and have learned where SASLPA excels and areas where we can grow. While there are many more changes to undertake and policies and guidelines to be written, one of my goals for the upcoming year is to make my way out from behind the computer in order improve communication and increase transparency. I am happy to accept requests to speak to members either individually or in groups and either in person or virtually.

I would again like to thank the exceptional SASLPA Council and staff for their support as we continue to develop and strive to be a regulatory organization that members can be proud to be a part of!

2015-16

❖ **Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR):**

- The ED/President sits on the CAASPR Board of Directors as a voting member and attends all board meetings with the SASLPA Registrar. The purpose of attendance at these meetings is to provide ongoing SASLPA representation regarding national issues and developments that relate to labour mobility, membership & registration, licensing and continuing competencies.

❖ **NIRO:**

- The ED represents SASLPA on the Network of Inter-Professional Regulatory Organizations (NIRO). The SASLPA ED is currently the Chair of NIRO. This organization has met twice in the past year. (See NIRO report).

❖ **Legislated Requirements:**

(a) Reports: As required by our legislation, the ED/Registrar prepared and filed the following reports:

- Minister of Justice: On January 13, 2016, a membership roster showing the names of all members as of December 31, 2013 including addresses and respective dates of admission;
- Minister of Health: On June 11, 2015, an annual report that provides membership statistics and demographic information, professional conduct/discipline processes, organization issues and financial statements.

(b) Regulatory and Administrative Bylaw Changes:

- Regulatory: Proposed amendments to bylaw IV, V and VII were submitted in December 2015 but, due to the provincial election, were not passed within the 90 day timeframe. Bylaw amendments will be re-submitted mid-spring of 2016
- Administrative: Amendments to bylaws I, III and IX were approved in January 2016.

(c) Review and submission to the Ministry of Health of proposed changes to The Speech-Language Pathologists and Audiologists Act. In order to reduce member and public confusion with regard to SASLPA's mandate as a self-regulatory body and to achieve consistency with the Ministry of Health's template legislation for regulated professions. Changes included insertion of the following which is currently absent from SASLPA's Act:

Duty and objects of college

(1) It is the duty of the college at all times:

- (a) to serve and protect the public; and
- (b) to exercise its powers and discharge its responsibilities in the public interest and not in the interests of the members.

(2) The objects of the college are:

- (a) to regulate the practice of the profession and to govern the members in accordance with this Act and the bylaws; and
- (b) to assure the public of the knowledge, skill, proficiency and competency of members in the practice of speech-language pathology and audiology.

Changes also included a corresponding modification to the SASLPA's title whereby the term "College" would replace "Association" throughout the Act. Unfortunately, the proposed changes did not go forward from the Ministry to the legislature for 2016. As the Ministry advised, ". . .the legislative process is often a long one and it can take several submissions by an association before a legislative proposal is accepted depending on competing priorities, sensitivities/complexity of the submission, etc. . ." It is intended that SASLPA will re-submit for 2017 and continue annually thereafter until the proposal moves forward.

- ❖ **CIHI Statistics:** 2015 SASLPA Membership data will be submitted to the Canadian Institute of Health Information (CIHI) Health Personnel Database (HPDB) upon their request. This most recent submission will represent the 13th year for which SASLPA has provided information.

- ❖ **Office Administration:**
 - SASLPA's Administrative Assistant, Candice Pierce has been a wonderful asset to the office.
 - The ED oversees all day-to-day office management of the Association including:
 - support for the Administrative Assistant regarding all postings that relate to the SASLPA website;
 - support for the Treasurer and financial activities of the Association as well as for Council;
 - maintenance of SASLPA's membership database that complies with the regulatory and legislative requirements and informational needs of SASLPA;
 - maintenance and safeguarding of all SASLPA records, documents and assets;
 - telephone and e-mail enquiries from members, outside agencies and the general public
 - activities of the Administrative Assistant.

- ❖ **Electronic payment and renewal**
 - SASLPA continues to strive towards a more member-friendly renewal process. Council and staff have been researching and making changes to incorporate electronic payment and electronic submission of renewal information.

- ❖ **Website Re-design**
 - SASLPA's website was in need of an up-date in order to reflect SASLPA's regulatory role and to be more user-friendly. The new website was completed by Melcher Media and went live in July of 2015. Our future goal for the website is to increase its value as a source of regulatory resources for members and the public.

2016-17 Objectives:

The activities of the Executive Director are defined and developed in conjunction with Council during the strategic planning process that is scheduled annually after the AGM. Activities currently in progress include:

- ❖ Continued SASLPA representation at the CAASPR Board of Directors meetings;
- ❖ identify and review policies and guidelines to be created or updated;
- ❖ resubmission of the proposal for changes to The Speech-Language Pathologists and Audiologists Act to the Ministry of Health for the 2017 year;
- ❖ develop Communication Strategies for the SASLPA members, the public and other stakeholders;
- ❖ and other activities as directed by Council and defined at the strategic planning session in June 2016.

Submitted by:

Kathy Carroll

Executive Director

AGM 2016 - Report of the Registrar

2015-16 Activities

❖ Registrar Position:

- ❖ Louise Watley resigned from the Registrar position at the end of November 2015. Training to facilitate the transition period with the new Registrar was done over the course of November. Josée Levasseur currently holds the position of Registrar. The Assistant Registrar, Tammy Petford resigned from her position; at this time this position will not be filled. The Registrar manages all activities relating to membership registration and renewal processes. The Registrar also works with other regulatory organizations at a provincial and national level on items specific to membership registration, renewal, currency and continuing competency issues. The position also functions as Chair of the Registration and Membership Committee.
- ❖ This year all members in Cycle B received a CEU Report in order to facilitate the renewal and audit processes.

❖ Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR):

- Each provincial regulatory body has two representatives who sit on the national CAASPR Board of Directors. The Registrar is generally the non-voting member while the ED/President is the voting member. Together, these positions provide for ongoing provincial representation regarding issues and developments that relate to labour mobility, membership & registration, licensing, continuing competencies and standards of practice.
- Currently, CAASPR is working on projects that are designed to improve labour mobility for licensed workers and to expedite licensure and labour market integration of internationally-trained and Canadian applicants. Part of the project also involves the development of Competency Profiles and a national competency-based assessment framework for both professions.

❖ Bylaw IV – VII Submission:

- In order to address new challenges raised by AIT and labour mobility regarding national and internationally-trained applicants as well as to harmonize with other regulatory bodies across Canada, SASLPA has had to revise its registration and membership processes. The registration and licensing of new applicants and maintenance of licensure for existing members has become an increasingly complex process for SASLPA. One of the most critical actions necessary to ensure compliance has been a complete revision of SASLPA Bylaws IV-VII that relate to Registration and Membership.
- In conjunction with SASLPA Council, the Registrar and the Executive Director have incorporated changes advised by legal counsel regarding Bylaws IV through VII that relate to the Association's licensing, registration and membership processes, has circulated to the membership and has submitted the Bylaws to the Ministry of Health for approval.

2015-16 Objectives:

- ❖ Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings.
- ❖ Work with the ED on resubmission of the proposal for changes to *The Speech-Language Pathologists and Audiologists Act* to the Ministry of Health for the 2017 year.
- ❖ Work with the Registration and Membership Committee in conjunction with Council to prepare all operational documents related to the Bylaw changes (ex: registration application packages, policies and procedure).
- ❖ Other activities as directed by the ED/Council or as further defined at the strategic planning session in June 2015.

Submitted by: Josée Levasseur
Registrar

Network of Inter-Professional Regulatory Organizations (NIRO)

Report for the SASLPA Annual General Meeting – May 6, 2016

- NIRO was established in 1995 as a forum for the province’s Health regulatory organizations to meet and discuss issues of common concern and to provide educational sessions that will enhance and further the objectives of the organizations. The Network provides a voice for regulators as a group of experts who have a leadership role in advocating for change. As defined by its Terms of Reference, the purpose/ objectives of NIRO, in the public interest, are to:
 - Strengthen professional self-regulation through identifying and dialoguing common and current issues;
 - Provide education on issues relevant to regulation as appropriate;
 - Liaise with and provide advice and recommendations to key stakeholders regarding current and evolving trends in self-regulation;
 - Establish sub-committees on an ad hoc basis as needed; and
 - Review the Terms of Reference every three years or as requested.
- The current NIRO membership includes 27 Saskatchewan regulatory organizations plus representation from Saskatchewan Health. Participation in NIRO is voluntary; however, as a self-regulating professional body, SASLPA has been an active participant since the formation of NIRO. SASLPA’s current representatives to NIRO are the Executive Director and Registrar.
- NIRO members met on May 13, 2015 in Saskatoon and October 14, 2015 in Regina. Updated Terms of Reference were agreed upon, officers were elected (Chair – Kathy Carroll, ED SASLPA, Vice-Chair – Chelsea Wilker, ED SAMRT and Secretary – Jacqui Messer-Lepage, ED SCoP) and an administrative center was chosen (College of Physicians and Surgeons).
- Traditionally, NIRO holds meetings twice per year, spring and fall. NIRO’s spring meeting for 2016 has been scheduled for May 11th in Regina.
- In addition to and in lieu of meetings, NIRO members manage issues on an ad hoc basis as they arise, using electronic communication means for communication.

Submitted by: Kathy Carroll, Executive Director

SASLPA Financial Report

Budget and YTD report for 2016

Budget for 2017

	2016 Budget	2016 YTD as of April 26, 2016	% of Budget	2017 Budget
Revenue				
Membership Fees (Notes 1,2)	247,950.00	231,840.59	94%	235,500.00
Interest Income	0.00	786.22	0%	0.00
Other Revenue	3,396.00	1,500.41	44%	9,485.00
Total Revenue	251,346.00	234,127.22	93%	244,985.00
Expenses				
Accounting and audit	3,453.00	3,300.00	96%	3,464.00
Affiliation Memberships (CACUP, CAASPR)	2,455.00	0.00	0%	1,950.00
Bank charges & interest expense	10,000.00	0.00	0%	0.00
Computer Services	8,000.00	511.47	6%	4,000.00
Courier & Postage	1,000.00	(215.12)	-22%	1,000.00
Honoraria & Awards, Misc.	600.00	148.63	25%	600.00
Insurance (D & O, professional liability)	29,046.00	8,915.00	31%	28,819.00
Legal Expenses	8,109.00	0.00	0%	8,133.00
Office Equipment (> \$200)	3,000.00	0.00	0%	5,000.00
Office Supplies	1,763.00	327.87	19%	1,769.00
Photocopy & Printing	200.00	0.00	0%	200.00
Rent & Insurance	11,500.00	3,760.00	33%	11,500.00
Salaries and Benefits (Note 3)	122,116.00	17,100.21	14%	126,414.00
Sub-contracts/Special Projects (Note 4)	14,200.00	0.00	0%	14,200.00
Telecommunications	0.00	0.00	0%	1,250.00
Telephone	2,375.00	725.03	31%	2,100.00
Travel Expenses	14,310.00	1,778.01	12%	14,818.00
Workshops, AGM, Committees	19,259.00	962.31	5%	15,875.00
Total Expenses	251,386.00	37,313.41	15%	241,092.00
Net Income (Loss)	(40.00)	196,813.81		3,893.00
Investments				
	Maturing	Principal	Rate	
Guaranteed Investment Certificate	19-Jun-16	\$54,734.77	0.60%	
Guaranteed Investment Certificate	23-Jul-16	\$61,988.57	1.35%	
Guaranteed Investment Certificate	6-Aug-16	\$30,945.51	0.40%	
Guaranteed Investment Certificate	2-Sep-16	\$29,559.32	1.26%	
Guaranteed Investment Certificate	22-Mar-17	\$41,497.12	1.75%	
Guaranteed Investment Certificate	11-Apr-17	\$41,154.66	1.15%	
Total		\$259,879.95		

Notes:

Adjustments were made to the 2016 YTD actual to reflect the year in which the membership fee revenue applied.

- Membership fee revenue of \$224,248 that was collected in 2015 was moved to the 2016 YTD actual. 2017 Budget estimates a total of 390 members (10 new).
- Any salary increases are potential only and would need to be approved by Council. Currently have 3 part time positions (Executive Director, Registrar and Administrative Assistant). Includes monies available that members could apply for funding for conference support, also contingency amount for future projects.
- 2 years). The expected inflation rate (Consumer Price Index) for Saskatchewan for 2017 is forecasted to be 2.5% (based on RBC economic report).

Public Representative Report

Public Representatives: Heather Duczak-Reynolds, Duane Schultz, Clint Burlock

What are Public Representatives?

As Public Representatives we are appointed by the government as full members of the council of an association, but are not members of the association itself. Every member of council has the responsibility to regulate in the public interest rather than the interest of the profession. However, public representatives have this as their sole purpose. Public representatives are not expected to be, indeed are not supposed to be, technically expert or experienced in the specific profession. They bring their own perspectives to the table using common sense and the ability to keep the broad public interest front and centre. This experience is gained through our participation on other committees of both a historic and current nature. There may be also occasions when the Public Representative has experience as a patient or as a family member who has received services from an Association member. While there must be no perceived conflict of interest, Public Representatives may speak on behalf of themselves or a family member's experiences when it comes to regulations in the public's interest. This would be consistent with the current Ministry of Health initiatives of Patient and Family Centred Care.

What is the Role of Public Representatives?

Public members participate in all statutory activities of the council and its committees to which they are appointed under the applicable Act, including participation in the discipline committee.

Public representatives are not required to participate in other matters that are of concern only to members, although we can assist the council in obtaining clarification on points through a network of private and public contacts. As a participating council member, public representatives ensure that the profession acts fairly, follows the Act and its bylaws, and fosters appropriate standards of practice and professional ethics.

Public representatives may also participate in meetings with members of the public and in public forums, and may be asked to prepare a message in the annual report that is submitted to the Minister of Health. Periodic contact with officials from the Ministry of Health and public representatives on other professional councils may occur.

Our Personal experience?

Serving as a Public Representative is a very rewarding and valuable experience. Not only do we learn about governance, and the role of participating as a member of a Board, but we learn about legislation and add to our knowledge in general. During our discussions, we learn about other associations/colleges, as well as meeting different professionals.

This past year has been very eventful with many rich discussions. We would like to thank the present council who are very passionate, and do a lot of work for their Association. We would also like to commend them in the professional manner in which they conduct themselves.

Also, thank you to Kathy Carroll for all her hard work during the year, and for providing us the required information to make well informed decisions for the Association. We would also like to acknowledge each of the council members for their commitment and dedication to the board. We extend a welcome to Duane Schultz and Clint Burlock as the second and third public representatives on Council. We are looking forward to the upcoming year!

SASLPA ANNUAL GENERAL MEETING

Friday, May 6, 2016

Legislation and Bylaws Committee Report

CHAIR/CO-CHAIRS: Vacant

COMMITTEE MEMBERS: Christine Davis, Bette Kelly, Karen Cook, Keshia Peter

ANNUAL COMMITTEE REPORT:

At Council request, the Committee provided feedback regarding the regulatory (Bylaws IV, V and VII) and administrative (Bylaws I, III and IX) bylaw amendments.

Submitted by: Kathy Carroll

Date: May 3, 2016

Registration and Membership Committee

2016 AGM - Report

CHAIR: Josée Levasseur, Registrar

COMMITTEE MEMBERS:

<ul style="list-style-type: none">• Catherine Arthur-Macdonald, SLP• Donna Jackson, SLP• Candace Leake, AUD• Terryann McCurry, SLP (Council Member-at-Large)	<ul style="list-style-type: none">• Tammy Petford, SLP• Chelsea Stuart, AUD• Donna Upshall, SLP
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1. **2015–16 Activities:** Since May 1st, 2015:

- The current Committee consisting of 5 speech-language pathologists and 2 audiologist;
- The Registration and Membership Committee has convened 4 times;
- The Committee has evaluated and recommended for Council approval of 23 speech-language pathologist and 3 audiologist applications for practising membership from January 1st to December 31, 2015 and 2 speech-language pathologist applications for practicing membership from January 1st 2016 to May 1st 2016;
- The Registrar has recommended for Council approval of 3 member applications for non-practising status for 2016;
- 6 member audits for CEE Cycle A (i.e 2013, 2014, 2015) have been initiated – 5 have successfully completed and 1 has not met the CEE requirements;
- The Committee reviewed the Registration Renewal Package to implement a partially online renewal process for 2017;
- The Committee, in conjunction with the SASLPA Council and the Legislation and Bylaws Committee, incorporated changes advised by SASLPA legal counsel regarding Bylaws IV through VII. These were be circulated to the SASLPA membership and submitted to the Ministry of Health for approval.

2. **SASLPA Membership Statistics**

- As at Dec 31, 2015 – 5-year Comparison of SASLPA Membership.

	Speech-Language Pathologists			Audiologists		
	Total Registered	Female	Male	Total Registered	Female	Male
2011	319	309	10	36	30	6
2012	329	314	15	37	31	6
2013	329	313	16	36	31	5
2014	344	328	16	39	36	3
2015	334	322	12	35	31	4

Note: For 2011- 2013, these figures include practicing, non-practising and life members. SASLPA currently has 6 Life members. The 2014 and 2015 figures include practicing and non-practicing members only.

3. **2016-2017 Objectives:**

- Continue to revise membership and registration documents in accordance with bylaw revisions; prepare information updates for the SASLPA website.
- Determine time frame for full implementation of bylaw changes. This will partially be dependent on the related processes that are in place and ready to go (e.g. national exam; provincial supervisor availability).

Submitted by: Josée Levasseur, Registrar

SASLPA ANNUAL GENERAL MEETING

Friday, May 6, 2016

Professional Conduct Committee Report

CHAIR/CO-CHAIRS: Bill Feldbruegge, SLP

COMMITTEE MEMBERS: All members including chair appointed in 2014 for a three year term. Grace Block (SLP), Cory Klassen (SLP), Uta Stewart(AUD), Tara Redlick (SLP), Tracey Schick-Sparrowhawk (AUD)

ANNUAL COMMITTEE REPORT: One complaint received this year – currently under investigation. I have met with Kara Broks, chair of Discipline Committee, to plan for a joint meeting of our two committees to discuss the Code of Ethics and changes to our Act and Bylaws – no date set yet.

Submitted by: Bill Feldbruegge, MSc. SLP (C) **Date:** April 25,2016

SASLPA AGM - May 6th, 2016
Discipline Committee Report

COMMITTEE NAME: Discipline Committee

CHAIR/CO-CHAIRS: Kara Broks

COMMITTEE MEMBER:

Orlene Martens, Renee Clarke, Jackie Hobbs & Natalie Morog

DATE: October 14, 2015

- Committee has not met since last meeting. No Report.
- Committee has met since last meeting. See report below.

Notes:

1. Kara Broks (Chair) & Bill Feldbruegge (SLP & Chair of Professional Conduct) met to discuss having a combined committee meeting re: change in acts/bylaws and to review SASLPA Code of Ethics. Our hope is to meet, June 2016.
2. There have been no formal complaints or investigations since the last AGM in May 2015.

Submitted by: Kara Broks

Audiology Committee Report

CHAIR/CO-CHAIRS: Charlotte Douglas/Uta Stewart

COMMITTEE MEMBERS:

ANNUAL COMMITTEE REPORT:

Members of the committee have been actively involved in the following :

The Canadian Infant Hearing Task Force (ongoing)

SAC Audiology exam committee (ongoing)

SAC revised position paper on the Au.D. (complete)

SAC/CAAVestibular Special Interest group (ongoing)

World Congress of Audiology Vancouver 2016 (ongoing)

Submitted by: Charlotte Douglas

Date: April 25, 2016

**SASLPA ANNUAL GENERAL MEETING
Friday, May 6, 2016**

Nominations Committee Report

CHAIR/CO-CHAIRS: Vacant

COMMITTEE MEMBERS: Vacant

ANNUAL COMMITTEE REPORT:

This committee was inactive this year.

Submitted by: Kathy Carroll

Date: May 3, 2016

SASLPA ANNUAL GENERAL MEETING

Friday, May 6, 2016

Finance Committee Report

CHAIR/CO-CHAIRS: Audrey Harder

COMMITTEE MEMBERS: Jennifer Cameron-Turley, Louise Watley (resigned)

ANNUAL COMMITTEE REPORT:

The Committee did not meet this year. All of the Financial Policies were reviewed by Audrey prior to her term ending as Treasurer.

Policies updated: Electronic Funds Transfer
 Benefits for SASLPA Employees
 Financial Reviews, Audits, and Accounting Services
 Use of Credit Cards
 Investment Funds
 Financial Reporting
 Operating Budget

New policies created: Use of Bank Access Cards

Submitted by: Audrey Harder

Date: April 23, 2016

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**

**FINANCIAL STATEMENTS
(unaudited)**

DECEMBER 31, 2015



REVIEW ENGAGEMENT REPORT

To the Members

Saskatchewan Association of Speech-Language Pathologists and Audiologists

We have reviewed the balance sheet of **Saskatchewan Association of Speech-Language Pathologists and Audiologists** as at **December 31, 2015** and the statements of income and members' equity and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

March 11, 2016
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**

BALANCE SHEET

(unaudited)

AS AT DECEMBER 31, 2015

(with comparative figures for 2014)

	ASSETS	
	<u>2015</u>	<u>2014</u>
Current assets		
Cash	\$ 294,852	\$ 302,463
Investments	261,084	298,282
Prepaid expenses	8,915	-
	<u>\$ 564,851</u>	<u>\$ 600,745</u>
	LIABILITIES	
Current liabilities		
Accounts payable and accrued liabilities	\$ 10,497	\$ 15,062
Government remittances payable	2,341	3,397
Deferred revenue	224,248	224,845
	<u>237,086</u>	<u>243,304</u>
	MEMBERS' EQUITY	
Members' equity	<u>327,765</u>	<u>357,441</u>
	<u>\$ 564,851</u>	<u>\$ 600,745</u>

See accompanying notes to the financial statements.

APPROVED BY:

_____ Director

_____ Director

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**
STATEMENT OF INCOME AND MEMBERS' EQUITY
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2015
(with comparative figures for the year ended December 31, 2014)

	<u>2015</u>	<u>2014</u>
Revenue		
Membership fees	\$ 244,661	\$ 236,340
Interest	3,584	4,120
Advertising and other revenue	3,325	3,184
	<u>251,570</u>	<u>243,644</u>
Expenses		
Accounting and audit	3,299	4,000
Affiliation memberships	1,925	2,203
Bank charges and interest	60	50
Computer service & website	12,903	1,324
Courier and postage	14	1,173
Honoraria and awards	632	221
Insurance	16,900	4,420
Legal	3,875	2,951
Miscellaneous	-	468
Office equipment	1,577	619
Office supplies	1,152	1,071
Rent	10,480	6,993
SAC member dues	108,031	102,795
Salaries and benefits	103,362	78,327
Subcontract	1,000	3,938
Telephone	2,874	2,269
Travel	10,878	14,331
Workshops, AGM, Committees	2,284	8,265
	<u>281,246</u>	<u>235,418</u>
Excess of revenues over expenses (expenses over revenues)	(29,676)	8,226
Members' equity- beginning of year	<u>357,441</u>	<u>349,215</u>
Members' equity- end of year	<u>\$ 327,765</u>	<u>\$ 357,441</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
STATEMENT OF CASH FLOWS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2015
(with comparative figures for the year ended December 31, 2014)**

	<u>2015</u>	<u>2014</u>
Cash provided by (used in) operating activities:		
Excess of revenues over expenses (expenses over revenues)	\$ (29,676)	\$ 8,226
Non-cash operating working capital (Note 3)	(15,133)	29,257
	<u>(44,809)</u>	<u>37,483</u>
Cash provided by (used in) investing activities:		
Additions to investments	(2,802)	(3,338)
Proceeds on disposal of investments	40,000	-
	<u>37,198</u>	<u>(3,338)</u>
Increase (decrease) in cash	(7,611)	34,145
Cash position - beginning of year	<u>302,463</u>	<u>268,318</u>
Cash position - end of year	<u>\$ 294,852</u>	<u>\$ 302,463</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2015
(with comparative figures for the year ended December 31, 2014)**

1. Nature of operations

Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA) is a non-profit organization dedicated to assuring that high quality, accessible speech, language, and hearing services are provided to Saskatchewan residents. SASLPA is the regulatory body for Speech-Language Pathologists and Audiologists in Saskatchewan. All Speech-Language Pathologists and Audiologists qualified to practice in Saskatchewan are registered members of the Association.

2. Summary of significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations which required 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 revenues and expenses during the period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period in which they become known. The financial statements reflect the following policies:

Financial instruments - recognition and measurement

Financial assets and financial liabilities are recorded on the statement of financial position when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are required to be recognized at fair value upon initial recognition, except for certain related party transactions. Measurement in subsequent periods of equity instruments is at fair value. All other financial assets and financial liabilities are subsequently measured at amortized cost adjusted by transaction costs, which are amortized over the expected life of the instrument.

Fair value is the amount at which a financial instrument could be exchanged at arm's length between willing, unrelated parties in an open market. Changes in fair values of financial assets and financial liabilities measured at fair value are recognized in excess of revenues over expenses.

When there is an indication of impairment and such impairment is determined to have occurred, the carrying amount of financial assets measured at amortized cost is reduced to the greater of the discounted cash flows expected or the proceeds that could be realized from sale of the financial asset. Such impairments can be subsequently reversed if the value subsequently improves.

Tangible capital assets

Tangible capital assets are recorded as an expense in the year of acquisition.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
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NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2015
(with comparative figures for the year ended December 31, 2014)**

2. Summary of significant accounting policies (continued)

Revenue recognition

Membership revenue is recognized in the year that it relates to. All other revenue is recorded in the fiscal period it is received. Membership revenue received relating to the next fiscal period is shown as deferred revenue.

3. Non-cash operating working capital

Details of net change in each element of working capital relating to operations excluding cash are as follows:

	<u>2015</u>	<u>2014</u>
(Increase) decrease in current assets:		
Accounts receivable	\$ -	\$ 616
Prepaid expenses	(8,915)	-
	(8,915)	616
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	(4,565)	11,054
Government remittances payable	(1,056)	1,062
Deferred revenue	(597)	16,525
	(6,218)	28,641
	\$ (15,133)	\$ 29,257

4. Financial risk management

The Association has a risk management framework to monitor, evaluate and manage the principal risks assumed with financial instruments. The significant financial risks to which the Association is exposed is:

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association's exposure to liquidity risk is dependent on the receipt of funds from its operations and other related sources. Funds from these sources are primarily used to finance working capital and capital expenditure requirements, and are considered adequate to meet the Association's financial obligations.