



**ANNUAL
REPORT
2019**

SASKATCHEWAN
ASSOCIATION OF
SPEECH-LANGUAGE
PATHOLOGISTS
AND AUDIOLOGISTS





SASLPA

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
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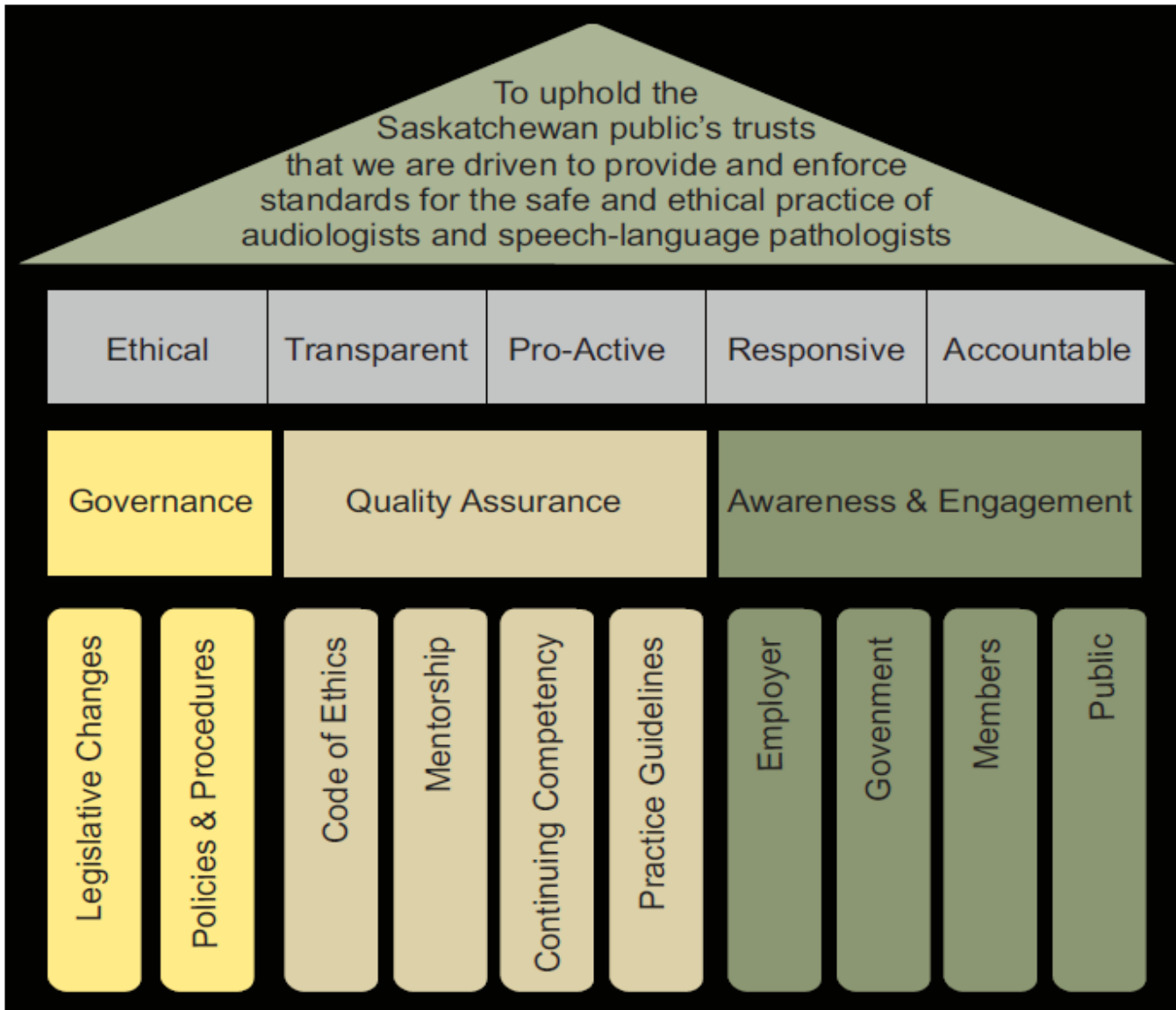


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Strategic Plan
Themes
2019-2021





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 – October 14, 2020 Executive Director's Report

2019 saw the SASLPA Council and Staff working together to create the *2019-2021 Strategic Plan*. Our vision over the next three years is to “uphold the Saskatchewan public’s trust that we are driven to provide and enforce standards for the safe and ethical practice of audiologists and speech-language pathologists.”. In order to achieve this vision, the plan focuses on three areas: Governance, Quality Assurance and Awareness and Engagement. Due to contributions from the council, committees and SASLPA registrants, we have made great progress towards achieving our objectives in 2019 and I am happy to share some examples with you!



Governance

- ❖ SASLPA annually submits a request to the Government of Saskatchewan to update our Act. SASLPA staff met with Government to learn if there were any changes we could make to our annual request to help increase its priority level. Although few, the suggestions will be incorporated into the 2020 request.
- ❖ SASLPA is continuously updating and creating required policies, for example, council has been working to develop a Human Resource Policy Manual.



Quality Assurance

- ❖ The revised Code of Ethics and supporting guidelines were shared with SASLPA registrants.
- ❖ SASLPA worked with the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) to be able to implement Canadian Entry to Practice (CETP) examinations for audiologists and speech-language pathologists in 2020.
- ❖ Bylaw revisions were submitted to Government in order to implement a period of supervised practice until new registrants pass the CETP exam. The supervisory period and exam are anticipated to begin in 2020.
- ❖ SASLPA’s first practice guidelines, *The Pediatric Audiology Guidelines*, were approved and shared with SASLPA registrants. We would like to acknowledge and thank the guideline committee for their hard work! Work continues on *The Dysphagia Practice Guidelines*.



Awareness and Engagement

- ❖ SASLPA staff are building relationships with the Government of Saskatchewan.
- ❖ SASLPA staff created and shared a webinar with registrants regarding the new renewal system.



Other Commitments/Projects

- ❖ SASLPA staff worked closely with Thentia on the development of an on-line database system (including on-line registration and renewal). This system was in place in time to complete renewal for the 2020 year! Although there were a few bugs along the way, members were able to renew online, were able to use credit cards for payment and now have the ability to maintain their continuing education credits on-line.

2020-21 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:

- ❖ 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 2021 year;
- ❖ Carry out Communication Strategies for the SASLPA members, the public and other stakeholders;
- ❖ Carry out objectives as agreed upon during 2020-2021 Strategic Planning process; and
- ❖ Other activities as directed by Council.

Submitted by:
Kathy Carroll
Executive Director

2019 TIMELINE





SASLPA ANNUAL GENERAL MEETING – October 14, 2020 Council President's Report



This was a year of tremendous growth for me both personally and professionally. Serving as the SASLPA president brought great insight into the business portion of our professional operations and the fundamentals of SASLPA's regulatory role in the protection of the public. Personally, it taught me life skills such as how to properly run a meeting and the importance of an agenda with time management! I grew into my role as a leader and further developed my leadership skills. I was fortunate to participate in the development of SASLPA's Strategic Plan for 2019-2021 and to attend a day devoted to learning about governance.

The SASLPA organization runs smoothly due to the dedicated efforts of our Executive Director, Kathy Carroll and our Registrar, Josée Levasseur. Candice Pierce provides key ongoing support as our office administration. This team are the backbone of the organization and they provided valuable insights, experience, and knowledge into the day to day workings of SASLPA. Kathy and Josée were always well prepared for meetings and together provided significant current information as well as history which contributed to meaningful discussions and ultimately efficient decision making during board meetings.

We have had many exciting events, changes and challenges over the past year. In the fall of 2019, our database for registration and the license renewal process for the membership became available online and overall was very successful. Our membership numbers have increased significantly and there was a large increase in registration within audiology. As a member of the Canadian Alliance of Audiology and Speech – Language Pathology Regulators (CAASPR), SASLPA pursued its commitment to a national, competency-based, entry-to-practice assessment process. We are pleased to see the first sitting of the exam will occur in November 2020 and will be offered here in Regina. Professional Guidelines for Pediatric Audiology were developed and approved and Guidelines for Dysphagia have been written and are awaiting approval from the membership.

SASLPA continues to have great interest in and support from the membership as evidenced by the continued participation on the various committees and the attendance at the webinars hosted by SASLPA. I was delighted to see the interest from our members and all of the volunteer hours they provide to accomplish the work.

In closing, I came into the position with hesitation and a limited understanding of the role of SASLPA. I leave with a greater knowledge about our regulatory body, a renewed interest in volunteering and many new friends – some of whom I would never have met – and for this I consider my year a great success!

Submitted by:

Marcie Conrad
SASLPA President



SASLPA ANNUAL GENERAL MEETING – October 14, 2020 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. 2019 Activities:

- Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR): (see CAASPR Report)
 - CAASPR functions as a working board. The SASLPA Registrar has acted as Chair of CAASPR since May 2018 and Past Chair since June 2019.
 - Development of an entry to practice exam.
 - Development of a centralized assessment portal for international applicants.
- Bylaw IV – VII Revisions and submission
- Work with ED and Admin to develop SASLPA online application portal and member portal.
- Completed first online renewal.

2. 2019-2020 Objectives:

- Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings and CAASPR Registrars' Meetings.
- Continue in role as Past-Chair of CAASPR until fall 2020.
- Work collaboratively with CAASPR to implement and review Centralized Assessment portal and processes.
- Work collaboratively with CAASPR to implement the National Entry to Practice Exam.
- Work with Registration and Membership Committee in conjunction with Council to implement National exam and supervision requirement for entry to practice.
- 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 Mentorship Committee in conjunction with Council and the Registration and Membership Committee to develop the Mentorship Program for initial practice registrants and implementation
- Work in collaboration with ED and Admin to review online renewal and application processes.
- Work with the Registration and Membership Committee to develop a SASLPA registration application guide.
- 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



Public Representatives' Report Duane Schultz and Amber Smale

What are Public Representatives?

As Public Representatives we are appointed by Provincial Order in Council as full members of the Saskatchewan Association of Speech Language Pathologists and Audiologists Council 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 primary responsibility. Public representatives are not expected to or supposed to be, a technical expert or experienced in the specific profession, although often they bring prior Board and work experience that contributes to the overall success of the Association.

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 and one of the key ways individuals give back to their community. Not only do we learn about governance, and the role of participating as a member of a Council, we learn about the profession, the services offered, the regulatory environment and challenges being faced, all adding to our knowledge and understanding in general. During our discussions, we learn about other associations/colleges, as well as meeting different professionals.

In 2019, one public member, Gerald Craswell stepped down from the Council to pursue other opportunities and this position remains vacant. Continuing public members Duane Schultz and I, Amber Smale, are valued Council members who have helped to provide background and context to various issues the Council considers. Both Duane and I serve on committees of the council and we would like to thank the present Council for their passion and commitment to the Association. They give a lot of personal time to work for the Association and its interests nationally. It continues to be a pleasurable experience working with a Council and staff that operate in a professional and respectful manner, welcoming diversity of thought and perspectives to make an overall better decision for the Association. We're learning a lot and the administrative staff ensure we are informed and prepared for our role and meetings.

We look forward to finishing off 2020 and hope 2021 continues to be a productive, healthy year for everyone.

Submitted by: Amber Smale - September 24, 2020



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.

Traditionally, NIRO holds meetings twice per year, spring and fall. In addition to the general NIRO meetings, NIRO hosted a Board Governance Training event in September 2019. The SASLPA Council and staff participated in the training and found it very useful.

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, Québec, 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 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.
- In 2016 CAASPR received funding from Employment and Social Development Canada (ESDC) to complete projects designed to expedite licensure and labour market integration of internationally-trained and Canadian applicants.

2019 Activities:

- From May 2018 - June 2019 the SASLPA Registrar acted as Chair of CAASPR.
- From June 2019 to present the SASLPA Registrar acted as Past Chair of CAASPR
- In December 2019 CAASPR was granted an extension (until March 31st 2020) to complete the 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.
 - In June, 2019, CAASPR approved Academic Equivalence Framework Manual for evaluating equivalency of international applicants.
 - In November, 2019, CAASPR approved the Mentorship document for jurisdictions to use as a guide for developing Mentorship/Supervision Programs.
 - The CAASPR Application Guide, Assessor training, Web Portal and website launch were completed meeting the March 31st deadline.

2020 Objectives:

- Continue SASLPA representation at the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) Board of Directors meetings and Registrars' Meetings.
- Continue functions as CAASPR Past Chair until CAASPR implements new structure.
- The next meeting of the Board of Directors was scheduled for May 2020 in Ottawa but was cancelled to the COVID-19 pandemic situation.
- Launch the CAASPR Website and Application Portal
- Launch the Centralized Assessment of international applicants.
- First sitting of the National Entry to Practice Exam – Scheduled for November 21, 2020
- Complete governance review and bylaw review



Committee Reports

Audiology Committee Report

Chair: Charlotte Douglas, AUD

Submitted by:
Charlotte Douglas - August 26, 2020

No meetings were held. Committee Chair has recommended to council that this committee be disbanded.

Discipline Committee

Chair: Kara Broks

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

Committee has not met since last meeting. No Report.

Dysphagia Committee

Chair: Kathy Carroll, SLP

Members:

Cynthia Bakker, SLP
Marcie Conrad, SLP
Bill Feldbruegge, SLP
Alissa Steckler, SLP
Chantelle Thomas, SLP
Jenna Singbeil, SLP

Submitted by: Kathy Carroll
September 10, 2020

Thank you to the committee for all your work in 2019! The committee met virtually throughout the year to work on The Dysphagia Practice Guideline. The guideline is intended to focus on safe and ethical dysphagia practice in Saskatchewan.

The committee anticipates that they will be able to share a draft with council for initial approval in 2020.

Finance Committee

Co-Chairs: Barbara Popowich, SLP
Kathy Carroll, Executive Director

Member: Marcie Conrad, Council
President

Submitted by: Barbara Popowich -
September 23, 2020

Committee met once this year to review and prepare budget for upcoming year.

Legislation and By-Laws Committee

Chair: Cynthia Bakker, SLP

Members: Charlotte Douglas, AUD
Bette Kelly, SLP
Teresa Paslawski, SLP

The Legislation and By-Laws Committee has not met since last meeting. No Report.

Nominations Committee

Chair: Cynthia Bakker

The Nominations Committee has not met since last meeting. No Report.

Pediatric Audiology Guidelines Committee

Chair: Charlotte Douglas, AUD

Members: Jodi Haberstock, AUD
Lynne Brewster, AUD
Kristen Molnar, AUD
Jill Ingram, AUD
Tara Collins, AU
Jeff Smith, AUD
Tawfik Shabaka, AUD

Submitted by: Charlotte Douglas -
August 26, 2020

The Pediatric Audiology Guidelines ADHOC committee completed the Pediatric Audiology Guidelines document (Ages 0-5). No further meetings have been held.

Professional Conduct Committee

Chair: Bill Feldbruegge, SLP
(May 2023)

*Appointment expiration dates in brackets

Members: Maggie Yeomans, AUD
(May 2021)
Tracey Schick-Sparrowhawk, AUD
(May 2022)
Grace Block, SLP
(May 2021)
Tara Redlick, SLP
(May 2023)
Cory Klassen, SLP
(May 2022)

Submitted by: Bill Feldbruegge -
September 22, 2020

The constitution, duties and role of the Professional Conduct Committee are defined in subsections 23, 24, 28, 29 and 30 of *“The Speech-Language Pathologists and Audiologists Act”* of The Statutes of Saskatchewan, 1990-1991.

The PC committee received 1 new complaint since last report to the AGM. It is currently under investigation. Investigation of a previous complaint from last year has been completed and dismissed with the recommendation that no further action be taken.

Professional Development Committee

Co-Chair: Lindsay Ground, SLP

Members:

Nichole Forbes, SLP
Jordan Busse, SLP
Geri Woods, SLP
Lyll Pacey, SLP
Angelika Nixdorf, SLP
Jodi Haberstock, AUD
Kimberly Scott, SLP
Halen Panchyk, AUD

Submitted by: Lindsay Ground -
September 15, 2020

The Professional Development (PD) Committee organized a series of webinars for the 2019- 2020 period. SASLPA members had the ability to register for live presentations of the webinars, and alternatively the recordings are available in the Member Resources section of the SASLPA website. The webinars continue to be well attended and feedback from SASLPA members has been positive. We are happy to now have Audiology representation on the committee.

- March 3, 2020 - Dysphagia in Person’s with Dementia – Stuart Cleary
- August 20, 2020 - Auditory Processing Disorders in Children – Dave Gordey
- Recording of Interview Series by Jacqui Lim available (audio file)
 - Developing Literacy in Vulnerable Populations
 - Working with Clients Affected by Trauma

Discussion has begun regarding planning for 2020-2021. The Committee would like to send out another survey to SASLPA members to obtain topics of interest to members as well as gather some feedback to assist with future planning. Given the current COVID-19 pandemic, we will continue to plan for educational opportunities via webinars.



Registration and Membership Committee

Chair: Josée Levasseur, SLP (Registrar)

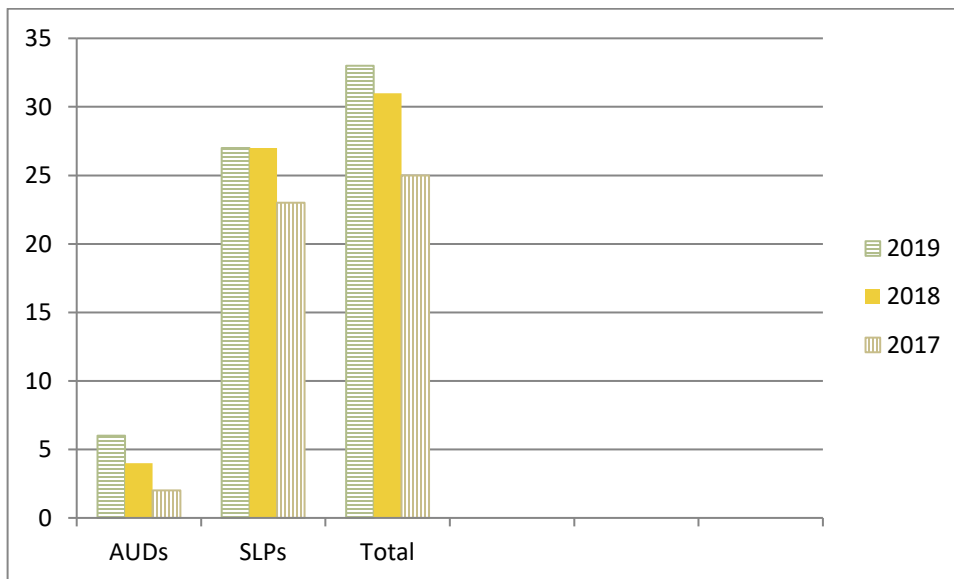
Members: Halen Panchyk, AUD (Council Member-at-Large)
Terryann McCurry, SLP Lisa Persaud, SLP
Chelsea Stuart, AUD Tania Thomas, SLP
Donna Upshall, SLP

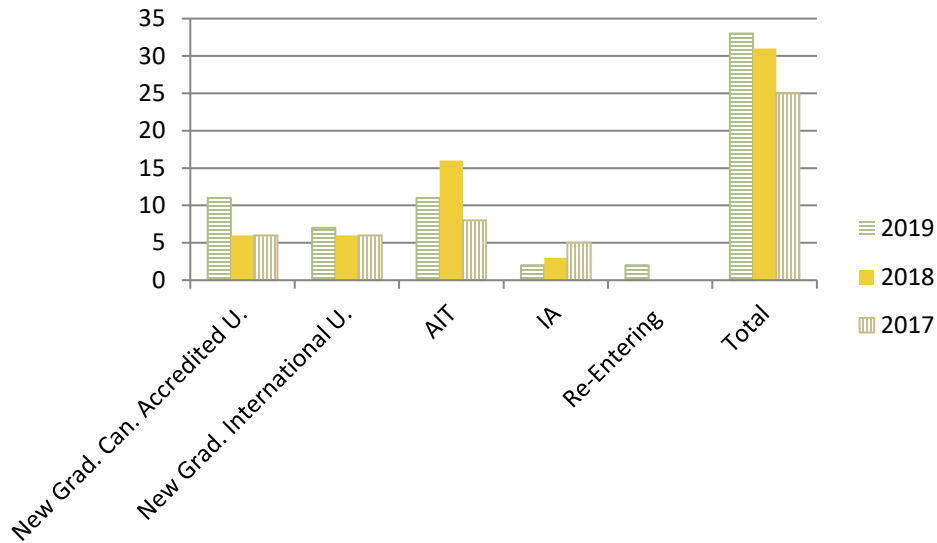
1. 2019 Activities:

- The current Committee consists of 4 speech-language pathologists and 2 audiologists.
- The Registration and Membership Committee convened 4 times in 2019 (March, June, September and December).
- The Committee has evaluated and recommended for Council approval:
 - From January 1st to December 31st, 2019:
 - 34 new applicants; 28 speech-language pathologists and 6 audiologist applications for practising, provisional and temporary membership.
 - The Registrar has recommended for Council approval of 2 member applications (2 SLPs and 0 Auds) for non-practising status for 2019;
 - 3 member audits for CEE Cycle B (e.g. 2017, 2018, 2019) were initiated.

2. SASLPA Membership Statistics

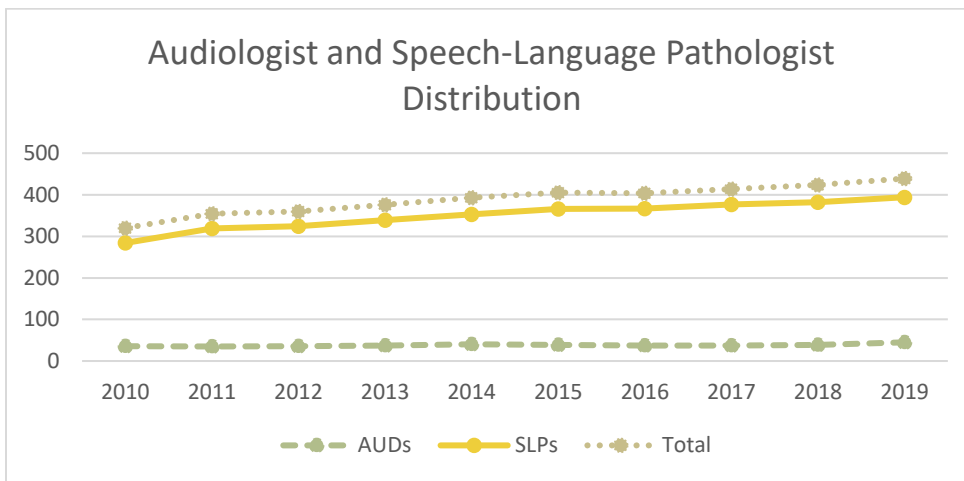
- 14 SASLPA members (4 Auds and 10 SLPs) have not renewed their 2020 membership and are, therefore, considered resigned. (in 2019, 19 members did not renew their membership).
- New applicant distribution 2019:





Note: AIT = interprovincial mobility, IA = international applicant

- As of January 1st, 2020 SASLPA has 7 Retired Registrants (non-regulated registration category)
- SASLPA Membership from 2010-2019. Membership as of December 31, 2019 439 (practicing, non-practicing and provisional). Membership as of January 3, 2020 = 420.



3. 2020-2021 Objectives:

- Implement and review new Bylaw requirements for national exam for new applicants.
- Implement and review new Bylaw requirements for supervision period for new graduates.
- Review online application process and renewal.
- Develop application guide.
- Develop supervision guide.

Submitted by: Josée Levasseur, Registrar

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

**FINANCIAL STATEMENTS
(unaudited)**

DECEMBER 31, 2019



**VIRTUS
GROUP**
Chartered Professional Accountants
& Business Advisors LLP

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, 2019**, 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, 2019**, 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 11, 2020
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

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

BALANCE SHEET

(unaudited)

AS AT DECEMBER 31, 2019

(with comparative figures for 2018)

	ASSETS		2019		2018
Current assets					
Cash		\$	618,629	\$	533,948
Investments (Note 3)			185,462		182,751
Prepaid expenses			12,135		11,858
			<u>816,226</u>		<u>728,557</u>
		\$	<u>816,226</u>	\$	<u>728,557</u>
LIABILITIES					
Current liabilities					
Accounts payable and accrued liabilities		\$	7,755	\$	7,395
Government remittances payable			821		692
Deferred membership revenue			249,010		241,830
			<u>257,586</u>		<u>249,917</u>
			257,586		249,917
MEMBERS' EQUITY					
Members' equity			<u>558,640</u>		<u>478,640</u>
		\$	<u>816,226</u>	\$	<u>728,557</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, 2019
(with comparative figures for the year ended December 31, 2018)**

	<u>2019</u>	<u>2018</u>
Revenue		
Membership fees	\$ 270,790	\$ 256,465
Interest	2,711	2,730
Advertising and other revenue	5,335	6,335
	<u>278,836</u>	<u>265,530</u>
Expenses		
Affiliation memberships	3,508	3,459
Bank charges & interest	4,960	677
Computer service & website	21,881	58,197
Honoraria and awards	363	564
Insurance	27,079	26,929
Legal	678	541
Office equipment	584	3,460
Professional fees	3,665	3,554
Rent	11,555	11,240
Salaries and benefits	110,566	122,008
Sub-contract & special projects	-	2,800
Telephone & video conference	2,861	2,914
Travel	5,238	1,526
Workshops, AGM, Committees	5,898	4,398
	<u>198,836</u>	<u>242,267</u>
Excess of revenues over expenses	80,000	23,263
Members' equity- beginning of year	<u>478,640</u>	<u>455,377</u>
Members' equity- end of year	<u>\$ 558,640</u>	<u>\$ 478,640</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, 2019
(with comparative figures for the year ended December 31, 2018)**

	<u>2019</u>	<u>2018</u>
Cash provided by (used in) operating activities:		
Excess of revenues over expenses	\$ 80,000	\$ 23,263
Non-cash operating working capital (Note 4)	7,392	205
	<u>87,392</u>	<u>23,468</u>
Cash provided by (used in) investing activities:		
Additions to investments	(2,711)	(2,605)
Proceeds on disposal of investments	-	86,585
	<u>(2,711)</u>	<u>83,980</u>
Increase in cash	84,681	107,448
Cash position - beginning of year	<u>533,948</u>	<u>426,500</u>
Cash position - end of year	<u>\$ 618,629</u>	<u>\$ 533,948</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, 2019
(with comparative figures for the year ended December 31, 2018)**

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.

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(unaudited)
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(with comparative figures for the year ended December 31, 2018)**

3. Investments

	<u>2019</u>	<u>2018</u>
Term deposits	\$ 185,462	\$ 182,751

The term deposits bear interest at rates ranging from 1.10% to 2.10% (2018: 1.10% to 2.10%) and have maturities ranging from January 2020 to January 2021 (2018: March 2019 to January 2020).

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>2019</u>	<u>2018</u>
(Increase) decrease in current assets:		
Prepaid expenses	\$ (277)	\$ 234
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	360	(6,267)
Government remittances payable	129	(1,512)
Deferred revenue	7,180	7,750
	7,669	(29)
	\$ 7,392	\$ 205

5. Financial instruments

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

6. Commitment

The Association leases premises under agreements requiring an aggregate minimum payment over the next year as follows:

2020	\$	11,300
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7. 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.
