



Annual General Meeting
Thursday, May 4, 2017
12:00 p.m. to 1:00 p.m.

Council and Committee Reports



SASLPA Annual General Meeting: May 4, 2017 President's Report

This has been a positive year for me as SASLPA President. I was fortunate to be part of a highly productive strategic planning session in June of 2016 which has set the stage for what I think will be an exciting phase in SASLPA's history.

Over the past year, I have seen what I consider to be tremendous growth in our membership's knowledge of and involvement in SASLPA. We currently have several active committees with a variety of members from across the province. The webinars that have been presented by SASLPA have been well-attended and have generated significant positive feedback. We have a full slate for council for the upcoming year and have the opportunity to vote for both vacant positions for the 2017-2018 year. This is a significant positive shift and is vital to the continued growth and success of our regulatory body.

I have seen SASLPA's office staff continue to grow and develop in their relatively new roles. Our Executive Director Kathy Carroll and our Registrar Josée Lavasseur have done great work over the course of the year, and continue to help shape the direction of our organization. Our administrative assistant Candice continues to be a dedicated and hard-working member of our team.

Being part of SASLPA has always been and continues to be a learning experience for me. It has helped me become more aware of the role of a regulatory body and what that means for me as a professional. Through updates from CAASPR, I've learned about the national direction for the professions of speech-language pathology and audiology and how Saskatchewan is helping contribute to that direction.

My time as President of SASLPA has reinforced for me the importance of being an involved, well-informed member of my profession. It has been a worthwhile experience and I have thoroughly enjoyed working with the SASLPA staff and everyone on council.

Submitted by:

Charlotte McLean
SASLPA President



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Executive Director's Report

In June of 2016, the SASLPA Council took on the challenge of Strategic Planning for the next three years. Impressive strides have already been taken to help reach our long-term goals (e.g., development of the Mentorship Committee to help reach our Quality Assurance goal of a user-friendly Mentorship Program). These strides could not have happened without the dedication of the exceptional SASLPA council and the much appreciated and ever-increasing involvement of the SASLPA members.

In 2015, I reported that I was learning where SASLPA excels and areas where we can grow. In 2016, I am proud to say that we are working towards becoming “a model regulatory body which informs and protects the public and has an involved membership”.

2016-17

❖ **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 24, 2017, 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 May 16, 2016, 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 accepted. Following approval, it was noted that corrections were required (e.g., Bylaws, as printed allowed retired members to vote and this is not accurate). The proposed corrections are still being reviewed by the Ministry of Health.
- Administrative: No bylaw amendments were submitted in 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 2017. 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 2018 and continue annually thereafter until the proposal moves forward.

- ❖ **CIHI Statistics:** 2016 SASLPA Membership data was submitted to the Canadian Institute of Health Information (CIHI) Health Personnel Database (HPDB) on March 28, 2017. This most recent submission will represent the 14th year for which SASLPA has provided information.
- ❖ **Office Administration:**
 - SASLPA's Administrative Assistant, Candice Pierce has continued to be 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. For the 2017 renewal year, SASLPA supported members through an electronic renewal process. All renewal documents were made available on the SASLPA.ca website and could be submitted in paper or electronic formats. Electronic transfer of funds was also made available this year.
- ❖ **Strategic Planning and Board Governance Training**
 - SASLPA's council and staff took part in Board Governance Training and Strategic Planning, led by the ED. A three-year plan was developed that focuses on progressiveness and communication.

2017-18 Objectives:

The activities of the ED 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 2018 year;
- ❖ carry out Communication Strategies for the SASLPA members, the public and other stakeholders;
- ❖ carry out objectives as agreed upon during 2016-2019 Strategic Planning process;
- ❖ and other activities as directed by Council and defined at the annual planning session in June 2017.

Submitted by:
Kathy Carroll
Executive Director



SASLPA Annual General Meeting

May 4, 2017

Registrar's Report

Registrar Position:

- 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 and Mentorship Committee.

1. 2016-17 Activities:

- Registration and Membership:
 - In October 2016, a webinar was offered to members to review the changes to the renewal process and address questions from the membership.
 - All members in Cycle B (in 2016) and C (in 2017) received a CEU Report in order to facilitate the renewal and audit processes.
 - All members received a certificate and laminated membership card.
- 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 revision of Competency Profiles. Three SASLPA members (2 SLPs and 1 audiologist) are currently working with the consultants and representatives across the country to review the competencies.
- Bylaw IV – VII Revision and Implementation :
 - The revisions to the regulatory Bylaws (IV, V and VII) were approved by the Ministry of Health were approved on July 8th, 2016 and the implementation began on October 11th, 2016
 - In conjunction with the Registration and Membership Committee and Council, new registration packages and policies and procedure were developed to support the bylaw changes and new requirements.
 - In October 2016 a webinar was offered to members to present and answer questions about the revisions made to Bylaws IV, V and VII.

2. 2017-18 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 continue to review and revise policies and procedures and documents for initial registration.
- Work with the Registration and Membership Committee in conjunction with Council to continue to review and revise documents and procedures for the 2018 renewal.

- Work with the Mentorship Committee in conjunction with Council and the Registration and Membership Committee to develop the Mentorship Program for initial practice registrants.
- Other activities as directed by the ED/Council or as further defined at the strategic planning session in June 2016.

Submitted by: Josée Levasseur, Registrar



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Network of Inter-Professional Regulatory Organizations (NIRO) Report

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 representative to NIRO is the Executive Director.

NIRO members met on May 11, 2016 in Regina and October 12, 2016 in Saskatoon. At the October meeting, the NIRO members began the process of Strategic Planning. Members agreed to create a Strategic Planning committee that would follow-up and work out more of the planning details. Traditionally, NIRO holds meetings twice per year, spring and fall. NIRO's spring meeting for 2017 has been scheduled for May 10th 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 2017

Budget for 2018

	2017 Budget	2017 YTD as of April 20, 2017	% of Budget	2018 Budget
Revenue				
Membership Fees (Notes 1,2)	235,500.00	234,710.37	100%	244,650.00
Interest Income	0.00	0.00	0%	0.00
Other Revenue (Advertising, registration fees, etc)	9,485.00	1,157.40	12%	9,626.00
Total Revenue	244,985.00	235,867.77	96%	254,276.00
Expenses				
Accounting and Audit Expenses	3,464.00	3,441.00	99%	3,474.00
Affiliation/Membership Fees	1,950.00	3,020.00	155%	3,000.00
Bank charges & interest expense	0.00	(48.50)	0%	0.00
Computer Services	4,000.00	325.16	8%	4,000.00
Courier & Postage	1,000.00	954.87	95%	1,000.00
Honoraria & Awards, Misc.	600.00	0.00	0%	600.00
Insurance	28,819.00	8,777.08	30%	29,453.00
Legal Expenses	8,133.00	861.00	11%	8,133.00
Office Equipment (> \$200)	3,000.00	623.25	21%	3,000.00
Office Supplies	1,769.00	639.58	36%	3,912.00
Photocopying & Printing	200.00	240.02	120%	200.00
Rent & Insurance	11,500.00	3,785.00	33%	11,500.00
Salaries and Benefits (Note 3)	127,214.00	28,886.71	23%	129,911.44
Sub-contracts/Special Projects (Note 4)	14,200.00	4,000.00	28%	14,200.00
Communications	2,100.00	508.53	24%	3,750.00
Travel Expenses	14,818.00	2,236.95	15%	12,459.00
Workshops, AGM, Committees (Note 5)	15,875.00	273.90	2%	23,431.00
Total Expenses	238,642.00	58,524.55	25%	252,023.44
Net Income (Loss)	6,343.00	177,343.22		2,252.56
Investments				
	Maturing	Principal	Rate	
Guaranteed Investment Certificate	26-Jul-17	\$55,094.31	0.58%	
Guaranteed Investment Certificate	22-Mar-18	\$42,223.32	1.75%	
Guaranteed Investment Certificate	24-Sep-17	\$62,830.07	1.28%	
Guaranteed Investment Certificate	8-Aug-17	\$31,069.97	0.40%	
Guaranteed Investment Certificate	1-Dec-17	\$30,024.76	1.10%	
Guaranteed Investment Certificate	10-Jul-18	\$41,745.98	1.15%	
	Total	\$262,988.41		

Notes:

- Adjustments were made to the 2017 YTD actual to reflect the year in which the membership fee revenue applied.

- a. Membership fee revenue of \$228,690 that was collected in 2016 was moved to the 2017 YTD actual
2. 2018 Budget estimates a total of 404 members (15 new)
3. 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).
4. Includes monies available that members could apply for funding for conference support, also contingency amount for future projects.
5. Increase in 2018 due to governance training for Council, plus workshop for Discipline and Professional Conduct Committee (held every 2 years)
6. The expected inflation rate (Consumer Price Index) for Saskatchewan for 2018 is forecasted to be 2.7% (based on RBC economic report).



Public Representative Report May 4, 2017

Public Representatives: Heather Duczak-Reynolds and Duane Schultz

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.

2017 has been a great year for SASLPA with many new and exciting changes being introduced.

Communication with the public has been significantly advanced with the new website. The learning events ensure the professionals regulated through this college have the opportunity to ensure their skills stay strong, and the emphasis on evolution within the organization ensures the future looks bright. 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 the office team for their 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 are looking forward to the upcoming year!



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Legislation and Bylaws Committee Report

CHAIR/CO-CHAIRS: Lee Millar

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 4, 2017



SASLPA Annual General Meeting

May 4, 2017

Registration and Membership Committee Report

CHAIR: Josée Levasseur, Registrar

COMMITTEE MEMBERS:

- Donna Jackson, SLP
- Candace Leake, AUD
- Jacqui Lim, SLP (Council Member-at-Large)
- Terryann McCurry, SLP
- Tammy Petford, SLP
- Chelsea Stuart, AUD
- Donna Upshall, SLP

1. 2016–17 Activities: Since May 1st, 2016:

- The current Committee consisting of 5 speech-language pathologists and 2 audiologist;
- The Registration and Membership Committee has convened 5 times;
- The Committee has evaluated and recommended for Council approval:
 - From January 1st to December 31st, 2016:
 - 23 speech-language pathologists applications for practising membership;
 - 1 audiologist applications for practising membership.
- The Registrar has recommended for Council approval of 2 member applications for non-practising status for 2016;
- 3 member audits for CEE Cycle B (i.e 2014, 2015, 2016) have been initiated – 3 have successfully completed;
- The Committee reviewed the Registration Renewal Package to implement a partially online renewal process for 2017;
- The Committee revised the application packages and forms in accordance with the Bylaw IV, V and VII revision.
- The Committee revised the renewal forms and procedures for the 2017 renewal.

2. SASLPA Membership Statistics

- As of Dec 31, 2016 – 5-year Comparison of SASLPA Membership.

	Speech-Language Pathologists			Audiologists		
	Total Registered	Female	Male	Total Registered	Female	Male
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
2016	364	346	18	40	36	4

3. 2017-2018 Objectives:

- Determine time frame for full implementation of bylaw changes: National exam, Mentorship/Supervision Program
- Begin review of quality assurance program (competency program, fitness to practice, mentorship/supervision of entry-to-practice)
- Continuously review renewal forms and process

Submitted by: Josée Levasseur, Registrar



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Discipline Committee Report

CHAIR/CO-CHAIRS: Kara Broks

COMMITTEE MEMBERS: Orlene Martens, Jackie Hobbs, Pamela Lamon & Natalie Morog

ANNUAL COMMITTEE REPORT:

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

Notes;

No current cases / files under review.

Submitted by: Kara Broks

Date: April 10, 2017



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Professional Conduct Committee Report

CHAIR/CO-CHAIRS: Bill Feldbruegge SLP, Chair

COMMITTEE MEMBERS:

**Uta Stewart(Aud), Tara Redlick(SLP), Corey Klassen (SLP),
Tracey Schick-Sparrowhawk (AUD), Grace Block (SLP)**

ANNUAL COMMITTEE REPORT:

The PC committee received two complaints this year. One was withdrawn shortly after it was made and, by any objective measure, would have been considered unfounded and malicious.

The second was investigated and dismissed with recommendation that no further action be taken.

Committee members have completed their 3 year terms and, at time of this report, I await their decisions about serving another term.

The Professional Conduct and Discipline Committees had a joint education day December 4, 2016. Alma Weibe and Karen Prisciak delivered a workshop on the roles and duties of the committees in the investigation of complaints.

Submitted by: Bill Feldbruegge, Chair

Date: April 21, 2017



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Audiology Committee Report

CHAIR/CO-CHAIRS: Charlotte Douglas, Uta Stewart

ANNUAL COMMITTEE REPORT:

Committee has not met since last meeting. No Report.

Submitted by: Charlotte Douglas

Date: April 26th, 2017



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Nomination Committee Report

CHAIR/CO-CHAIRS: Vacant

COMMITTEE MEMBERS: Vacant

ANNUAL COMMITTEE REPORT:

This committee was inactive this year.

Submitted by: Kathy Carroll

Date: April 17, 2017



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Finance Committee Report

CHAIR/CO-CHAIRS: Katrina Wedel

COMMITTEE MEMBERS: Kathy Carroll

ANNUAL COMMITTEE REPORT:

Committee has not met since last meeting. No Report.

Submitted by: Katrina Wedel

Date: April 26, 2017



SASLPA ANNUAL GENERAL MEETING

May 4, 2017

Professional Development Committee Report

CHAIR/CO-CHAIRS: Vacant at this time – looking for volunteer(s)

COMMITTEE MEMBERS: Lindsay Ground; Jacqui Lim; Lyall Pacey; Cari Theil, Nichole Forbes

ANNUAL COMMITTEE REPORT:

The Professional Development (PD) Committee organized a series of webinars for the 2016-2017 period. The live webinars were recorded and made available in the members only sections on SASLPA.ca. Due to human error, the March 10th webinar was not recorded live and therefore was rerecorded and made available at a later date. All of the webinars were very well attended.

- February 3rd – Ethics (Kathy Carroll)
- March 10th – Deaf and Hard of Hearing (Josée Levaseur)
- April 28th – AAC (Lee Miller)

Discussion has begun for PD plans for 2017-2018. Given the number of conferences being held in Saskatchewan in 2017, the committee has decided that offering webinars will be most appropriate again this year. The committee would be pleased to offer Audiology PD opportunities and looks forward to any feedback the audiologists are willing to provide in order to plan appropriate events.

The next meeting will occur after the 2017 AGM and will focus on choosing a chair, planning 2017-2018 educational events and, at the request of council, reviewing/revising PD policies (e.g., instructions for how members can apply for funds to host a PD event).

The committee is considering a number of ideas to ensure that SASLPA members are offered relevant and interesting PD opportunities but require more assistance from SASLPA members. For example, a committee chair will be required in order for the committee to continue to exist. A general call to members for volunteers will occur after the 2017 AGM.

Submitted by: Kathy Carroll

Date: April 17, 2017

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

**FINANCIAL STATEMENTS
(unaudited)**

DECEMBER 31, 2016

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, 2016** and the statements of operations 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 27, 2017

Regina, Saskatchewan

Chartered Professional Accountants

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

BALANCE SHEET

(unaudited)

AS AT DECEMBER 31, 2016
(with comparative figures for 2015)

	ASSETS			
	<u>2016</u>		<u>2015</u>	
Current assets				
Cash	\$ 363,893		\$ 294,852	
Investments	263,115		261,084	
Prepaid expenses	8,777		8,915	
	<u>\$ 635,785</u>		<u>\$ 564,851</u>	
	LIABILITIES			
Current liabilities				
Accounts payable and accrued liabilities	\$ 12,559		\$ 10,498	
Government remittances payable	2,136		2,341	
Deferred revenue	228,960		224,248	
	<u>243,655</u>		<u>237,087</u>	
	MEMBERS' EQUITY			
Members' equity	392,130		327,764	
	<u>\$ 635,785</u>		<u>\$ 564,851</u>	

See accompanying notes to the financial statements.

APPROVED BY:

_____ Director

_____ Director

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
STATEMENT OF OPERATIONS AND MEMBERS' EQUITY
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2016
(with comparative figures for the year ended December 31, 2015)**

	<u>2016</u>	<u>2015</u>
Revenue		
Membership fees	\$ 247,691	\$ 244,661
Interest	2,817	3,584
Advertising and other revenue	3,730	3,325
	<u>254,238</u>	<u>251,570</u>
Expenses		
Accounting and audit	3,300	3,300
Affiliation memberships	3,435	1,925
Bank charges and interest	50	60
Computer service & website	2,076	12,903
Courier and postage	-	14
Flonoraria and awards	319	632
Insurance	25,623	16,900
Legal	-	3,875
Miscellaneous	73	-
Office equipment	5,805	1,577
Office supplies	-	1,152
Rent	10,480	10,480
SAC member dues	-	108,031
Salaries and benefits	112,855	103,362
Subcontract	-	1,000
Telephone	2,639	2,874
Travel	8,039	10,878
Workshops, AGM, Committees	15,179	2,284
	<u>189,873</u>	<u>281,247</u>
Excess of revenues over expenses (expenses over revenues)	64,365	(29,677)
Members' equity- beginning of year	327,765	357,441
Members' equity- end of year	<u>\$ 392,130</u>	<u>\$ 327,764</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, 2016
(with comparative figures for the year ended December 31, 2015)**

	<u>2016</u>	<u>2015</u>
Cash provided by (used in) operating activities:		
Excess of revenues over expenses (expenses over revenues)	\$ 64,365	\$
(29,677)		
Non-cash operating working capital (Note 3)	<u>6,706</u>	
(15,132)		
	<u>71,071</u>	
(44,809)		
Cash provided by (used in) investing activities:		
Additions to investments	(2,030)	
(2,802)		
Proceeds on disposal of investments	<u>-</u>	
40,000		
(2,030) <u>37,198</u>		
Increase (decrease) in cash	69,041	(7,611)
Cash position - beginning of year	<u>294,852</u>	
<u>302,463</u>		
Cash position - end of year	\$ <u>363,893</u>	\$
<u>294,852</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, 2016

(with comparative figures for the year ended December 31,2015)

I. 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. As a not for profit organization, SASLPA is exempt from income taxes.

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.

Revenue 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.

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NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2016
(with comparative figures for the year ended December 31, 2015)

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>2016</u>	<u>2015</u>
(Increase) decrease in current assets:		
Prepaid expenses	\$ 138	\$
<u>(8,915)</u>		
 Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	2,061	(4,564)
Government remittances payable	(205)	(1,056)
Deferred revenue	4,712	(597)
	6,568	(6,217)
	\$ 6,706	\$ (15,132)

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.