



SASLPA
Annual Report
2021





SASLPA

SASKATCHEWAN
ASSOCIATION OF
SPEECH-LANGUAGE
PATHOLOGISTS
AND AUDIOLOGISTS

VALUES

- ethical practice
- transparency
- progressiveness
- accountability
- integrity

VISION

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.

MISSION

To protect and serve the Saskatchewan public by setting and upholding standards for the safe and ethical practice of Audiologists and Speech-Language Pathologists.

Saskatchewan Association of Speech-Language Pathologists and Audiologists

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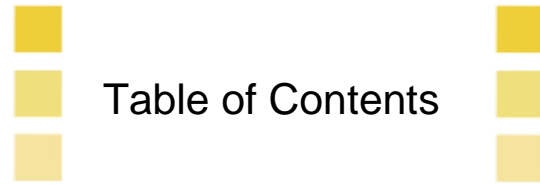


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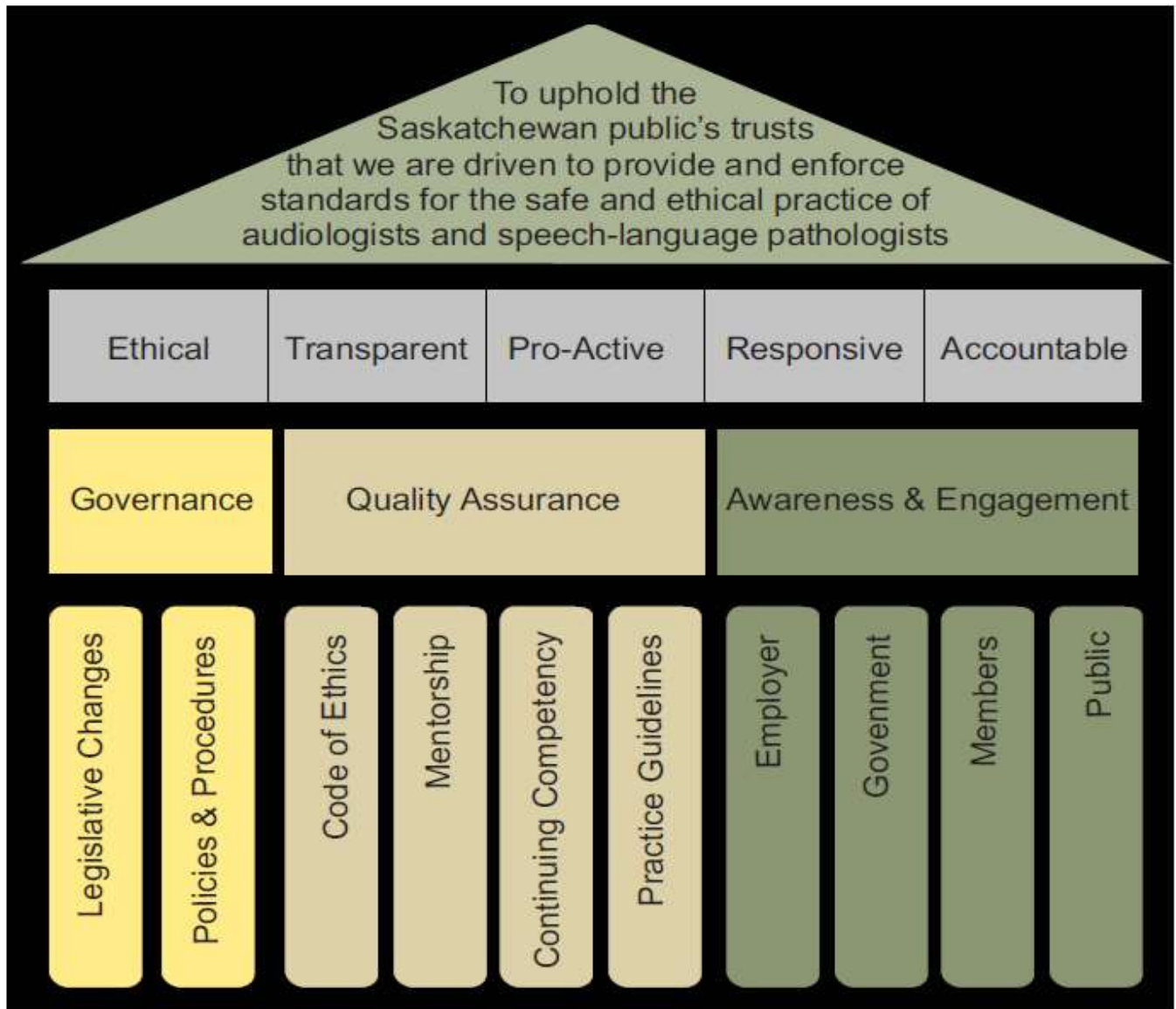
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Strategic Plan

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 - May 18, 2022 Executive Director's Report



This year concluded the SASLPA 2019-2022 Strategic Plan. The SASLPA Staff, Council, and Committees worked diligently to meet the objectives set out in the strategic plan. Efforts over the past three years were guided by the vision 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.”



This report serves to provide stakeholders with an overview of the work that SASLPA has completed over the past year while also briefly informing stakeholders of the strategic direction and priorities for the upcoming year.

The Fall of 2021 was marked by a change in the SASLPA executive leadership. I moved into the Executive Director role in October 2021. As I report on this year’s updates, I would like to acknowledge the contributions of the previous SASLPA Executive Director, Kathy Carroll. Kathy’s guidance and oversight of the strategic initiatives were instrumental in supporting the work completed over the past year. Thank you Kathy and we wish you all the best in your new role!

Governance

- ❖ Bylaw revisions were approved by the Ministry of Health. Revisions to the bylaws included the addition of:
 - clarifying language regarding the English language proficiency requirement;
 - an implementation date for the National exam requirement; and
 - new applicants (required to write the national exam) being allowed to enter a period of supervised practice as a Provisional member while awaiting their exam results.

Quality Assurance

- ❖ SASLPA's Virtual Care Guidelines were vetted by registrants and approved by Council. This work was completed by the dedicated registrants who formed the Ad Hoc Committee on Virtual Care Guidelines and with support from the SASLPA staff.
- ❖ The 2022 licence renewal was SASLPA’s third paperless renewal period and the first year requiring registrants to provide evidence of holding the required professional liability insurance.
- ❖ SASLPA developed and distributed a Diagnosing Statement which included background information and a legal opinion.

Awareness and Engagement

- ❖ SASLPA hosted a webinar on for registrants on “Gender and Sexual Diversity: Inclusive Language”
- ❖ SASLPA distributed a survey on Professional Development to initiate feedback from registrants
- ❖ At the provincial level, SASLPA is a member of NIRO and maintains regular working relationships with the 27 health-related professions who hold the authority to self-regulate

Other Commitments/Projects

Updates were made to the SASLPA office equipment and furniture to replace inadequate workstations, maximize small office space, allow for social distancing and promote a culture of staff safety and wellness.

Looking Ahead to 2022

In conjunction with the SASLPA Council, the Executive Director will lead staff towards the development of a new three-year strategic plan (June 2022-June 2025). The Executive Director will employ best practices in governance and administration to support SASLPA in achieving regulatory excellence.

Projects for 2022

- ❖ An organizational review of human (I.e. staffing), financial, physical records and technological resources to ensure SASLPA has sufficient and appropriate resources to effectively execute its regulatory duties. This will include a review of the roles and responsibilities of all staff positions and a reorganization of positions to maximize efficiency and effectiveness.
- ❖ A revision of the process for registrants to follow when uploading proof of the Professional Liability Requirement
- ❖ Development of an internal Communication Plan which will include regular stakeholder updates.
- ❖ Review of SASLPA's public protection processes, including the Professional Conduct and Discipline Process.
- ❖ Move to Cloud-based storage and retrieval of SASLPA documents.
- ❖ Evaluation of the licensing categories to consider offering more sustainable options for registrants who occupy non-clinical positions and registrants who offer cross-jurisdictional services.
- ❖ Staff will continue to expand on working relationships at the national level with the other Canadian Regulated Jurisdictions, Speech and Audiology Canada as an association and as the vendor for the Entry-to-Practice Exam, as well as the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP-ASLP).

Submitted by Lisa Persaud, SASLPA Executive Director on April 12, 2022



SASLPA ANNUAL GENERAL MEETING - May 18, 2022 Council President's Report

When I was asked if I would consider letting my name stand for President Elect, I did not hesitate. Through much learning, I have come to have a deep understanding of the importance of regulation and the obligation that we, as professionals, have to our public, and was excited to continue to learn. Then, with the resignation of our long-standing Executive Director, Kathy Carroll, I quickly realized that my learning had just begun. As a council, we found the positive aspect of this, and have started the lengthy process of moving SASLPA in a new direction. We hired Lisa Persaud who came to us with a passion and drive for learning, despite knowing that this process would be a work in progress.



The first major change was combining the Executive Director role and the Registrar role into one full time position which Lisa now fills. This allowed us to create a new part time Deputy Registrar position, which

Josée Levasseur accepted. We so value her insight and knowledge with membership, registration, and her support in training Lisa. With the move to the online registration portal, digital learning and troubleshooting became an important skill set for our administrative assistant, Candice Pierce, who embraced the challenges head on. Her title was changed to Office and Communications Administrator. As a council, we also realized that what we offered our employees in terms of compensation was less than acceptable, and have added health/dental benefits, retirement savings, and a health spending account. As professionals, their salaries were moved from an hourly wage to an annual salary. All these decisions were made so that SASLPA could not only attract quality professionals like Lisa, but also so we could retain quality professionals like Josee and Candice. In addition, we now align more closely with not only other SLP/AUD regulatory bodies, but other professional regulatory bodies within our province.

I want to take this opportunity to thank Kathy Carroll for her years of dedication to SASLPA as Executive Director and all the support you have given to Lisa as she learned her new role. Lisa, thank you for your passion, your drive, and your visions that are leading SASLPA down a new path as we enter our 65th year in 2023. You stepped into a newly created role with confidence and patience. Josee, not only did you support the shift in roles, but you also embraced the opportunity to share your knowledge willingly. This transition could not have happened without you. Candice, your quiet strength made this year manageable, made the transitions smooth, and council's gratitude for your support to Lisa and Josee is beyond measure. As a body, we are all extremely fortunate to have such a strong and dedicate office staff ensuring that our professions are regulated, that we maintain the qualifications to offer our services, and that the services we provide are in the best interest of the public. From managing our legislation and by-laws, to providing quality information sessions and everything in between – we thank you.

As we continue to move forward into a new Strategic Planning term, I am excited to watch the continued growth and changes that have already been started. Stay tuned!!!

Submitted by Deena Offet, SASLPA Council President

SASLPA ANNUAL GENERAL MEETING - May 18, 2022

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. 2021 Activities:

- Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR): SASLPA stepped down from CAASPR in March 2021 to focus on internal processes.
- Canadian Entry-to-Practice exam:
 - Since April 2021, exam eligibility assessment for SASLPA applicants were done in house.
 - In May 2021, a memorandum of understanding was signed with Nova Scotia for SASLPA to assess on their behalf, the exam eligibility of candidates applying to NS.
 - There have been four sitting of the exam: One in 2020, two in 2021 and three are scheduled in 2022. The next sitting of the exam is in July 2022.
 - The following provinces require the CETP exam for entry to practice: Newfoundland, Nova Scotia, New Brunswick, Ontario, and Saskatchewan.

- Bylaw IV – VII Revisions and submission.
- Work with ED and Admin to review SASLPA online application portal and member portal.
- Developed the SASLPA Applicant Guide to help new applicants navigate the process for application and the requirements for licensure.
- Developed the SASLPA Registrant Handbook as a resource for registrants.
- Developed the SASLPA Supervision Guide to support provisional members who are required to complete a period of supervised practice.

2. 2022-2023 Objectives:

- 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, supervision.
- Work in collaboration with ED and Admin to review online renewal and application processes.
- Work in collaboration with Registration and Membership Committee to review the processes for in-house assessment of international applicants.
- Collaborate with stakeholders:
 - Work collaboratively with the exam vendor to ensure continued implementation of the National Entry to Practice Exam.
 - Re-establish working relationships with all other regulated jurisdictions to harmonize regulatory processes.
 - Collaborate with other smaller regulated jurisdictions (New Brunswick and Nova Scotia) to review regulatory policies and processes and develop supporting documents for registrants/applicants.
 - Involvement with the Council for Accreditation of Canadian University Programs - Audiology and Speech-Language Pathology (CACUP- ASLP) - participation on the National Regulatory Panel.
 - With SK employers about issues surrounding the entry-to-practice of new and recent graduates, and professional liability insurance requirements.
- Review and revise registration categories and submit bylaw changes.
- Other activities as directed by the ED/Council or as further defined at the strategic planning session in June 2022.

Submitted by Josée Levasseur, Registrar



Public Representatives' Report Duane Schultz and Amber Smale



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 as its 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, work, and life experience that contributes to the overall success of the Association.

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

Serving as Public Representatives is a very rewarding and valuable experience and one of the key ways individuals give back to their community. We learn about governance as we participate as members of Council, learn about the profession, the services offered, the legislative/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.

Public members are valued Council members who provide background and context to various issues the Council considers. Continuing public members, Amber Smale and Duane Schultz also serve on committees of the council. Of note, there has been a vacant third Public Representative position on Council since 2019. We petition the Ministry to appoint a person into this position.

We welcome the new members to Council and thank both the present Council and staff for their continued 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 decisions for the Association. We appreciate how the administrative staff ensure we are informed and prepared for our role and meetings.

We look forward with anticipation to SASLPA's 30th anniversary as a self-regulatory body.

Submitted by Amber Smale and Duane Schultz - April 19, 2022



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. NIRO members met virtually on June 2, 2021 and October 14, 2021. In addition to and in lieu of meetings, NIRO members manage issues on an ad hoc basis as they arise, using electronic means for communication.

On an annual basis, SASLPA submits a request to the Government of Saskatchewan to update The Speech-Language Pathology and Audiology Act. In addition to the individual submission, SASLPA also collaborated with the Network of Interprofessional Regulatory Organizations (NIRO) to submit a Regulatory Reform Proposal in 2021. This document jointly proposed changes to enhance the public protection mandate of each of the 27 regulated health professional bodies who comprise NIRO's membership. In addition, SASLPA's proposed name change was put forward in the Regulatory Reform Proposal.

Submitted by Lisa Persaud, Executive Director April 20, 2022





Committee Reports



Discipline Committee

Chair: Kara Broks, SLP

Members:

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

Committee has not met in 2021. No Report.

Legislation and Bylaws Committee

Chair: Marcie Conrad, SLP

Members:

Bette Kelly, SLP
Teresa Paslawski, SLP

The Legislation and By-Laws Committee has not met in 2021. No Report.

Nominations Committee

Chair: Deena Offet, SLP

The Nominations Committee has not met in 2021. No Report.

Professional Conduct Committee

Chair: Bill Feldbruegge, MSc, SLP (C)

Co-Chair: Maggie Yeomans, AUD

Members:

Tracey Schick-Sparrowhawk, AUD
Grace Block, SLP
Tara Redlick, SLP
Cory Klassen, SLP
Priyanka Chaudhury, AUD

The PCC has received 4 complaints this year. Three have been investigated and dismissed with the recommendation that no further action be taken. The fourth complaint has been investigated and final review by the committee is pending.

Cory Klassen's term on the committee will expire in May 2022 and he has indicated that he would accept reappointment for another term.

Finance Committee

Chair: Nichole Forbes, SLP

Members:

Audrey Harder, SLP

Kathy Carroll, Past Executive Director

Lisa Persaud, Executive Director, Registrar

The Finance Committee typically meets annually to work on the SASLPA budget. Finance Committee met to review year budget and review policies.

SASLPA Financial Report (Profit/Loss Statement)

Unaudited actuals for 2021

Budget for 2022

	2021 Jan - Dec	2022 Budget
Income		
Interest Income	1,727.34	0.00
License & Assessment Fees (Note 1)	286,580.00	273,450.00
Other Revenue (advertising, misc. income)	4,084.45	4,100.00
Total Income	292,391.79	277,550.00
Expense		
Accounting & Review Expenses	3,885.00	8,500.00
Affiliation/Membership Fees (CAASPR, CACUP-SALP, CNAR)	813.75	400.00
Bank charges & interest expense	7,619.07	6,500.00
Computer Services	22,889.16	25,000.00
Courier & Postage	127.70	200.00
Honoraria & Awards, Misc.	225.00	450.00
Insurance (Note 3)	29,991.25	5,000.00
Legal Expenses	715.50	5,000.00
Office Equipment & Supplies	1,412.34	950.00
Office Equipment (> \$200)	4,688.49	1,500.00
Office Rent & Insurance	11,915.58	14,100.00
Phone/Internet/Fax	2,368.83	4,000.00
Salaries and Benefits	129,479.39	147,155.00
Sub-contracts/Special Projects	0.00	21,200.00
Travel Expenses	2,895.65	7,600.00
Workshops, AGM, Committees	3,662.97	16,800.00
Total Expense	222,689.68	264,355.00
Net Income (Loss)	69,702.11	13,195.00

Bank Balance as of May 6, 2022

\$778,360.26

Investments

	Maturing	Principal
Guaranteed Investment Certificate (26)	28-May-22	\$68,220.19
Guaranteed Investment Certificate (24)	28-Nov-22	\$31,574.27
Total		\$99,794.46

Notes:

1. License & Assessment fees:
 - 2022 budget estimates 15 renewing members (accounts for new and those not renewing).
 - Current membership is 442 (as of Jan 2022).
2. SASLPA is not a member of CAASPR at this point.
3. No longer being provided for members as of Jan. 2022

Professional Development Committee

Chair: Lindsay Ground, SLP

The Professional Development (PD) Committee organized the webinar “Gender & Sexual Diversity: Inclusive Language” which was presented on May 26, 2021.

Members:

Nichole Forbes, SLP
Jordan Busse, SLP
Angelika Nixdorf, SLP
Jodi Haberstock, AUD
Halen Panchyk, AUD

The Professional Development Committee was dissolved in late 2021, but Council will continue to provide webinars associated with Regulatory issues in future.

Registration and Membership Committee

Chair: Josée Levasseur, Registrar

Members:

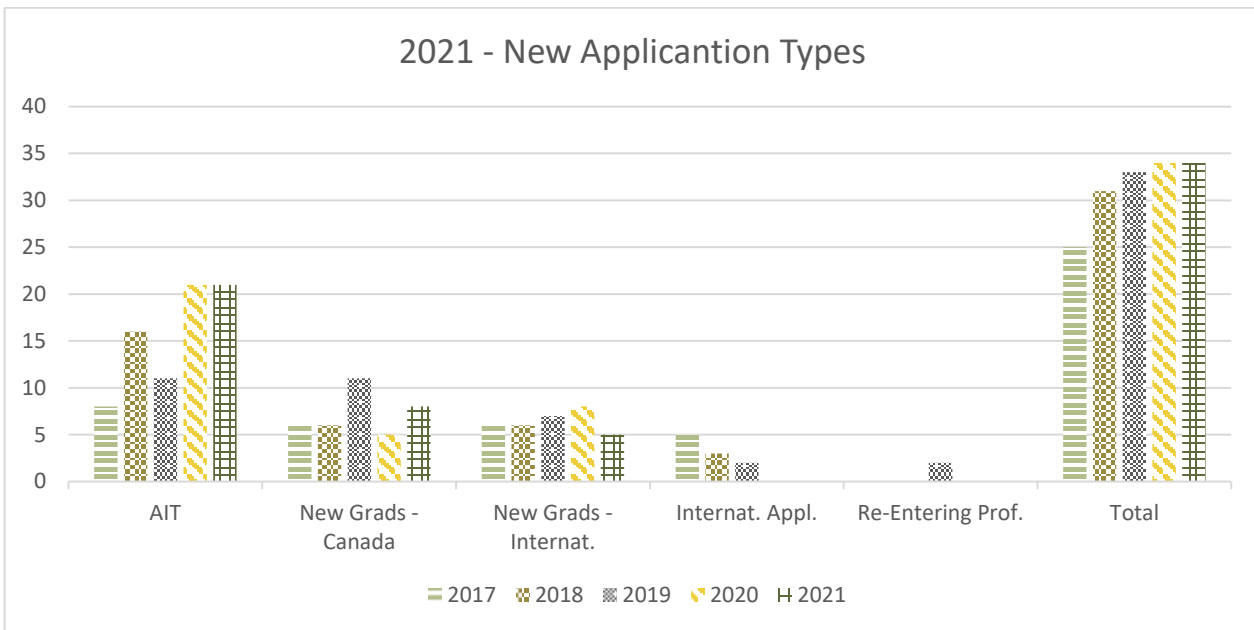
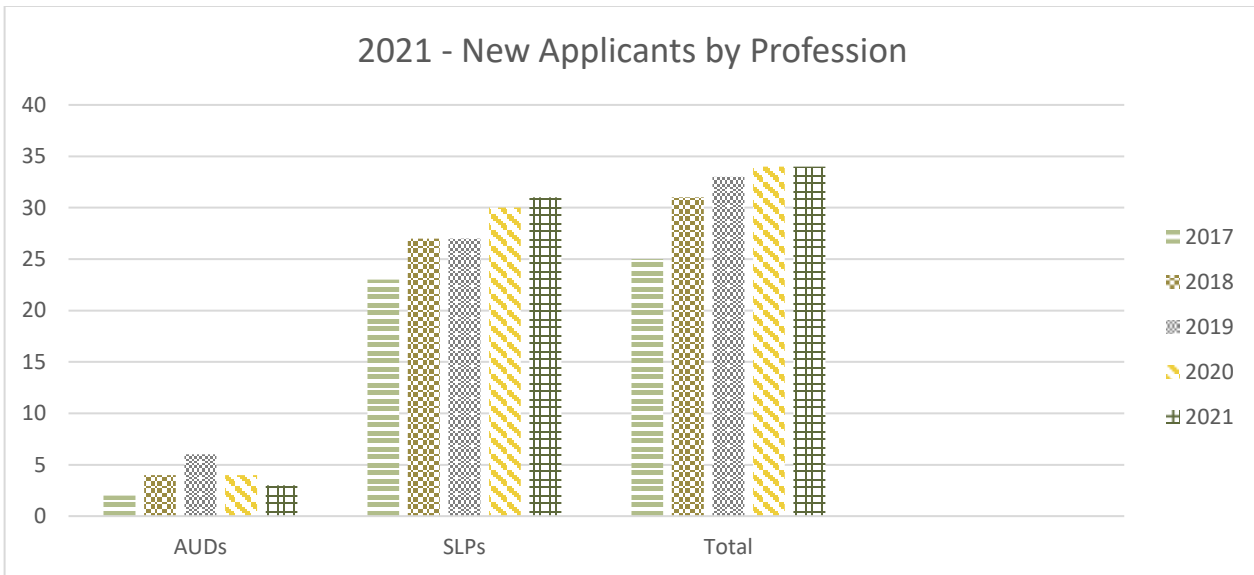
- Tami Pavely, SLP (Council Member-at-Large)
- Halen Panchyk, AUD
- Terryann McCurry, SLP
- Lisa Persaud, SLP (until October 2021)
- Chelsea Stuart, AUD
- Charlotte McLean, SLP
- Leanne Golding-Guest, SLP

1. 2021 Activities:

- The current committee consists of 5 speech-language pathologists and 2 audiologists.
- The Registration and Membership Committee has convened 6 times in 2021. (March, June, July, August, September, and December)
- The Committee has evaluated and recommended for Council approval:
 - From January 1st to December 31st, 2021:
 - 34 new applicants: 31 speech-language pathology and 3 audiology applications for practising, provisional and temporary membership.
- The Registrar has recommended for Council approval of 10 member applications (7 SLPs and 1 Aud) for non-practising status for 2022.
- 10 member audits for CEEs (i.e 2019, 2020, 2021) were initiated.

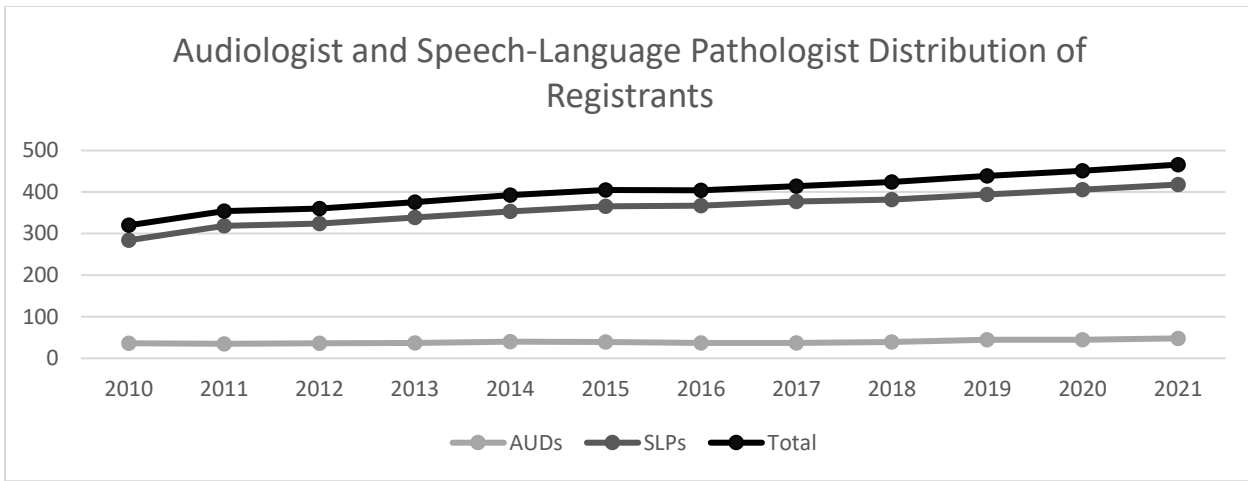
2. SASLPA Membership Statistics

- 19 SASLPA members (3 Auds and 16 SLPs) have not renewed their 2022 membership and are therefore considered resigned.
- 5 members changed their status to retired with a total of 11 members in this membership category.
- New applicant distribution 2021:



Note: AIT = interprovincial mobility

- SASLPA Membership from 2010-2021. Membership as of December 31, 2019 = 439 (practicing, non-practicing and provisional). Membership as of January 3, 2020 = 420, Membership as of December 31, 2020 = 451.



3. 2022-2023 Objectives:

- Complete review of Registration and Membership policies to align with new processes and requirements.
- Review Supervision Guide, Applicant Guide and Registrant Handbook.
- Review new processes for the evaluation of international applicants.
- Review registration categories and submit Regulatory Bylaws for amendments.

Submitted by: Josée Levasseur, Registrar



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

**FINANCIAL STATEMENTS
(unaudited)**

DECEMBER 31, 2021



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 statement of financial position as at **December 31, 2021**, and the statements of operations and changes in net assets, 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, 2021**, 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 30, 2022

Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS
STATEMENT OF FINANCIAL POSITION
(unaudited)
AS AT DECEMBER 31, 2021
(with comparative figures for 2020)**

ASSETS		2021	2020
Current assets			
Cash	\$	795,861	\$ 712,190
Investments (Note 3)		190,044	188,317
Prepaid expenses		3,113	12,264
		<u>\$ 989,018</u>	<u>\$ 912,771</u>
LIABILITIES			
Current liabilities			
Accounts payable and accrued liabilities	\$	12,074	\$ 9,666
Government remittances payable		1,457	959
Deferred membership revenue		265,230	261,620
		<u>278,761</u>	<u>272,245</u>
NET ASSETS			
Members' equity		<u>710,257</u>	<u>640,526</u>
		<u>\$ 989,018</u>	<u>\$ 912,771</u>

See accompanying notes to the financial statements.

APPROVED BY:

_____ Director

_____ Director

**SASKATCHEWAN ASSOCIATION OF SPEECH-LANGUAGE
PATHOLOGISTS AND AUDIOLOGISTS**
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2021
(with comparative figures for the year ended December 31, 2020)

	<u>2021</u>	<u>2020</u>
Revenue		
Membership fees	\$ 286,580	\$ 270,400
Interest	1,727	2,856
Advertising and other revenue	4,084	3,715
	<u>292,391</u>	<u>276,971</u>
Expenses		
Affiliation memberships	814	3,566
Bank charges & interest	7,590	6,392
Computer service & website	22,889	21,312
Honoraria and awards	225	175
Insurance	29,991	27,447
Legal	716	1,590
Office equipment	6,229	3,531
Professional fees	3,885	3,779
Rent	11,916	11,890
Salaries and benefits	129,479	110,406
Telephone & video conference	2,369	2,802
Travel	2,894	233
Workshops, AGM, Committees	3,663	1,962
	<u>222,660</u>	<u>195,085</u>
Excess of revenues over expenses	69,731	81,886
Members' equity - beginning of year	<u>640,526</u>	<u>558,640</u>
Members' equity - end of year	<u>\$ 710,257</u>	<u>\$ 640,526</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, 2021
(with comparative figures for the year ended December 31, 2020)**

	<u>2021</u>	<u>2020</u>
Cash provided by (used in) operating activities:		
Excess of revenues over expenses	\$ 69,731	\$ 81,886
Non-cash operating working capital (Note 4)	15,667	14,530
	<u>85,398</u>	<u>96,416</u>
Cash provided by (used in) investing activities:		
Additions to investments	<u>(1,727)</u>	<u>(2,855)</u>
Increase in cash	83,671	93,561
Cash position - beginning of year	<u>712,190</u>	<u>618,629</u>
Cash position - end of year	<u>\$ 795,861</u>	<u>\$ 712,190</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, 2021
(with comparative figures for the year ended December 31, 2020)

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 the member is licensed to practice, which coincides with the Association's fiscal year. Membership revenue received in advance of the next membership year is shown as deferred revenue. Interest revenue is recognized in the year it is earned. Other revenue is recorded in the fiscal period that the services are provided.

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NOTES TO THE FINANCIAL STATEMENTS
(unaudited)
FOR THE YEAR ENDED DECEMBER 31, 2021
(with comparative figures for the year ended December 31, 2020)**

3. Investments

	<u>2021</u>	<u>2020</u>
Term deposits	\$ 190,044	\$ 188,317

The term deposits bear interest at rates ranging from 0.25% to 2.00% (2020: 0.55% to 2.05%) and have maturities ranging from March to November 2022 (2020 - January to August 2021).

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>2021</u>	<u>2020</u>
(Increase) decrease in current assets:		
Prepaid expenses	\$ 9,151	\$ (129)
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	2,408	1,911
Government remittances payable	498	138
Deferred revenue	3,610	12,610
	6,516	14,659
	\$ 15,667	\$ 14,530

5. Financial instruments

The Association's recognized financial instruments consist of cash, investments, accounts payable and accrued liabilities. The fair value of these instruments 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.