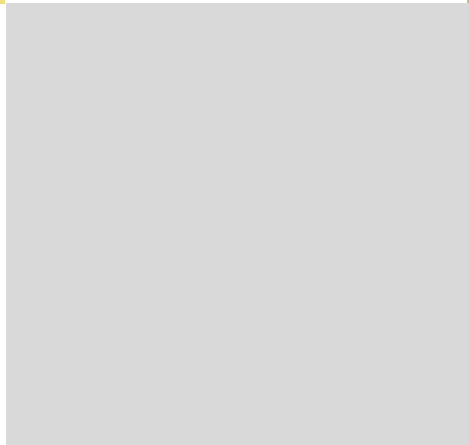




Annual Report 2017





SASKATCHEWAN
ASSOCIATION OF
SPEECH-LANGUAGE
PATHOLOGISTS
AND AUDIOLOGISTS

VALUES

- ethical practice
- transparency
- progressiveness
- accountability
- integrity

VISION

A model regulatory body
which informs and protects
the public and has an involved
membership.

MISSION

To license, regulate and guide the practice of
Audiologists and Speech-Language
Pathologists in the interest of the public.

Saskatchewan Association of Speech-Language Pathologists and Audiologists
#11 - 2010 - 7th Avenue, Regina, SK S4R 1C2
Phone: 306-757-3990 Fax: 306-757-3986 Toll Free: 866-757-3990
Email: saslpa@sasktel.net Website: saslp.ca

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Strategic Plan
Progression and Communication
2016-2019



How Self-Regulation Works



Registration

Sets education requirements and ensures the members have attained the core competencies. Issues licences to SLPs and Auds which allows them to practice.



Standards of Practice

Develops and enforces standards of practice which all audiologists and speech-language pathologists follow.



Continuing Education

Requires audiologists and speech-language pathologists to further their knowledge and skills on a regular basis



Complaints

Responds to complaints from the public concerning care provided by members of SASLPA.

Though the Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA) is named an association, its function is that of a College. To facilitate self-regulation, professionals elect and appoint members of the profession to sit on Council and form Committees. In addition, the government appoints a number of public representatives to Council. The function of the SASLPA is to regulate itself in the public interest, with objectivity, ensuring that bylaws, practice standards, and regulations are in place, and to which it adheres. The SASLPA must also have a system by which complaints from the public can be addressed.

The SASLPA does not receive government funding and thus, is entirely funded through application and registration fees, as well as a small amount of advertising revenue.

The SASLPA provides resources to its members, such as, but not limited to, informational group emails, webinars, and a website.

SASLPA ANNUAL GENERAL MEETING - April 25, 2018 Executive Director's Report

2017 saw SASLPA in the second year of its 2016-2019 Strategic Plan. Our vision for the future is to be “a model regulatory body which informs and protects the public and has an involved membership”. We had a very busy year and made some huge strides towards reaching that vision. Your SASLPA Council and Committees were the reason that SASLPA was able to accomplish all it has in the past year. SASLPA’s success is also due to the ever-increasing willingness of the SASLPA members to become involved in the regulation of Audiologists and Speech-Language Pathologists in Saskatchewan. I am proud to share some examples of the 2017 accomplishments with you!



Documentation

SASLPA will have documentation that adequately meets our regulatory needs.

- ❖ Committees (e.g., Dysphagia Practice Guideline Committee) have begun work on developing Practice Guidelines and reviewing the current Code of Ethics.
- ❖ SASLPA’s request to change *The Speech-Language Pathologists and Audiologists Act* to more adequately reflect our singular role as a regulatory body did not go forward from the Ministry of Health to the legislature for 2018. The ministry has advised that this is a long process that can often take multiple submissions. SASLPA will re-submit for 2019 and continue annually thereafter until the proposal moves forward.



Public Awareness

Increase the public’s awareness and confidence that SASLPA exists to act in the interest of the public.

- ❖ Mission, Vision and Values Poster shared with SASLPA members and to be posted in locations visible to the public.
- ❖ Information provided to members on to properly sign their names on reports and other documents for the public.
- ❖ E-badge provided to members to be added to emails and increase public awareness about SASLPA.



Quality Assurance

Implement a quality assurance program that ensures members enhance and expand their knowledge while continuing to practice safe, competent and ethical care.

- ❖ Support Omnibus Bill to add language to legislation regarding Continuing Competency in preparation for eventual changes to our program.
- ❖ Reviewed other Canadian Continuing Competency programs.
- ❖ Development of Mentorship Program (see Mentorship Committee report).
- ❖ Professional Development opportunities (see Professional Development Committee report).



Member Involvement

Increased membership involvement will support the self-regulatory governance process.

- ❖ Created “Governance” webinar to be shared with members.
- ❖ Council has been personally calling:
 - New members in order to welcome them and answer any questions they may have; and
 - Members who indicate, on their renewal forms, that they would be interested in being involved with council or committees.
- ❖ All council positions have been filled for the 2018-19 year and many members are volunteering to be a part of the SASLPA committees.



Other Commitments/Projects

- ❖ **Electronic payment and renewal**
 - SASLPA continues to strive towards a more member-friendly renewal process. For the 2018 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 format. Electronic transfer of funds also continued to be available this year.
 - Council and staff chose to go forward with the development of an on-line database system (will be developed by Helsby Drake).
- ❖ **Strategic Review and Council Education**
 - SASLPA’s council and staff took part in a Strategic Review process, led by the ED and an education session, led by the Virtus Group.

2018-19 Objectives

The activities of the ED are defined and developed in conjunction with Council during the strategic planning and review processes that are 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 2019 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 2018.

Submitted by:
Kathy Carroll
Executive Director



SASLPA ANNUAL GENERAL MEETING - April 25, 2018 Council President's Report



It is with a sense of satisfaction that I write this annual report as SASLPA President. I came into this position with admittedly limited knowledge and have learned more than I imagined. I was fortunate to be part of an evergreen strategic planning session in June, 2016 which as our Past President stated, has indeed set the stage for an exciting phase in SASLPA history. As we move forward with our planning, so many accomplishments and changes have happened, that mentioning them all would require a novel. I would like to highlight for you what this year has meant to me not only as President, but also as a Member.

On behalf of SASLPA, I would like to begin by offering our sincerest thank you to our staff. All of our accomplishments as a regulatory body are due in large part to the time and effort put forth by our Executive Director - Kathy Carroll, our Registrar - Josée Levasseur, and our Administrative Assistant - Candice Pierce. They have all embraced their roles in our SASLPA office and go over and above expectation. They have put up with my questions without hesitation and helped me more than I have probably expressed.

As a regulatory body, SASLPA has stepped up to the challenge of ensuring our members have an understanding of and an involvement in SASLPA. When I became President Elect, I didn't have a clear understanding of what SASLPA's role was and was confident I wasn't alone in that. To best understand what our members needed, our current Council comes with a very wide spread set of skills and live in various locations throughout the province. This ensures a very broad spectrum of views are expressed at our meetings, resulting in the most diverse and effective decisions. I feel that this is a first in SASLPA history where so many areas of our province are represented on the board making it highly effective. Technology advancements (e.g., Adobe Connect and Pragmatic Teleconferencing) have definitely made this possible and council takes full advantage of these advancements.

A couple of highlights of the year for me included first the movement towards updating and streamlining our registry system. This included moving towards an online registration system, online payment options, updating our website, and ensuring that all our information is secure and protected. I am excited to see how amazing it is as we roll it out for the fall of 2018. Secondly, our collaboration with the Canadian Alliance of Audiology and Speech-Pathology Regulators (CAASPR) as we join in a national alliance in competencies and regulations has been very exciting. I have learned so much through our involvement with CAASPR, what it means for us as a regulatory body, and what that means for me as a member and professional.

My time as President of SASLPA has been a true blessing and has reconfirmed why it is important to never stop learning. What I have learned from the people on council and from our staff cannot be put into words. I look forward to seeing how SASLPA continues to grow.

Submitted by:

Deena Offet
SASLPA President



SASLPA ANNUAL GENERAL MEETING - April 25, 2018 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 the Mentorship Committee.



1. 2017 Activities:

- Registration and Membership:
 - All Cycle C members (in 2017) received a CEU Report in order to facilitate the renewal and audit processes.
- Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR): (see CAASPR Report)
- Bylaw IV – VII Revision and Implementation :
 - In conjunction with the Registration and Membership Committee and Council, new registration review application packages and policies and procedure that were developed to support the bylaw changes and new requirements.

2. 2018-19 Objectives:

- Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings.
- Act as Chair of CAASPR from May 1st, 2018 to April 30, 2019.
- 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 2018 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 2019 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.
- Work in collaboration with ED to review renewal and application processes for the development of an online renewal and application system.
- Other activities as directed by the ED/Council or as further defined at the strategic planning session in June 2019.

Submitted by:

Josée Levasseur, Registrar



SASLPA ANNUAL GENERAL MEETING - April 25, 2018 Public Representative's Report

As Public Representatives we are appointed by the Ministry of Health as full members of the regulatory board but are not registered members of the association itself. Every member of council has the responsibility to regulate in the public interest rather than the interest of a person or the profession. Public Representatives have this as their sole purpose. In fact, we should not be eligible for registration in the association, nor are we expected to be technically expert in the profession. We do bring our own perspectives to the table, utilizing past work/life experiences and common sense to keep the broad public interest front and center. There may be 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, in accord with the Ministry of Health's current Public Representatives may speak based on personal/family 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 Centered Care.

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 matters that are of concern only to members, although we may assist the council in obtaining clarification on points of discussion.

Public Representatives, as participating council members, 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 forums as this, where our prepared message appears in the annual report submitted to the Minister of Health.

My Personal Experience:

This has been a rewarding and valuable experience. Not only do I experience regulatory governance as a participating Board member, I learn about legislation and add to my personal knowledge base. During discussions, we learn about, (and compare ourselves to), other associations/colleges.

As you have heard from earlier reports, this has been a great year for SASLPA with the advent of new or improved ways of doing business. Communication with members and the public has been and will continue to be advanced.

I thank and commend the present council for their dedication, determination, and professional conduct.

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.

On a final personal note. while I had spoken with the Ministry about serving on a different regulatory body, it quickly became apparent that other regulatory bodies may not be nearly as accommodating to physical disabilities as the Board and staff of SASLPA have been to me. I look forward to a further 3 years as a Public Representative with SASLPA!

Submitted by:
Duane Schultz
Public Representative



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 July 26, 2017 in Regina and October 11, 2017 in Saskatoon. Traditionally, NIRO holds meetings twice per year, spring and fall. NIRO's spring meeting for 2018 has been scheduled for May 9th 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



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

The Canadian Alliance of Audiology and Speech Language Pathology Regulators:

- “The Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) is a national coalition of regulators of the professions of audiology and speech – language pathology across Canada. The Alliance members work together on matters which support the regulatory mandate of each provincial jurisdiction to protect the public interest in a consistent national approach. CAASPR is a virtual organization.” (www.caaspr.ca)
- Each provincial regulatory body (Newfoundland, New-Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British-Columbia) 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.

1. 2017 Activities:

- From May 2017- April 2018 the SASLPA Registrar acted as Chair Elect of CAASPR.
- 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.
 - On November 6th, 2017 a National Language Proficiency Standard was adopted. This standard was approved by SASLPA council and implemented on January 22, 2018.
 - Part of the project also involves the revision of Competency Profiles. Two SASLPA members (1SLPs and 1 audiologist) are currently working with the consultants and representatives across the country to review the competencies.

2. 2018 Objectives:

- Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings.
- The next meeting of the Board of Directors will be held on April 29th and 30th, 2018 in Edmonton.
- The Registrar will act as Chair of CAASPR from May 1st, 2018 to April 30, 2019.
- Approve National Essential Competencies and Sub-Competencies for the professions of Audiology and Speech-Language Pathology.
- Develop a national regulatory exam.
- Develop a central portal for national and international applicants

Submitted by:

Josée Levasseur, Registrar





Committee Reports



Audiology Committee Report

Co-Chairs: Charlotte Douglas
Uta Stewart

Submitted by:
Charlotte Douglas

No new activity at the provincial level to report.

Code of Ethics Committee

Chair: Karen Wasylenko, SLP

Members: Shirley Summach, SLP
Kathy Carroll, Executive Director
Jenelle MacDonald, SLP

Submitted by:
Karen Wasylenko
March 26, 2018

The Code of Ethics Committee is reviewing the SASLPA Code of Ethics/Codes of Conduct, as well as Code of Ethics/Codes of Conduct in other regulated and professional jurisdictions. Based on the review, the Committee will make recommendations as to developing or revising the SASLPA Code of Ethics where indicated.

The Committee has had one meeting (March 19th).

Discipline Committee

Chair: Kara Broks, SLP

Members: Orlene Martens, SLP
Renee Clarke, SLP
Jackie Hobbs, SLP
Natalie Morog, AUD
Duane Schultz, Public Rep.

No cases were submitted to the Discipline Committee in 2017.

Finance Committee

Chair: Katrina Wedel, SLP

Member: Kathy Carroll, Executive
Director

Submitted by:
Katrina Wedel
April 13, 2018

The finance committee met two times this year in order to prepare the 2019 budget and to update the travel expense policy and appendices.

Legislation and By-Laws Committee

Chair: Charlotte McLean, SLP

Member: Bette Kelly, SLP

The Legislation and By-Laws committee did not meet in 2017. The committee is looking for members to be a part of the Legislation and By-Laws Committee. Please notify the SASLPA office, or a committee member, if you are interested in volunteering.

Mentorship Committee

Chair: Josée Levasseur, Registrar

Members: Colleen Chapman, SLP
Nichole Forbes, SLP
Lindsay Ground, SLP
Lauren Hargraves, SLP
Kaelyn Major, AUD
Orlene Martens, SLP
Nicole Oscar, SLP
Barry Raymond, SLP
Megan Roelfsema, SLP
Jason Schmiedge, AUD
Amy Scott-Wawro, SLP
Katie Zirk, SLP
Maria Van Dyke, SLP

Submitted by:
Josée Levasseur

1. 2017–2018 Activities: Since May 1st, 2017:

- The current Committee consisting of 11 speech-language pathologists and 2 audiologist;
- The Mentorship Committee has convened 5 times;
- The committee reviewed other existing Canadian and American mentorship programs (ex.: CASLPO, CASLPM, ASHA);
- The committee has identified a list of stakeholders;
- The committee has developed a document defining the purpose, benefits, and requirements for the Mentorship program. This document was approved by council on March 26th, 2017.

2. 2017-2018 Objectives:

- Develop forms for mentorship program;
- Develop policies for mentorship program;
- Develop time frame for implementation of a pilot for the mentorship program;
- Prepare a webinar for members and stakeholders

Nominations Committee

Chair: Charlotte McLean

The Nominations Committee did not meet in 2017.

Professional Conduct Committee

Chair: Bill Feldbruegge, SLP

Members: Uta Stewart, AUD
Tracey Schick-Sparrowhawk, AUD
Grace Block, SLP
Tara Redlick, SLP
Cory Klassen, SLP

Submitted by:
Bill Feldbruegge
April 6, 2018

The Professional Conduct Committee has received only one complaint this year and it is currently under investigation.

Committee members were re-appointed for 3 year terms in 2017.

Professional Development Committee

Chair: Jacqui Lim (Nov. 2017 - Jan. 2018); Lyall Pacey (Jan. 2018 - present)

Members: Jacqui Lim, SLP
Jordan Laine, SLP
Angelika Nixdorf, SLP
Lindsay Ground, SLP
Nichole Forbes, SLP
Geraldine Woods, SLP

Submitted by:
Lyall Pacey & Jacqui Lim
April 4, 2018

The PD Committee was charged with selecting topics for members' continuing education, seeking potential presenters for the selected topics, and arranging the presentations in coordination with SASLPA. The presentations are presented as webinars at a length of approximately an hour, allowing members a lunch-and-learn opportunity without the need to travel.

So far in 2018, the following topics have been arranged:

- 8 March - Tammy Hopper:

Cognitive-Communication Disorders of Dementia (Completed; Recording Available)

- End of May - Krista Yuskow: Hear to Learn (Pending)

The Committee is currently attempting to arrange another webinar with the Saskatchewan Information and Privacy Commissioner for later this year.

The Committee was able to offer a small amount of money to speakers as an honorarium. They have proposed additional funding for 2019 to match the amounts SAC offers; in addition, they propose charging attendees a small amount to recoup the added costs.

The Committee's plan is to continue seeking speakers for members' most-requested topics. The target is four webinars per year.

The committee's next meeting is 8 June, following the AGM. Current action items include confirming the presentation from the Privacy Commissioner and planning for the remainder of 2018 and beginning 2019.

Registration and Membership Committee

Chair: Josée Levasseur
Registrar

Members:
Donna Jackson, SLP
Jacqui Lim, SLP (Council Member-at-Large)
Terryann McCurry, SLP
Lisa Persaud, SLP
Chelsea Stuart, AUD
Tania Thomas, SLP
Donna Upshall, SLP

1. 2017 Activities:

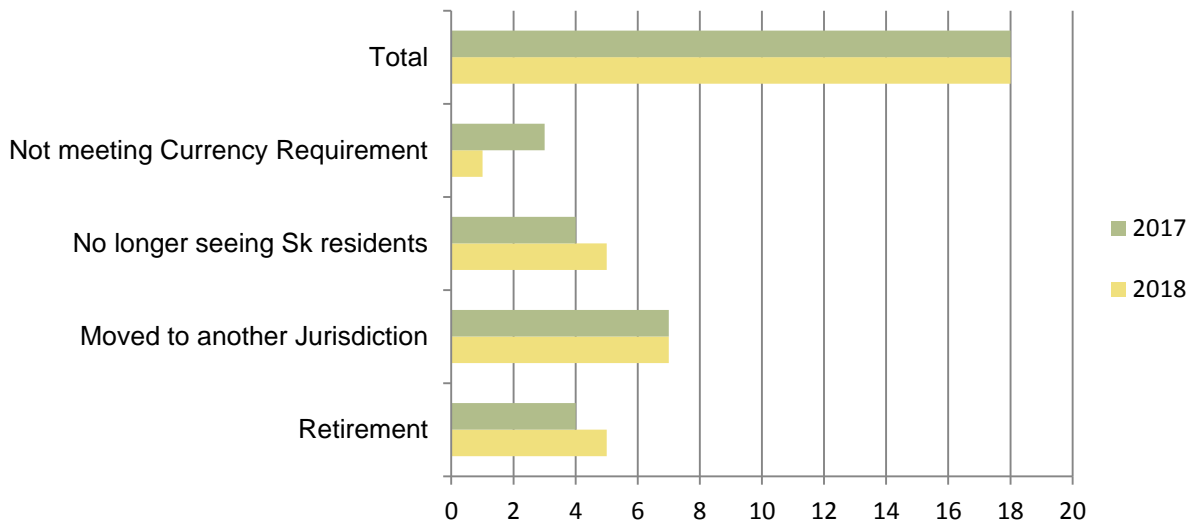
- The current Committee consists of 6 speech-language pathologists and 1 audiologist;
- The Registration and Membership Committee convened 4 times in 2017 (March, June, September and December);
- The Committee has evaluated and recommended for Council approval from January 1st to December 31st, 2017:
 - 15 speech-language pathologists applications and 2 audiologist applications for practicing membership;
 - 8 speech-language pathologist applications for provisional membership, who need to meet the currency requirement for practicing membership;
 - 1 audiologist and 1 speech-language pathologist for temporary membership

Continued page 16

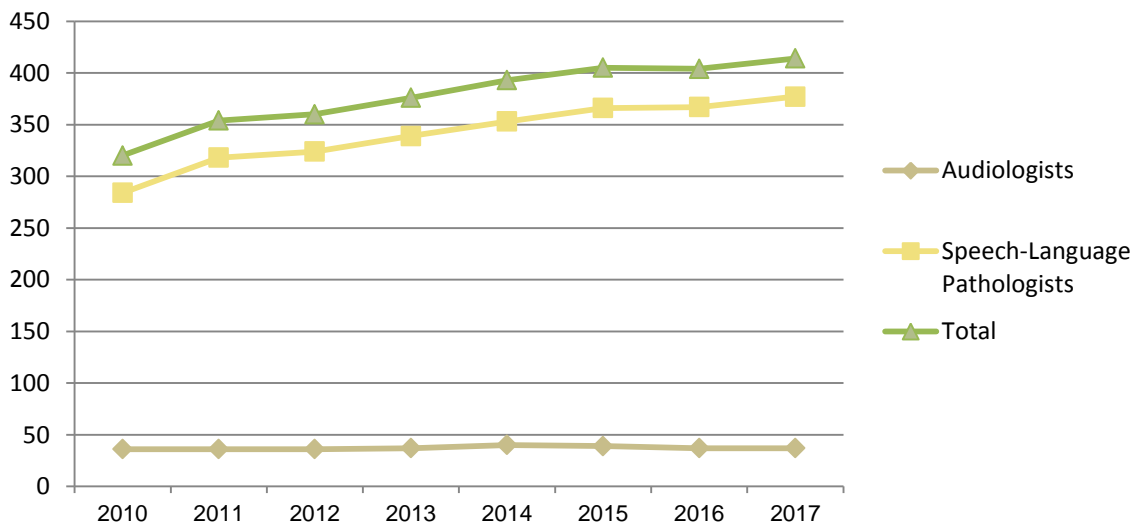
- The Registrar has recommended for Council approval of 6 member applications for non-practising status for 2018;
- 4 member audits for CEE Cycle C (i.e.: 2015, 2016, 2017) have been initiated;
- The Committee revised the new application packages and forms in accordance with the Bylaw IV, V and VII revision.
- The Committee revised the renewal forms and procedures for the 2018 renewal.

2. SASLPA Membership Statistics

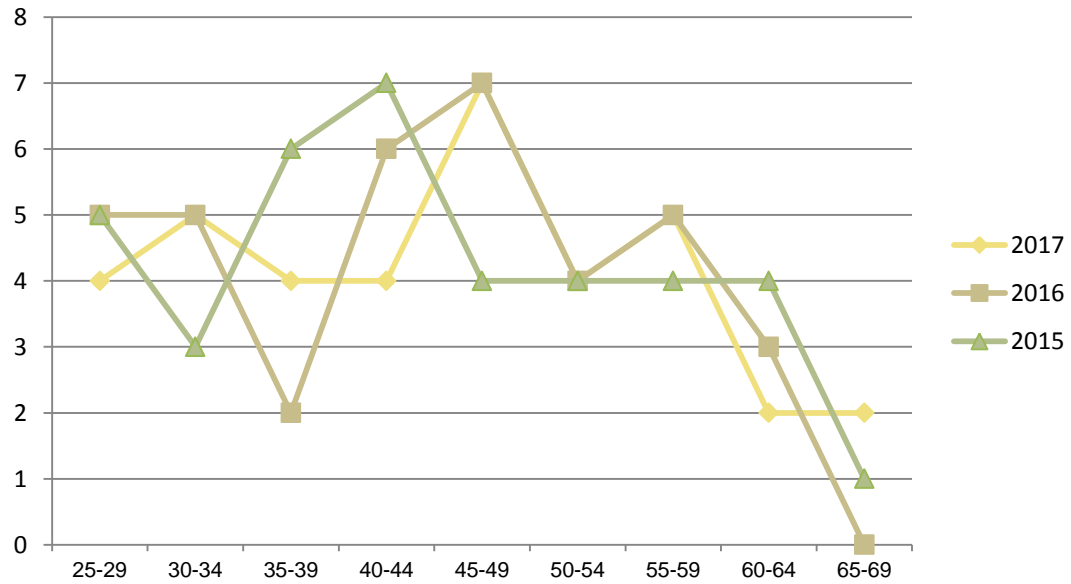
18 SASLPA members have not renewed their 2018 membership and are, therefore, considered resigned. (in 2017, 18 members did not renew their membership):



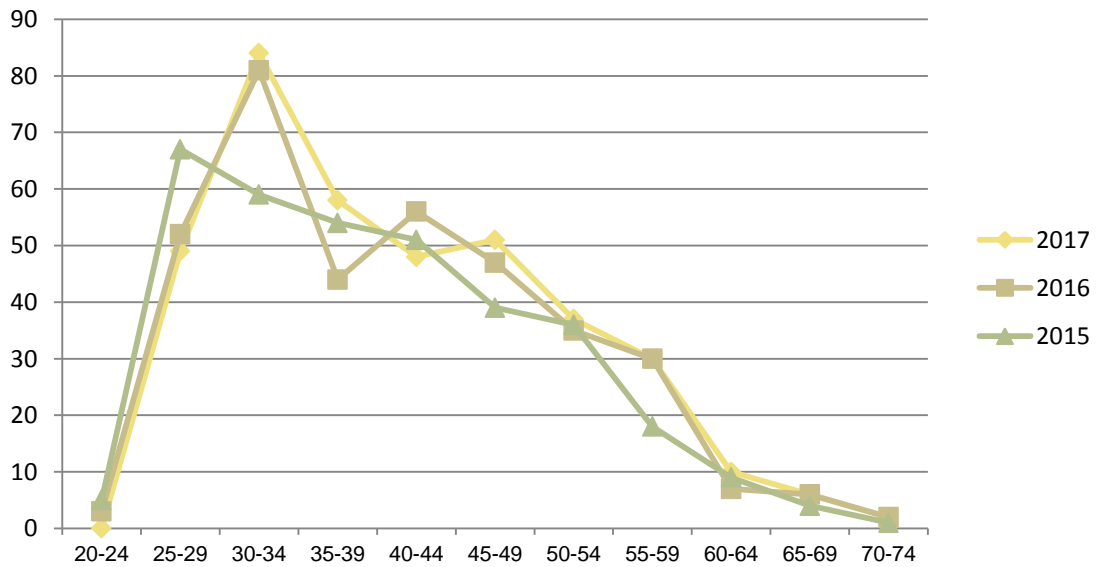
- SASLPA Membership from 2010-2017. Membership as of December 31, 2017: 414 (practicing, non-practicing and provisional). Membership as of January 8, 2018: 397.



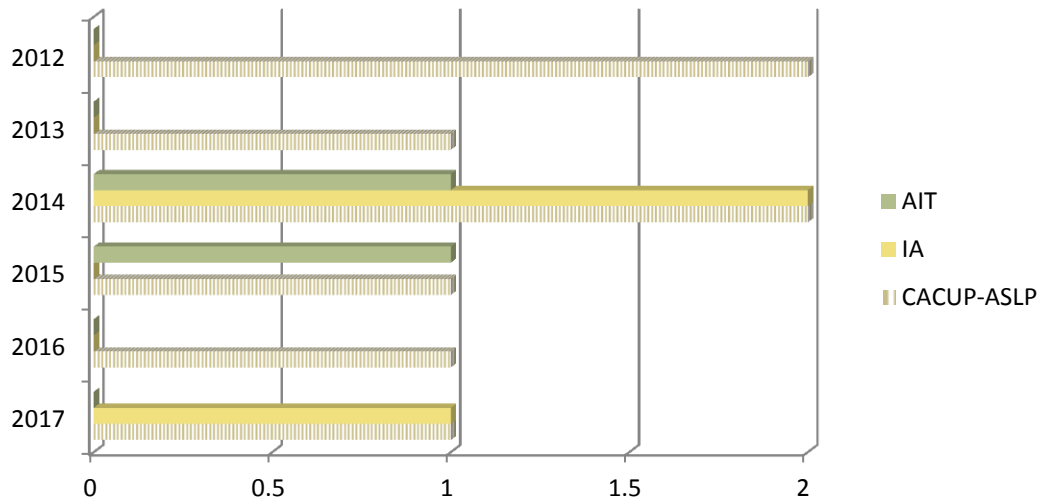
- Audiologists Age Distribution -2015, 2016 and 2017 Registrants



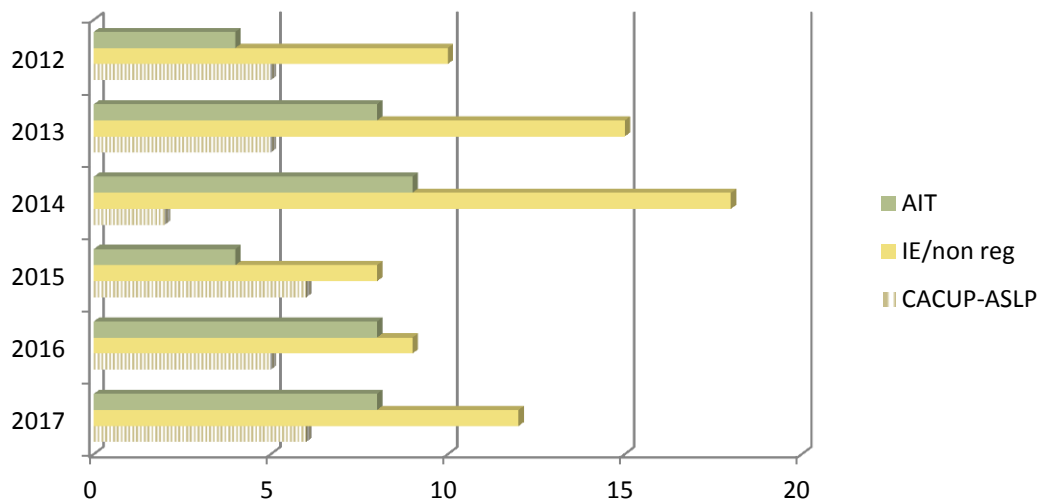
- Speech-Language Pathologists Age Distribution – 2015, 2016 and 2017 Registrants



- New Applicant Distribution - 2012-2017 Audiologists (AIT = Transfer from another Canadian Regulated jurisdiction, IA = international applicants, CACUP-ASLP = new graduates from a Canadian accredited program)



- New Applicant Distribution - 2012-2017 Speech-Language Pathologists (AIT = Transfer from another Canadian Regulated jurisdiction, IA = international applicants, CACUP-ASLP = new graduates from a Canadian accredited program)



3. 2017-2018 Objectives:

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

Submitted by:
 Josée Levasseur, Registrar

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

**FINANCIAL STATEMENTS
(unaudited)**

DECEMBER 31, 2017

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members

Saskatchewan Association of Speech-Language Pathologists and Audiologists

We have reviewed the accompanying financial statements of **Saskatchewan Association of Speech-Language Pathologists and Audiologists** that comprise the balance sheet as at **December 31, 2017**, and the statements of operations and members' equity, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioners' Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of **Saskatchewan Association of Speech-Language Pathologists and Audiologists** as at **December 31, 2017**, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

March 26, 2018

Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
BALANCE SHEET
(unaudited)
AS AT DECEMBER 31, 2017
(with comparative figures for 2016)**

ASSETS			
		<u>2017</u>	<u>2016</u>
Current assets			
Cash	\$	426,500	\$ 363,893
Investments (Note 3)		266,731	263,115
Prepaid expenses		12,092	8,777
		\$ 705,323	\$ 635,785
LIABILITIES			
Current liabilities			
Accounts payable and accrued liabilities	\$	13,662	\$ 12,558
Government remittances payable		2,204	2,137
Deferred membership revenue		234,080	228,960
		249,946	243,655
MEMBERS' EQUITY			
Members' equity		455,377	392,130
		\$ 705,323	\$ 635,785

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, 2017
(with comparative figures for the year ended December 31, 2016)**

	<u>2017</u>	<u>2016</u>
Revenue		
Membership fees	\$ 245,860	\$ 247,691
Interest	3,616	2,817
Advertising and other revenue	3,977	3,730
	<u>253,453</u>	<u>254,238</u>
Expenses		
Affiliation memberships	3,409	3,435
Computer service & website	1,989	2,076
Honoraria and awards	236	319
Insurance	22,170	25,623
Legal	1,614	-
Miscellaneous	2	123
Office equipment	3,559	5,805
Professional fees	3,441	3,298
Rent	10,505	10,480
Salaries and benefits	116,183	112,855
Sponsorship	7,600	-
Telephone	2,847	2,639
Travel	9,395	8,041
Workshops, AGM, Committees	7,256	15,179
	<u>190,206</u>	<u>189,873</u>
Excess of revenues over expenses (expenses over revenues)	63,247	64,365
Members' equity- beginning of year	<u>392,130</u>	<u>327,765</u>
Members' equity- end of year	<u>\$ 455,377</u>	<u>\$ 392,130</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, 2017
(with comparative figures for the year ended December 31, 2016)**

	<u>2017</u>	<u>2016</u>
Cash provided by (used in) operating activities:		
Excess of revenues over expenses (expenses over revenues)	\$ 63,247	\$ 64,365
Non-cash operating working capital (Note 4)	2,976	6,706
	66,223	71,071
Cash provided by (used in) investing activities:		
Additions to investments	(3,616)	(2,030)
	62,607	69,041
Increase in cash	62,607	69,041
Cash position - beginning of year	363,893	294,852
Cash position - end of year	\$ 426,500	\$ 363,893

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, 2017
(with comparative figures for the year ended December 31, 2016)**

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. 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 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.

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2017
(with comparative figures for the year ended December 31, 2016)**

3. Investments

	<u>2017</u>	<u>2016</u>
Term deposits	\$ 266,731	\$ 263,115

The term deposits bear interest at rates ranging from .4% to 1.75% (2016: .4% - 1.75%) and have maturities ranging from February 2018 to March 2019 (2016: March 2017 - March 2018).

4. Non-cash operating working capital

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

	<u>2017</u>	<u>2016</u>
(Increase) decrease in current assets:		
Prepaid expenses	\$ (3,315)	\$ 138
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	1,104	2,061
Government remittances payable	67	(205)
Deferred revenue	5,120	4,712
	6,291	6,568
	\$ 2,976	\$ 6,706

5. Financial instruments

The Association's recognized financial instruments consist of cash, accounts receivable, investments, accounts payable and accrued liabilities. The fair value of cash, accounts receivable, investments, accounts payable and accrued liabilities approximate their carrying value given the short term nature of the amounts.

6. 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.