

Good afternoon, everyone,

It is a pleasure to speak to you today and I would like to thank you for taking the time out of your busy schedules to attend the Annual General Meeting. Your continued commitment to the profession is observed in every interaction we have with you, and I am continuously grateful for your dedication to, and passion for, your professions.

I am very pleased to report today that many of the pressing issues within the College regarding staffing and internal processes have been modified, and we continue to make process improvements for the betterment of our members and our team.

As Heather mentioned in her report, there were several changes to staffing in 2022 including the addition of Suki Kaur Alix as Deputy Registrar and Marianne Crewson as Office Manager. CASLPM continues to retain the consulting services of Kristin Holt, while both Donna St. Vincent and Sheryl Slosower retired from their support roles.

2022 was a very busy year in the CASLPM office that started with a complete review of all service providers, revamping accounting processes, and onboarding the new team. There were great strides made in documenting processes, creating manuals, and making significant updates to the CASLPM website, renewal

processes, and moving toward a “less paper” environment, to name a few. Of note, the office moved from a long-term lease on Vaughan Street to Scurfield Blvd., in the south end of Winnipeg in March 2023.

Suki, Marianne, Kristin, and I remain busy with day-to-day operations and future planning for CASLPM, and I would like to thank the small but efficient team for the work and progress we have made and continue to make.

The Council members and public representatives continue to work diligently to steer the direction of the College and provide me and the team with guidance and advice. It was instrumental that Heather Shpak agreed to continue in her role as Council President for an additional year to ensure continuity in leadership and decision-making. Your council representatives are dedicated to their roles in advancing the professions of Audiology and Speech-Language Pathology.

Moving to CASLPM's financial obligations, I would like to provide a brief overview of the financial report for 2022, included in the Annual Report which has been available on CASLPM's website. You will also be addressed by Dean Jenkyns, CASLPM's accountant, later in this meeting should any questions arise regarding the 2022 financial statements. Please be reminded to enter any questions in the chat box so that they may be addressed.

In late 2022, the cash reserve and contingency were moved from cash assets into short-term investments, allowing for the accrual of some interest over time. The ability to access the majority of CASLPM's cash is crucial if there is ever a time that there are significant and unanticipated legal or consulting costs. However, it was deemed valuable to move excess cash into longer-term funds until needed.

There was a slight drop in revenues in 2022, with the loss of some members who were not replaced. We continue to monitor applications and renewals, and anticipate 20-25 new registrants annually, if history is any indication. The slight drop was somewhat offset by an increase in administrative fees, advertising revenue, and, most significantly, in interest and other income. For clarity, administrative fees are related to penalties, administrative support to members from the office team, and Advanced Competency fees.

In 2022, CASLPM switched to a new credit card processing provider, which works seamlessly with our Alinity registrant portal system. The decrease in credit card

charges is because of that change. In 2023, we will fully realize the anticipated savings by making this switch.

As mentioned earlier, in 2022, we modified our accounting processes and hired a new consultant to re-vamp our accounting system. This has resulted in more efficient accounting and a near daily understanding of cash flow and expenses; however, there was a greater cost to this switch than accounting costs in previous years, and those expenses will level out in 2023.

The Advanced Competency Working Group is continuing the process of reviewing each competency for current practices, and the Practice Advisory Committee reviews and establishes new Practice Directions for members.

2023 will see the continuation of work by the Continuing Competency Committee to establish a framework for continuing competency activities. CASLPM's first trial practice review and audit of these activities will take place in 2023. This work is done confidentially and behind the scenes. Unless there are questions, members will not be asked to submit any additional documentation to CASLPM regarding their professional development.

We have worked to decrease the number of emails you receive from the College by consolidating job postings into two emails per month and adding a "Did You Know" section to emails to keep members apprised of changes that may affect

you. We ask for your support in keeping yourself informed and up to date about College information by opening those emails! We recently made a call for continuing competency reviewers and were very pleased with the response we received. We appreciate your feedback and every communication you have with the office.

And finally, I have had the pleasure of working with my colleagues from other regulators in Manitoba and throughout Canada. We continue to work together to advance the professions and create consistencies across the country where we can. In 2022, we signed an MOU with New Brunswick, Ontario, Saskatchewan, Alberta to create a Cross-Provincial Practice registration category to allow registrants in those provinces to work up to 200 hours in any of those provinces on an annual registration. You can contact the office for more information if this is of interest to you.

I am excited to continue to advance the work of the college with the support of Council and a tremendous team in the office.

Thank you very much for your time today and please reach out to the College with any questions you have in the future.

Heather, I will give the floor back to you.