



# Annual Report



2025



**RCASLPNB**

Regulatory College of  
Audiologists & Speech-  
Language Pathologists of  
New Brunswick

**OAONB**

Ordre des  
audiologistes &  
orthophonistes du  
Nouveau-Brunswick

## Message from the President (Council Chair)

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I joined the NBASLPA Executive Council in the fall of 2022 because the compass was already set. We were embarking on a journey to correct our course in the long path toward regulatory reform - clearly separating our professional interests from our responsibility to protect the public.

Over the past year, I've had the privilege of leading an exceptionally dedicated and knowledgeable Council through truly unprecedented waters. Together, we navigated challenges that ultimately brought us to our true North: the signing of the Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick.

There were, of course, moments of rough water, but we stayed the course and kept our compass steady, focused on the goal ahead until it was achieved. None of this would have been possible without the remarkable team at the RCASLPNB office. Led by Nicole Fowler, they responded to Council inquiries with care and timeliness, always mindful that in many instances, we had only one opportunity to get things right.

Each year, Council takes part in governance training. These sessions reinforced for me that Council's role is to chart the destination - and then trust the RCASLPNB team to do the rowing that gets us there. The time commitment for Council members is not overwhelming, especially with such a capable staff carrying the operational load. This year has been incredibly rewarding, and I encourage many of you to consider joining Council or serving on one of our committees.

At the beginning of my term as President, I told Council that I hoped to be the last President of NBASLPA. There was some doubt in the room - and admittedly some in myself - that such a milestone could be reached within a year. But thanks to the dedication of Council and the unwavering commitment and hard work of the RCASLPNB team, I am signing off today as your first Council Chair.

A handwritten signature in black ink that reads "Laura Naul".

Chair RCASLPNB  
MSc SLP (C)

## Message from the Registrar/Executive Director

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As we reflect on 2025, the image of a compass comes to mind - a timeless symbol of direction, orientation, and purpose. At its center lies our true north: an unwavering commitment to public protection. This was affirmed on June 6, when our new legislation received Royal Assent, transitioning us from a dual mandate to a singular focus on public protection.

Surrounding our true north are the cardinal points - new bylaws and rules, now well underway and awaiting translation and Ministerial approval. These provide the structural coordinates of our regulatory framework, ensuring every decision aligns with our legislated mandate.

Key initiatives further strengthened our direction this year. We introduced a new Code of Ethics and Standards of Practice, enhanced financial policies, updated the Mentorship Program and Support Personnel Guidelines, and continued developing practice guidelines and position statements. These efforts provide essential guidance for registrants and support safe, ethical, and competent care.

We refined our compass further with an updated logo and website, a quarterly Regulatory Bulletin, new committees, and a revised mission and values statement to guide our next strategic planning initiative.

Like any journey, we faced challenges and delays. Yet, with a dedicated team, we recalibrated and moved forward, fully embracing our identity as a regulatory college. Our commitment to excellence and leadership in health professional regulation remains steadfast.

As we look ahead, we do so with clarity and confidence. With a clear true north, strong cardinal points, purposeful initiatives, and refined tools, we are well-positioned to continue navigating forward in service of the public we are mandated to protect.



Registrar/Executive Director RCASLPNB

## College Mandate

RCASLPNB is a self-governing professional regulatory body established under provincial legislation. Its mandate is to advance and uphold the standards of audiology and speech-language pathology in New Brunswick, to govern and regulate the delivery of these services to the public, and to safeguard the welfare of those who rely on them.

RCASLPNB ensures public safety by regulating, supporting, and ensuring competent, safe, and ethical practice by audiologists and speech-language pathologists in New Brunswick. All registrants of RCASLPNB must practice in compliance with the Act, Bylaws, and Rules. This mandate is the fiduciary responsibility of the Council and is accomplished through the work of the Registrar/Executive Director, the regulatory and operations team, and dedicated committee volunteers.

The core regulatory activities of RCASLPNB reflect four key components essential to effective professional regulation. These include:

<b>Restrictive Functions</b>	entry-to-practice requirements and registration
<b>Reactive Functions</b>	setting standards and managing complaints and discipline
<b>Proactive Functions</b>	continuing education and quality assurance
<b>Transparent Functions</b>	maintaining a public register and holding public hearings



### Our Vision

Instill public confidence by providing leadership and innovation in the regulation of audiologists and speech-language pathologists.



### Our Mission

Protect the public by upholding competent, safe, and ethical practice of audiologists and speech-language pathologists in New Brunswick.



### Our Values

- Ensuring Excellence in Clinical Practice
- Leading with Accountability and Transparency
- Creating Responsive Practices for current and future concerns

## 2025 Council Members

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**PAST PRESIDENT**  
Dianne Silliphant



**PRESIDENT**  
Laura Garland



**PRESIDENT ELECT**  
Holly Grasse



**PUBLIC REPRESENTATIVE**  
Miguel LeBlanc



**TREASURER**  
Angela Kaiser Hansen



**PUBLIC MEMBER**  
Odette Comeau Lavoie



**SECRETARY**  
Paula Murray

## Operations and Regulatory Team

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**REGISTRAR  
EXECUTIVE DIRECTOR**  
Nicole Fowler  
[registrar@rcaslpnb.ca](mailto:registrar@rcaslpnb.ca)

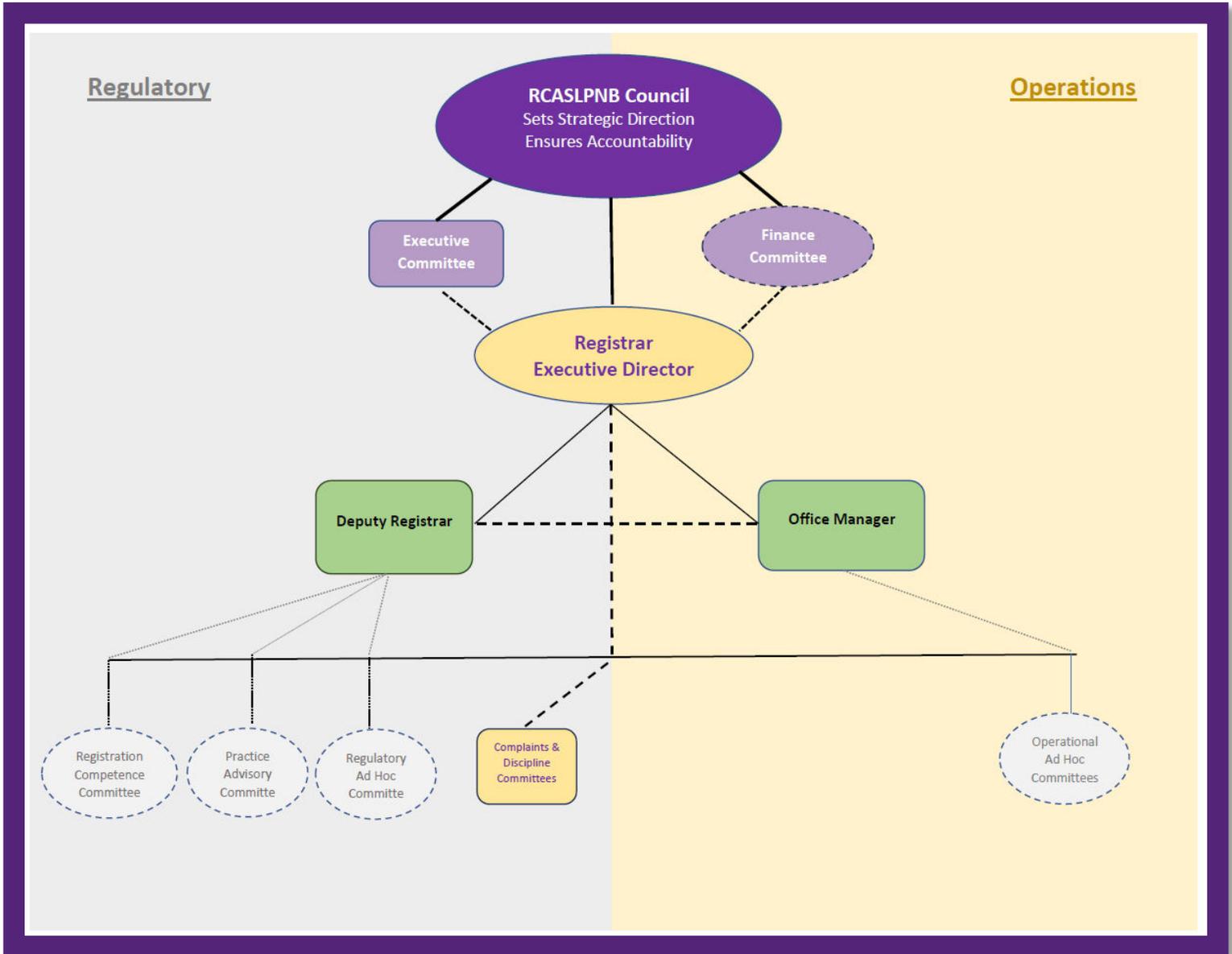


**DEPUTY REGISTRAR**  
Valerie Caron  
[deputy@rcaslpnb.ca](mailto:deputy@rcaslpnb.ca)



**OFFICE MANAGER**  
Chantal LeBlanc  
[info@rcaslpnb.ca](mailto:info@rcaslpnb.ca)

## RCASLPNB Organizational Chart



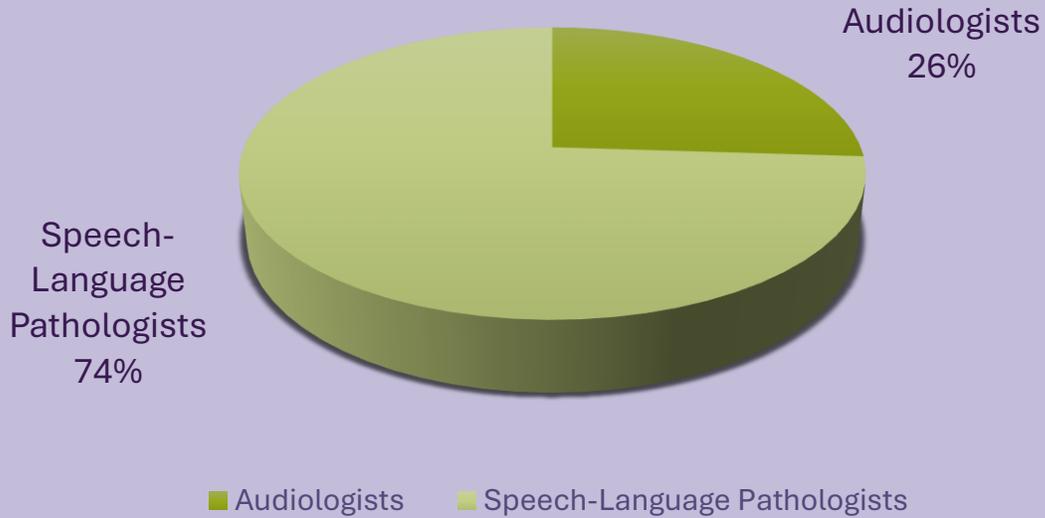
## Registration Update

As of November 2025, RCASLPNB regulates approximately 367 registrants:

	Audiologists	Speech-Language Pathologists	Total
Practising Registrants	87	252	339
Non-Practising Registrants	4	13	17
Provisional Registrants	4	7	11
Courtesy Registrants	1	7	8

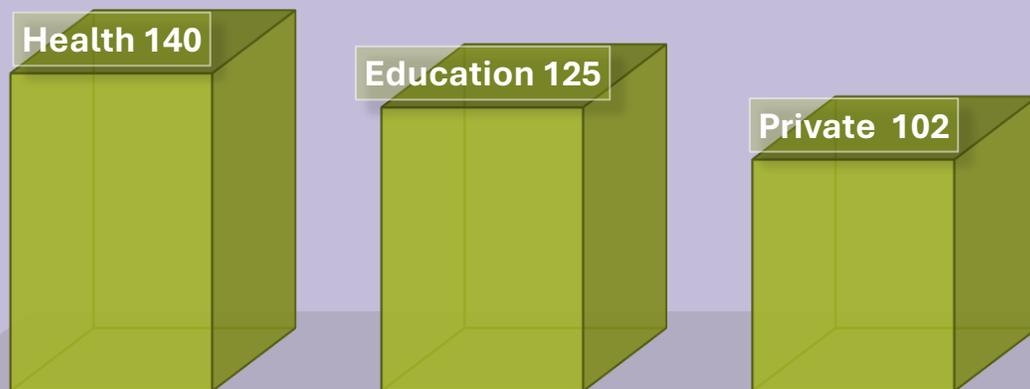


## REGISTRANTS BY PROFESSION



Health Sector	140
Education Sector	125
Private Practice	102

## REGISTRANTS BY SECTOR



## How did we meet our public protection mandate in 2025?



### Email Reminder to Employers

**In January 2025,**

an email reminder was sent to New Brunswick employers to verify the registration status of audiologists and speech-language pathologists in their employ.

This reminder is issued annually following the registration renewal period to help reduce the risk of violations under the Act by ensuring employers do not hire individuals—including those providing virtual services from outside the province—who are not registered with RCASLPNB.

# RCASLPNB CODE OF ETHICS

**Effective December 6, 2024**

The RCASLPNB Code of Ethics is a cornerstone of public protection, guiding registrants to uphold the highest standards of integrity and professionalism. It establishes clear expectations for ethical behavior and competence, ensuring that patient safety and well-being remain the highest priority.

RCASLPNB Code of Ethics

The Code empowers registrants to act ethically, protect the public, and uphold trust.

## Key Highlights:



### **Integrity and Professionalism**

Establishes standards for ethical behaviour.



### **Public Trust & Accountability**

Provides a framework for addressing breaches and maintaining confidence in the profession.



### **Respect for Rights & Dignity**

Protects the public by upholding individual rights, including autonomy, confidentiality, and cultural sensitivity, and by preventing discrimination or unethical treatment.



### **Transparency & Fairness**

Safeguards against conflicts of interest through principles of transparency and fairness, ensuring decisions are made in the best interest of the public.



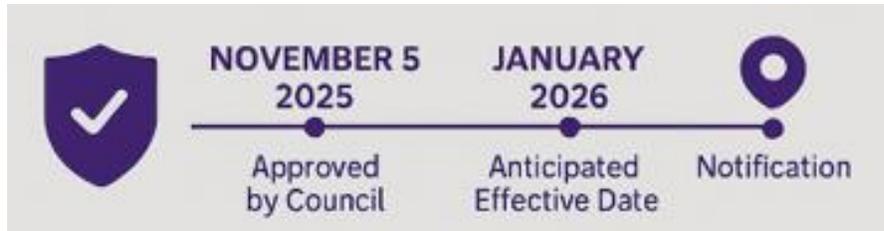
### **Guidance in Complexity**

Supports registrants in navigating ethical dilemmas and reducing risk to the public.

**PUBLIC PROTECTION / ACCOUNTABILITY**

# RCASLPNB BYLAWS

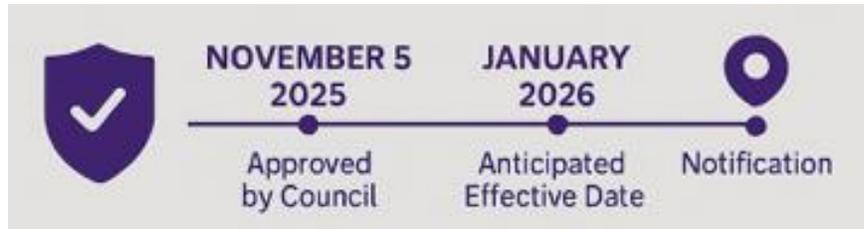
## STRENGTHENING PUBLIC PROTECTION



	<p><b>Royal Assent</b> In June 2025, Audiology and Speech-Language Pathology Act received Royal Assent, marking the modernizing our enabling statute.</p>	
	<p><b>Bylaws Finalized</b> To ensure full alignment with the updated legislation, RCASLPNB finalized a comprehensive set of new bylaws.</p>	
	<p><b>Approval</b> The bylaws were approved by the RCASLPNB Council on November 5, 2025, and are now undergoing legal translation. Once complete, the subset requiring Ministerial approval will be submitted to the Minister of Health in both official languages before coming into effect.</p>	
	<p><b>Notification</b> Registrants will be notified as soon as the new bylaws are in force. We are anticipating the new bylaws will come into effect in early 2026.</p>	

# RCASLPNB STANDARDS OF PRACTICE

## STRENGTHENING PUBLIC PROTECTION



### WHY IT MATTERS:

	<p><b>Establishes Expectations</b> Sets clear, enforceable rules for conduct and compliance.</p>
	<p><b>Ensures Safety &amp; Ethics</b> Defines the minimum requirements for safe and ethical care, ensuring that only qualified practitioners provide services.</p>
	<p><b>Promotes Consistency</b> Reduces variability and safeguards against substandard practices by promoting consistency and quality across the profession.</p>
	<p><b>Enables Accountability</b> Serves as benchmarks for accountability, enabling the regulatory college to assess compliance and take action when necessary.</p>
	<p><b>Supports Transparency</b> Supports transparency and evidence-based decision-making, empowering patients/clients to make informed choices.</p>
	<p><b>Adapts to Change</b> Regular updates ensure the Standards of Practice address emerging risks and evolving healthcare practices, maintain strong public protection in a changing environment.</p>

# REGULATORY BULLETIN

YOUR ESSENTIAL RESOURCE FOR PUBLIC  
PROTECTION & RISK MITIGATION



## WHY IT MATTERS

- **PROTECTS THE PUBLIC**  
Promotes ongoing regulatory education among registrants.
- **SUPPORTS REGISTRANTS**  
Helps you stay compliant and uphold professional standards.



## KEY FOCUS AREAS

- **CULTURAL COMPETENCE**
- **ANTI-RACISM**
- **BREACH OF CONFIDENTIALITY**
- **BOUNDARY VIOLATIONS**



## HOW IT HELPS

- **TIMELY GUIDANCE**
- **PRACTICAL STRATEGIES**
- **RISK PREVENTION**



If you are not reading the quarterly Regulatory Bulletin, you are missing critical information that protects **YOUR PATIENTS/CLIENTS – AND YOU.**

**READ THE QUARTERLY REGULATORY BULLETIN.  
STAY INFORMED. STAY COMPLIANT. STAY SAFE.**

RCASLPNB Regulatory Bulletin

# Mentorship Program

## Strengthening Competence & Public Protection

### PROGRAM OVERVIEW



#### Mandatory for:

- New Graduates
- Internationally Educated Health Professionals

Guided professional development to build competence, meet regulatory standards, and integrate into RCASLPNB's framework.

### WHAT'S NEW IN 2025?

	<p><b>Alinity Integration</b></p> <p>Streamlined processes and accessibility</p>
	<p><b>Redesigned Guidelines</b></p> <p>Updated branding, icons, and tables for easy navigation</p>
	<p><b>Refined Assessment Tools</b></p> <p>Aligned with Code of Ethics, Standards of Practice, and National Essential Competencies; includes goal setting &amp; self-evaluation tools</p>

RCASLPNB Mentorship Program

## Website Updates - 2025

Our redesigned website is more than a digital upgrade—it reflects our ongoing commitment to public protection. By presenting regulatory information in a clear, accessible format, we empower individuals to understand their rights and responsibilities. Greater transparency and ease of navigation help build trust and confidence, ensuring the public can rely on us to uphold the highest standards of accountability. We invite you to explore the new website!

	<b>Latest News &amp; Regulatory Bulletins</b>	<a href="#">Latest News</a>
	<b>Legislation</b>	<a href="#">Governing Legislation</a>
	<b>Key College Documents</b>	<a href="#">Key College Documents</a>
	<b>CEEs &amp; Currency Hours</b>	<a href="#">Quality Assurance</a>
	<b>PLI Requirements</b>	<a href="#">PLI Requirements</a>

These tools are designed to support registrants in practicing ethically, safely, and competently for the protection of the public. This is just the beginning—stay tuned for more website updates!

[rcaslpnb.ca](https://rcaslpnb.ca)

## Support Personnel Guidelines

### WHAT'S NEW IN 2025?

	<p><b>Terminology Update</b></p> <p>We have updated the term ‘communication health assistant’ to ‘support personnel’ to capture a wider range of formally or on-the-job trained individuals who perform tasks under the supervision of an audiologist or speech-language pathologist.</p>
	<p><b>Redesigned Guidelines</b></p> <p>We have updated our guidelines to reflect our new branding and logo, and increased the number icons, and tables for easy visual navigation.</p>

## Ongoing Regulatory and Governance Education

	<p><b>Strengthening Expertise to Uphold Public Trust</b></p> <p>Ongoing regulatory and governance training for the Council and Regulatory and Operations Team reinforces RCASLPNB's commitment to public protection.</p>
	<p><b>Staying Current to Ensure Transparency and Accountability</b></p> <p>By remaining informed on legislation, best practices, and ethical standards, decision-makers uphold fairness and integrity in all processes.</p>
	<p><b>Proactive Learning to Anticipate and Mitigate Risk</b></p> <p>Continuous education strengthens risk management by enabling early detection of compliance gaps, financial vulnerabilities, and emerging regulatory issues – allowing timely action to protect public safety and trust.</p>
	<p><b>Safeguarding Integrity Through Professional Development</b></p> <p>Ongoing learning preserves the integrity of the regulatory system and reinforces confidence that the regulator operates in the public interest.</p>

## 2025 Education

 <p>Council</p>	<p>Council underwent its fourth annual governance training on October 4, 2025. This annual training is provided to ensure new Council members are equipped to fulfill their fiduciary responsibilities and to support the Council in maintaining effective governance</p>
 <p>Registrar/ED</p>	<p>Attended the Canadian Network of Agencies of Regulation (CNAR) annual regulatory conference, which was held in Calgary, Alberta in 2025.</p>
 <p>Deputy Registrar</p>	<p>Attended the Canadian Network of Agencies of Regulation (CNAR) annual regulatory conference, which was held in Calgary, Alberta in 2025.</p>
 <p>Office Manager</p>	<p>Completed the 'Taking Effective Minutes' online course.</p>

## How did we collaborate in the public interest in 2025?



### 1 - Language Proficiency Harmonization

Initiative	RCASLPNB Role	Purpose	2025 Progress	Next Steps
 <p>Harmonization of Language Proficiency requirements across regulated Canadian jurisdictions.</p>	 <p>The RCASLPNB Deputy Registrar represents New Brunswick on this initiative.</p>	 <p>Ensure fair and consistent language proficiency standards for internationally educated applicants.</p>	 <p>The Working Group reviewed current standards and tests; recommendations presented to NASPAR (Registrars from all jurisdictions)</p>	 <p>NASPAR to review recommendations at early 2026 meeting</p>

## 2 – Reducing Cross-Provincial Barriers

Initiative	RCASLPNB Role	Purpose	2025 Progress	Next Steps
 <p>Enhance practitioner mobility through Memorandum of Understanding (MOU)</p>	 <p>Renewed participation in July 2025</p>	 <p>Allows registrants to practice in a secondary province for up to 200 hours or 12 months at a reduced registration fee.</p>	 <p>Additional provinces expressed interest; some face legislative constraints. RCASLPNB shared initiative with PETL (Dept of Post-Education, Training and Labour) which responded positively.</p>	 <p>Continued collaboration with other regulated Canadian jurisdictions to expand participation.</p>
				

### 3 – Collaboration on International Applications

RCASLPNB continues to engage with pan-Canadian regulators of audiology and speech-language pathology to address shared challenges in reviewing Internationally Educated Health Professional (IEHP) applications. These meetings provide a forum for discussing complex reviews, sharing resources and best practices, and strengthening consistency across jurisdictions.

A recurring barrier for international applicants—especially those who graduated many years ago—is the inability to access original course syllabi. To address this, the RCASLPNB Deputy Registrar led the development of a shared national database of syllabi. A standardized fillable spreadsheet was created to collect data from regulatory bodies, and the compiled database, now containing over 960 entries, was distributed to colleagues nationwide.

This centralized resource supports regulators when applicants cannot provide their own syllabi, ensuring access to essential academic information and fostering collaboration across jurisdictions. By spearheading this initiative, RCASLPNB has helped create a practical solution to a longstanding challenge in the review of IEHP applications.

This initiative not only improves efficiency in IEHP reviews but also reduces delays for applicants, strengthens regulatory collaboration, and enhances fairness and transparency in credential assessments.

Initiative	RCASLPNB Role	Purpose	2025 Progress	Next Steps
 <p>Pan-Canadian collaboration to address challenges in IEHP (Internationally Educated Health Professionals) application reviews</p>	 <p>Deputy Registrar led the development of shared national syllabi database</p>	 <p>Improve fairness, transparency, and efficiency in credential assessments</p>	 <p>Created standardized spreadsheet; compiled 960+ syllabi entries; distributed database to regulators nationwide</p>	 <p>Continue expanding database and sharing best practices to strengthen consistency across jurisdictions</p>

## 4 - National Regulatory Panel

The Registrar/Executive Director continues to participate on the National Regulatory Panel which is composed of representatives of all pan-Canadian regulatory bodies of audiology and speech-language pathology.

The National Regulatory Panel provides regulatory representation in the work of the Council for the Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP-ASLP).

	Provides for a single interface between participating regulatory colleges and the CACUP-ASLP on accreditation matters.
	Provides for the appointment of representatives from the participating regulatory colleges to positions as required by CACUP-ASLP in accordance with their governance structure.
	Provides a forum for participating colleges to discuss issues and opportunities around accreditation matters.
	Provides input and feedback into the accreditation system on behalf of the participating regulatory colleges.
	Establishes confidence among participating regulatory colleges that the accreditation system supports good regulation in the public interest.

## 5 - New Brunswick Health Professions Regulatory Network

The Registrar/Executive Director and Deputy Registrar continue to collaborate with the New Brunswick Health Professions Regulatory Network (NBHPRN) on shared regulatory priorities and engage with government officials as needed. RCASLPNB provides input on initiatives affecting health profession regulation in New Brunswick, ensuring the College's perspective supports consistent, effective, and transparent public protection.

## 6 - Post Secondary, Training and Labour Department (PETL)

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RCASLPNB continues to collaborate with PETL and Labour Mobility as needed to participate in initiatives to reduce barriers to cross provincial practice while ensuring public protection. RCASLPNB remains committed to upholding the principles of labour mobility as outlined in Chapter 7 of the Canadian Free Trade Agreement (CFTA), while ensuring public protection through consistent registration standards.

## 7- Meeting of the Atlantic Provinces Registrars

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Registrars from the Atlantic provinces meet virtually with the Director of the Dalhousie University School of Communication Sciences and Disorders approximately twice a year. These meetings focus on exploring shared regulatory issues and their implications for university programs in audiology and speech-language pathology.

## 8- National Competencies Review

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The Registrar/Executive Director continues to serve on the pan-Canadian National Competencies Review Working Group. The national competencies for audiologists and speech-language pathologists, first established in 2018, are due for revision. The working group is currently developing a comprehensive plan to guide the update process and ensure the competencies remain current and relevant.



# How do our volunteers contribute to public protection?



## 1 - Registration & Competence Committee

	<b>The Registration and Competence Committee is seeking a French speaking speech-language pathologist to join the committee.</b>
	Count your volunteer time as CEEs or as currency hours as part of the registrant Quality Assurance Program.
	Submit your request today to volunteer. <a href="#">Volunteer Opportunities</a>

### Committee Members

Dr. Rebecca Afoo	Public Member
Stephanie Tinker	Audiologist
Saumya Chowalloor	Audiologist
Rhonda Rubin	Speech-Language Pathologist
Vacant	Speech-Language Pathologist

### 2025 Activities

We are pleased to announce that all 'Cycle A' registrants met their CEE requirements this year.

### Purpose

The Registration and Competence Committee ensures that only audiologists and speech-language pathologists are authorized to practice in New Brunswick. The committee reviews applications for registration, renewal, and reinstatement that require additional scrutiny and that the Registrar cannot approve outright. The committee also conducts annual quality assurance audits to promote ongoing professional competence. Through these processes, the committee safeguards the integrity of audiology and speech-language pathology services and helps ensure that the public receives safe, ethical, and effective care.

## 2 - Practice Advisory Committee

	The Practice Advisory Committee is seeking a French speaking audiologist to join the committee.
	Count your volunteer time as CEEs or as currency hours as part of the registrant Quality Assurance Program.
	Submit your request today to volunteer. <a href="#">Volunteer Opportunities</a>

### Committee Members

Monica Bonnevie	Speech-Language Pathologist
Nadine Melanson	Speech-Language Pathologist
Bernise Hachey	Speech-Language Pathologist
Kelly Mead	Speech-Language Pathologist
Theresa McVea	Audiologist

### 2025 Activities

The committee worked diligently to develop the RCASLPNB Standards of Practice and provided thoughtful review and recommendations to the Registrar and Deputy Registrar on key College documents.

### Purpose

The Practice Advisory Committee (PAC) supports public protection by ensuring that regulatory documents guiding audiology and speech-language pathology remain current, evidence-based, and aligned with best practices. Through its review and recommendations, informed by clinical expertise, the committee helps maintain high professional and ethical standards for registrants. This work promotes safe, competent, and consistent care for clients across New Brunswick.

## 3 - Complaints Committee

The Complaints Committee was newly constituted in 2025 to meet the requirements of the College's new legislation. Under the previous legislation, the committee consisted of a single registrant. With the implementation of the new Act, RCASLPNB expanded the committee to include three (3) registrants and one (1) public member, strengthening transparency and accountability. We are grateful to the registrants who volunteer their time to support the College's public protection mandate.

### Committee Members

Claudine Godbout-Lavoie	Speech-Language Pathologist
Melanie Volpé-O'Brien	Speech-Language Pathologist
Stephanie Tinker	Audiologist
Dr. Laurie Potter	Public Member

### Purpose

The Complaints Committee fulfills its public protection mandate by ensuring that concerns about registrant conduct or competence are addressed promptly, fairly, and in accordance with the *Audiology and Speech-Language Pathology Act*. The committee reviews complaints to determine their merit and appropriate disposition, and when necessary, refers matters to the Discipline Committee for further investigation and potential action. This process helps maintain accountability within the profession and ensures that clients receive safe, ethical, and competent care.

*Audiology and Speech-Language Pathology Act (2025)*

### 2025 Activities

The Complaints Committee has not been active to date in 2025.

[How to File a Complaint](#)

## 4 - Discipline Committee

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The Discipline Committee is currently at full constitution.

### Committee Members

Leslie Nowatuwila	Audiologist
Evan Phinney	Audiologist
Krista Kidd	Speech-Language Pathologist
Brigitte Mahoney	Speech-Language Pathologist
Rhonda Rubin	Speech-Language Pathologist
Marilyn Babineau	Public Member

### Purpose

The purpose of the Discipline Committee is to consider the complaint referred by the Complaints Committee, hear the evidence, ascertain the facts and make a decision with respect to the merits of each complaint as to whether the member is guilty of a matter described in the *Audiology and Speech-Language Pathology Act*.

*Audiology and Speech-Language Pathology Act (2025)*

### 2025 Activities

The Discipline Committee has not been active to date in 2025.

[How to File a Complaint](#)

## 5 - Finance Committee

The Finance Committee remains fully constituted, ensuring strong oversight of the College's financial governance. The committee benefits from the continuity of its public member, a former accountant, who is currently serving a second term.

### Committee Members

Angela Kaiser-Hansen	Audiologist/Council Member
Nicole Fowler	Registrar/Executive Director
Richard Novlesky	Public Member

### Purpose

The Finance Committee supports Council's mandate by ensuring strong financial governance. Its work focuses on identifying and addressing financial risks, ensuring accurate and transparent reporting, and improving operational efficiency. By safeguarding the College's financial integrity, the committee helps maintain the resources necessary to fulfill RCASLPNB's mandate of protecting the public through competent, ethical, and accountable professional practice.

### 2025 Activities

	The Finance Committee implemented a robust financial monitoring system developed by its public member, a former accountant. This system strengthens oversight by providing real-time financial tracking, accurate year-end forecasting, and early identification of potential risks or red flags, ensuring proactive and transparent financial management.
	The committee met two weeks prior to each quarterly Council meeting to conduct a thorough review of the financial statements and identify any potential risks, ensuring Council was well-informed for decision-making.
	In 2025, the Finance Committee developed a set of robust financial policies, all of which have been reviewed and approved by Council, strengthening governance and accountability.

## 6 - Nominations Committee

	<p>RCASLPNB is <b>urgently</b> seeking one audiologist and one speech-language pathologist to serve annually and as required on the new Nominations Committee.</p>
	<p>Count your volunteer time as CEEs or as currency hours as part of the registrant Quality Assurance Program.</p>
	<p>Submit your request today to volunteer. <b><u><a href="#">Volunteer Opportunities</a></u></b></p> <p>If you are interested in having an active voice in which Council members will hold the position of Chair and Vice Chair, and which registrants will serve on the Council, please reach out directly to the Registrar/Executive Director at <b><u><a href="mailto:registrar@rcaslpnb.ca">registrar@rcaslpnb.ca</a></u></b> to inquire about this opportunity.</p>

### Committee Members

Insert your name here	Audiologist
Insert your name here	Speech-Language Pathologist

### Purpose

This committee is responsible for reviewing applications for positions on Council and making informed recommendations to the Council regarding Council constitution.

### 2025 Activities

The Nominations Committee once fully constituted will contribute to the recommended appointments for the new Chair and Vice Chair who will hold their new positions beginning in January of 2026.



## Recognizing Our Volunteers

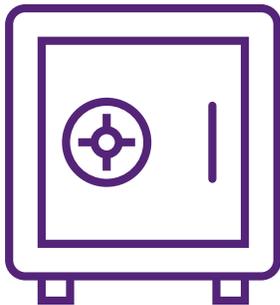
We extend our sincere gratitude to the many volunteers who make our work possible. A regulatory body depends on the dedication of individuals who generously share their time and expertise. Volunteering your time strengthens our ability to fulfill our mandate of protecting the public and reinforces the privilege of being a self-regulated profession. Remember to count your volunteer time as either part of your CEEs or your currency hours.

Thank you to all our volunteers - public representatives appointed by government and professionals who are registrants of RCASLPNB - for your invaluable contributions to Council and Committees. Your commitment is essential to fulfilling our legislated mandate, and we deeply appreciate your service.

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## RCASLPNB FINANCIALS

How is our revenue being utilized to meet our legislated mandate?



Please see the following pages of this report to review the accountant's 2024 Annual Review Engagement Report.

REGULATORY COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF NEW  
BRUNSWICK  
MONCTON, N.B.

FINANCIAL STATEMENTS  
(UNAUDITED)  
DECEMBER 31, 2024

ORDRE DES AUDIOLOGISTES ET DES ORTHOPHONISTES DU NOUVEAU-BRUNSWICK  
MONCTON, N.-B.

ÉTATS FINANCIERS  
(NON AUDITÉ)  
LE 31 DÉCEMBRE 2024

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Board of Directors of Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick,

We have reviewed the accompanying financial statements of Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick that comprise the balance sheet as at December 31, 2024, and the statement of income 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.

**Practitioner's Responsibility**

Our responsibility is to express a conclusion on the accompanying statement 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 information 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 the financial statements do not present fairly, in all material respects, the financial position of Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick as at December 31, 2024, 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.

**Other Matter**

The financial statements of Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick for the year ended December 31, 2023 were reviewed by another practitioner who expressed an unmodified conclusion on those financial statements on August 20, 2024.

Moncton, N.B.  
July 23, 2025

.....*Allain & Associates*.....  
ALLAIN & ASSOCIATES  
CHARTERED PROFESSIONAL ACCOUNTANTS

RAPPORT DE MISSION D'EXAMEN DU PROFESSIONNEL EN EXERCICE INDÉPENDANT

Au Conseil d'administration de l'Ordre des audiologistes et des orthophonistes du Nouveau-Brunswick,

Nous avons effectué l'examen des états financiers ci-joints de l'Ordre des audiologistes et des orthophonistes du Nouveau-Brunswick, qui comprennent le bilan au 31 décembre 2024, et les états des résultats, de l'évolution de l'actif net et des flux de trésorerie pour l'exercice terminé à cette date ainsi qu'un résumé des principales méthodes comptables et d'autres informations.

**Responsabilité de la direction à l'égard des états financiers**

La direction est responsable de la préparation et de la présentation fidèle de ces états financiers conformément aux normes comptables pour les organismes sans but lucratif du Canada, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation d'états financiers exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

**Responsabilité du professionnel en exercice**

Notre responsabilité consiste à exprimer une conclusion sur les états financiers ci-joints en nous fondant sur notre examen. Nous avons effectué notre examen conformément aux normes d'examen généralement reconnues du Canada, qui exigent que nous nous conformions aux règles de déontologies pertinentes.

Un examen d'états financiers conforme aux normes d'examen généralement reconnues du Canada est une mission d'assurance limitée. Le professionnel en exercice met en œuvre des procédures qui consistent principalement en des demandes d'informations auprès de la direction et d'autres personnes au sein de l'entité, selon le cas, ainsi qu'en des procédures analytiques, et évalue les éléments probants obtenus.

Les procédures mises en œuvre dans un examen sont considérablement plus restreintes en étendue que celles mises en œuvre dans un audit réalisé conformément aux normes d'audit généralement reconnues du Canada, et elles sont de nature différente. Par conséquent, nous n'exprimons pas une opinion d'audit sur les états financiers.

**Conclusion**

Au cours de notre examen, nous n'avons rien relevé qui nous porte à croire que les états financiers ne donnent pas, dans tous leurs aspects significatifs, une image fidèle de la situation financière de l'Ordre des audiologistes et des orthophonistes du Nouveau-Brunswick au 31 décembre 2024, ainsi que des résultats de son exploitation et de ses flux de trésorerie pour l'exercice terminé à cette date, conformément aux normes comptables pour les organismes sans but lucratif du Canada.

**Autres points**

Les états financiers de l'Ordre des audiologistes et des orthophonistes du Nouveau-Brunswick pour l'exercice clos le 31 décembre 2023 ont été examinés par un autre professionnel en exercice, qui a exprimé sur ces états une conclusion non modifiée en date du 20 août 2024.

Moncton, N.-B.  
Le 23 juillet 2025

*Allain & Associés*  
ALLAIN & ASSOCIÉS  
COMPTABLES PROFESSIONNELS AGRÉÉS

REGULATORY COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF NEW BRUNSWICK  
ORDRE DES AUDIOLOGISTES ET DES ORTHOPHONISTES DU NOUVEAU-BRUNSWICK

STATEMENT OF INCOME AND CHANGE IN NET ASSETS (UNAUDITED)  
FOR THE YEAR ENDED DECEMBER 31, 2024

ÉTAT DES RÉSULTATS ET DE L'ÉVOLUTION DE L'ACTIF NET (NON AUDITÉ)  
POUR L'EXERCICE CLOS LE 31 DÉCEMBRE 2024

	<u>2024</u>	<u>2023</u>	
Revenues			Revenus
Membership dues and administration fee	\$ 313,133	\$ 191,751	Cotisations des membres et frais d'administration
Grants	1,900	22,390	Octrois
Miscellaneous revenue	226	50	Revenus divers
	<u>315,259</u>	<u>214,191</u>	
Expenses			Dépenses
Advertising	4,351	15,032	Publicité
Wages	168,576	133,045	Salaires
Dues, provincial fee and licenses	988	1,971	Cotisations, frais provincial et licences
Bank charges	3,847	1,447	Frais bancaires
Insurance	2,560	3,320	Assurance
Website	43,816	5,918	Site web
Travel expenses	2,926	4,886	Déplacements
Office expenses	3,031	1,669	Dépenses de bureau
Professional fees	42,666	70,443	Frais professionnels
Executive committee	9,981	7,425	Comité exécutif
Staff training	3,412	-	Formation des employé(e)s
	<u>286,154</u>	<u>245,156</u>	
Excess (deficiency) of revenues over expenses	29,105	(30,965)	Excédent (insuffisance) des revenus sur les dépenses
Net gain on investment	<u>8,507</u>	<u>6,047</u>	Gain net sur investissement
Net income for the year	37,612	(24,918)	Bénéfice net de l'année
Transfer from training reserve fund	-	53,316	Transfert du fonds de réserve pour la formation
Transfer from conference fund	-	15,707	Transfert du fonds de la conférence
Transfer to Contingency fund	(7,500)	-	Tranferts au Fonds de réserve - éventualités
Net assets, beginning of year	<u>97,825</u>	<u>53,720</u>	Actif net, début d'exercice
Net assets, end of year	<u>\$ 127,937</u>	<u>\$ 97,825</u>	Actif net, fin d'exercice

*The accompanying notes are an integral part of these financial statements.  
Les notes complémentaires ci-jointes font partie intégrante des états financiers.*

REGULATORY COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF NEW BRUNSWICK  
ORDRE DES AUDIOLOGISTES ET DES ORTHOPHONISTES DU NOUVEAU-BRUNSWICK

BALANCE SHEET (UNAUDITED)  
AS AT DECEMBER 31, 2024

BILAN (NON AUDITÉ)  
AU 31 DÉCEMBRE 2024

<u>ASSETS</u>	<u>2024</u>	<u>2023</u>	<u>ACTIF</u>
Current			À court terme
Cash	\$ 387,628	\$ 352,523	Trésorerie
Due from Contingency fund	-	27,210	Dû du Fonds de réserve - éventualités
Due from Unrestricted fund	5,809	-	Dû du Fonds non affectés
Short term investments	5,000	5,000	Investissements à court terme
Prepaid expenses	1,089	-	Frais payés d'avance
	<u>399,526</u>	<u>384,733</u>	
Unrestricted investments	40,789	37,004	Investissements non affectés
Reserve fund			Fonds de réserve
Investments	93,481	162,687	Investissements
	<u>\$ 533,796</u>	<u>\$ 584,424</u>	
 <u>LIABILITIES</u>			 <u>PASSIF</u>
Current			À court terme
Accounts payable and accrued liabilities	\$ 11,311	\$ 36,654	Comptes à payer et frais courus
Deferred revenue (Note 2)	289,450	287,258	Revenus différés (Note 2)
Due to Contingency fund	5,809	-	Dû au Fonds de réserve - éventualités
Due to Unrestricted fund	-	27,210	Dû au Fonds non affectés
	<u>306,570</u>	<u>351,122</u>	
 <u>NET ASSETS</u>			 <u>ACTIFS NETS</u>
Unrestricted fund	127,937	97,825	Fonds non affectés
Contingency reserve fund (Note 4)	99,289	135,477	Fonds de réserve - éventualité (Note 4)
	<u>\$ 533,796</u>	<u>\$ 584,424</u>	

APPROVED ON BEHALF OF THE BOARD:

.....Director

.....Director

AU NOM DU CONSEIL:

..... Administrateur

..... Administrateur

*The accompanying notes are an integral part of these financial statements.*  
*Les notes complémentaires ci-jointes font partie intégrante des états financiers.*

REGULATORY COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF NEW BRUNSWICK  
ORDRE DES AUDIOLOGISTES ET DES ORTHOPHONISTES DU NOUVEAU-BRUNSWICK

STATEMENT OF CASH FLOWS (UNAUDITED)  
FOR THE YEAR ENDED DECEMBER 31, 2024

ÉTAT DES FLUX DE TRÉSORERIE (NON AUDITÉ)  
POUR L'EXERCICE TERMINÉ LE 31 DÉCEMBRE 2024

	<u>2024</u>	<u>2023</u>	
<b>Operating activities</b>			<b>Activités d'exploitation</b>
Excess (deficiency) of expenses over revenues	\$ 37,612	\$ (24,918)	Excédent (insuffisance) des dépenses sur les revenus
Transfer from other funds	<u>(7,500)</u>	<u>69,023</u>	Transferts des autres fonds
	30,112	44,105	
 Net change in non-cash working capital items:			 Variation nette des éléments hors trésorerie du fonds de roulement :
Due to (from) other funds	(36,188)	(37,943)	Dû aux (des) autres fonds
Prepaid expenses	(1,089)	-	Frais payés d'avance
Accounts payable and accrued liabilities	(25,343)	7,153	Comptes à payer et frais courus
Deferred revenue	2,192	120,807	Revenus différés
	<u>(60,428)</u>	<u>90,017</u>	
 <b>Investing activities</b>			 <b>Activités d'investissement</b>
Proceeds of investments	<u>65,421</u>	<u>17,912</u>	Produit des investissements
 Increase in cash and cash equivalents	35,105	152,034	 Augmentation de la trésorerie et des équivalents de trésorerie
 Cash and cash equivalents, beginning of year	<u>352,523</u>	<u>200,489</u>	 Trésorerie et équivalents de trésorerie, début d'exercice
 Cash and cash equivalents, end of year	<u>\$ 387,628</u>	<u>\$ 352,523</u>	 Trésorerie et équivalents de trésorerie, fin d'exercice

*The accompanying notes are an integral part of these financial statements.  
Les notes complémentaires ci-jointes font partie intégrante des états financiers.*

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DÉCEMBRE 2024

***Status and purpose of the organization***

The Regulatory College of Audiologists and Speech-Language Pathologists of New Brunswick (formerly known as the New Brunswick Association of Speech-Language Pathologists and Audiologists Inc.) has been established to regulate the activities of the professionals in New Brunswick. The organization is an incorporated non-profit organization and as such is exempt from tax on income under paragraph 149(1)(l) of the Income Tax Act.

***Statut et objectif de l'organisme***

*L'Ordre des audiologistes et des orthophonistes du Nouveau-Brunswick (anciennement connue sous le nom d'Association des orthophonistes et audiologistes du Nouveau-Brunswick Inc.) a été établie afin de réglementer la profession au Nouveau-Brunswick. L'organisme est constitué en vertu de la Loi sur les corporations du Nouveau-Brunswick à titre d'organisme sans but lucratif et de ce fait est exempt d'impôt selon l'alinéa 149(1)(l) de la Loi de l'impôt sur le revenu.*

**1. Summary of significant accounting policies**

***Résumé des principales méthodes comptables***

**Basis of presentation**

The financial information have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO) and include the following significant accounting policies:

***Mode de présentation***

*Les états financiers de l'organisme ont été établis conformément aux Normes comptables pour les organismes sans but lucratif du Canada (NCOSBL) et comprennent les principales méthodes comptables suivantes:*

**Use of estimates**

When preparing financial statements in accordance with ASNPO, management is required to make certain estimates and assumptions related to the:

Reported amounts of revenue and expenses for the year;  
Reported amounts of assets and liabilities; and  
Disclosure of contingent assets and liabilities at the report date.

Assumptions are based on a number of factors, including historical experience, current events and actions that the organization may undertake in future, and other assumptions believed reasonable under the circumstances. These estimates are periodically reviewed and, accordingly, adjustments made to these estimates are taken into income in the year in which it is determined. These estimates are subject to measurement uncertainty, and actual results may therefore differ from those estimates.

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DECEMBRE 2024

**1. Summary of significant accounting policies (continued)**

***Résumé des principales méthodes comptables (suite)***

***Utilisation d'estimations***

*Lorsque la direction établit les états financiers selon les NCOSBL du Canada, elle fait des estimations et pose des hypothèses relatives aux éléments suivants :*

*les montants présentés au titre des produits et des charges;*

*les montants présentés au titre des actifs et des passifs;*

*les informations fournies au sujet des actifs et des passifs éventuels.*

*La direction établit ses hypothèses en fonction d'un certain nombre de facteurs, notamment son expérience, les événements en cours et les mesures que l'organisme pourrait prendre ultérieurement, ainsi que d'autres hypothèses qu'elle juge raisonnables dans les circonstances. Ces estimations font l'objet de revues périodiques et, le cas échéant, les ajustements y afférents sont comptabilisés dans le résultat de l'exercice au cours duquel ils sont établis. Les résultats réels pourraient ne pas correspondre aux estimations si les circonstances et les hypothèses étaient différentes.*

**Fund accounting**

The organization uses fund accounting whereby the activities of the Reserve Funds are shown separately from the Unrestricted Fund. The Unrestricted Fund includes all activities and administration relating to the regulation of the profession. The Reserve Fund was established for contingency purposes.

***Comptabilité par fonds***

*L'organisation utilise une comptabilité par fonds, où les activités du fonds de réserve sont présentées séparément du fonds non affectés. Ce dernier comprend toutes les activités et l'administration liées à la réglementation de la profession. Le fonds de réserve a été créé à des fins de prévoyance d'éventualités.*

**Revenue recognition**

The organization follows the restricted fund method whereby externally restricted contributions (grants and donations) are recognized in the fund corresponding to the purpose for which they were contributed. Restricted contributions for which no corresponding restricted fund is presented must be recognized in the Unrestricted Fund using the deferral method. Unrestricted contributions are recognized as revenues in the Unrestricted Fund.

The organization recognizes grants when collection is reasonably assured.

Member fees are recognized as revenue proportionately over the fiscal year to which they relate.

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DECEMBRE 2024

**1. Summary of significant accounting policies (continued)**

***Résumé des principales méthodes comptables (suite)***

***Constatation des revenus***

*L'organisme utilise la méthode de la comptabilité par fonds affectés. Selon la comptabilité par fonds affectés, les apports (subventions et dons) grevés d'affectations externes sont constatés dans le fonds correspondant à l'objet pour lequel ils sont versés. Les apports affectés pour lesquels l'organisme ne présente pas de fonds affecté correspondant doivent être comptabilisés dans le fonds non affectés selon la méthode du report. Les apports qui ne sont grevés d'aucune affectation sont constatés comme produits du fonds non affectés.*

*L'organisme comptabilise les subventions lorsque leur réception est raisonnablement assurée.*

*Les cotisations sont constatées à titre de produits au prorata dans l'exercice auquel elles se rapportent.*

**Capital assets**

Capital assets are recorded as expenses in the year they are acquired. There is no capital acquisition this year.

**Immobilisations**

*Les immobilisations sont imputées aux résultats au cours de l'exercice où elles sont acquises. Aucune acquisition d'immobilisations n'a été réalisée cette année.*

**Cash and cash equivalents**

The organization's policy is to present bank balances and short term investments with a maturity period of three months or less from the date of acquisition under cash and cash equivalents.

**Trésorerie et équivalents de trésorerie**

*La politique de l'organisation est de présenter les soldes bancaires et les investissements à court terme dont la période d'échéance est de trois mois ou moins à compter de la date d'acquisition sous forme de trésorerie et d'équivalents de trésorerie.*

**Financial instrument**

***Initial and subsequent measurement***

The organization initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value.

Financial assets and financial liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the organization is in the capacity of management, are initially measured at cost. The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms.

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DECEMBRE 2024

**1. Summary of significant accounting policies (continued)**

***Résumé des principales méthodes comptables (suite)***

**Financial instrument (continued)**

The organization subsequently measures all its financial assets and liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value of these financial instruments are recognized in income in the period incurred.

Financial assets measured at amortized cost include cash, short-term investment and accounts receivable. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

The organization's financial assets measured at fair value include long-term investments.

***Impairment***

For financial assets measured at cost or amortized cost, the organization determines whether there are indications of possible impairment. When there is an indication of impairment, and the organization determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in income. A previously recognized impairment loss may be reversed. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in income.

***Instruments financiers***

Évaluation initiale et ultérieure

*L'organisation évalue initialement ses actifs financiers et ses passifs financiers créés ou échangés dans des opérations conclues dans des conditions de pleine concurrence à la juste valeur.*

*Les actifs financiers et passifs financiers qui ont été créés ou échangés dans des opérations entre apparentés, sauf pour les parties qui n'ont pas d'autre relation avec l'organisation qu'en leur qualité de membres de la direction, sont initialement évalués au coût. Le coût d'un instrument financier issu d'une opération entre apparentés dépend du fait que cet instrument est assorti ou non de modalités de remboursement.*

*Elle évalue ultérieurement tous ses actifs et passifs financiers au coût ou au coût après amortissement à l'exception des placements dans des instruments de capitaux propres cotés sur un marché actif, qui sont évalués à la juste valeur. Les variations de juste valeur sont comptabilisées dans les résultats.*

*Les actifs financiers évalués au coût amorti comprennent la trésorerie, les placements à court terme et les comptes débiteurs. Les passifs financiers évalués au coût amorti comprennent les comptes à payer et frais courus.*

*Les actifs financiers de l'organisme évalués à la juste valeur se composent des investissements à long terme.*

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DÉCEMBRE 2024

**1. Summary of significant accounting policies (continued)**

***Résumé des principales méthodes comptables (suite)***

***Instruments financiers (suite)***

**Dépréciation**

*En ce qui a trait aux actifs financiers évalués au coût ou au coût après amortissement, l'organisation détermine s'il existe des indications d'une possible dépréciation. Dans l'affirmative, et si l'organisation détermine qu'il y a eu au cours de l'exercice un changement défavorable important dans le calendrier ou le montant prévu des flux de trésorerie futurs, une réduction de valeur est comptabilisée aux résultats. Une moins-value déjà comptabilisée peut faire l'objet d'une reprise de valeur dans la mesure de l'amélioration. La valeur comptable de l'actif financier ne peut être supérieure à ce qu'elle aurait été à la date de reprise si la moins-value n'avait jamais été comptabilisée. La reprise de valeur est comptabilisée aux résultats.*

**2. Deferred revenue**

***Revenus différés***

Membership dues relating to the next fiscal year.

*Cotisations des membres qui se rapportent au prochain exercice.*

	<u>2024</u>	<u>2023</u>	
Balance, beginning of year	\$ 287,258	\$ 166,451	Solde, début de l'exercice
Plus: Amount received	341,992	298,058	Plus : Montant reçu
Less: Amount recognized under revenue in the current year	(339,800)	(177,251)	Moins: Montant constaté à titre de revenus de l'exercice
Balance, end of year	<u>\$ 289,450</u>	<u>\$ 287,258</u>	Solde, fin de l'exercice

**3. Training reserve fund**

***Fonds de réserve pour la formation***

	<u>2024</u>	<u>2023</u>	
Balance, beginning of year	\$ -	\$ 52,936	Solde, début de l'exercice
Net gain on investments	-	3,899	Gain net sur investissements
Bursaries	-	(3,519)	Bourses
Transfer to unrestricted fund	-	(53,316)	Transfert au fonds non affectés
Balance, end of year	<u>\$ -</u>	<u>\$ -</u>	Solde, fin de l'exercice

REGULATORY COLLEGE OF AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS OF NEW BRUNSWICK  
ORDRE DES AUDIOLOGISTES ET DES ORTHOPHONISTES DU NOUVEAU-BRUNSWICK

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DÉCEMBRE 2024

**3. Training reserve fund (continued)**

***Fonds de réserve pour la formation (suite)***

The purpose of the Training Reserve Fund was to improve the quality and quantity of continuing education opportunities available to the organization's members in the province. The fund was managed by the TTF Board of Trustees (members were appointed by the organization executive council). In 2023, the organization has divested of association dues and has transferred the remaining funds to the Unrestricted funds.

*Le Fonds de réserve pour la formation visait à améliorer la qualité et la quantité des possibilités de formation continue offertes aux membres de l'organisme dans la province. Le fonds était géré par le conseil d'administration de la TTF (les membres étaient nommés par le conseil exécutif de l'organisme). En 2023, l'organisme a liquidé ses cotisations et transféré le solde au fonds non affectés.*

**4. Contingency fund**

***Fonds de réserve - éventualités***

	<u>2024</u>	<u>2023</u>	
Balance, beginning of year	\$ 135,477	\$ 186,074	Solde, début de l'exercice
Contributions received	7,500	6,300	Contributions reçues
Net gain on investments	14,229	13,475	Gain net sur investissements
Legal fees	(57,917)	(70,372)	Frais légaux
Balance, end of year	<u>\$ 99,289</u>	<u>\$ 135,477</u>	Solde, fin de l'exercice

The fund was established to ensure funds would be immediately available to cover any cost regarding legal action taken by or against the organization.

*Ce fonds a été créé pour garantir la disponibilité immédiate de fonds afin de couvrir les frais liés à toute action en justice intentée par ou contre l'organisation.*

**5. Conference fund**

***Fonds de conférence***

	<u>2024</u>	<u>2023</u>	
Balance, beginning of year	\$ -	\$ 15,707	Solde, début de l'exercice
Conference income	-	-	Revenu de conférence
Conference expenses	-	-	Dépenses de conférence
Transfer to unrestricted fund	-	(15,707)	Transfert aux fonds non affectés
Balance, end of year	<u>\$ -</u>	<u>\$ -</u>	Solde, fin de l'exercice

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DECEMBRE 2024

**5. Conference fund (continued)**

***Fonds de conférence (suite)***

The Fund was established in 2021 to retain surplus made from virtual conferences for use at biennial in-person conferences. In 2023, the organization has divested of association dues and has transferred the remaining funds to the unrestricted funds.

*Le Fonds a été créé en 2021 afin de conserver l'excédent des conférences virtuelles pour les utiliser lors des conférences biennales en présentiel. En 2023, l'organisation a liquidé les cotisations de l'association et a transféré le solde aux fonds non affectés.*

**6. Financial instruments**

***Instrument financiers***

The organization uses risk management to monitor and manage risks arising from financial instruments. These risks include credit risk and liquidity risk.

*L'organisme utilise la gestion des risques pour suivre et gérer les risques découlant d'instruments financiers. Ces risques comprennent le risque de crédit et le risque de liquidité.*

The organization does not use derivative financial instruments to mitigate these risks.

*L'organisme n'a pas recours à des instruments financiers dérivés pour atténuer ces risques.*

**Credit risk**

The organization's exposure to credit risk is principally derived from cash and cash equivalents and short-term and long term investments.

The organization maintains cash and cash equivalents with major financial institutions. The credit risk from counter parties not paying accounts receivable is not considered to be significant. The investments include investments issued by high-credit quality organizations and financial institutions. Management considers the risk of non-performance of these instruments to be remote. There has been no change to the risk exposures from last year.

***Risque de crédit***

*L'exposition de l'organisation au risque de crédit provient principalement de la trésorerie et des équivalents de trésorerie ainsi que des investissements à court et à long terme.*

*L'organisation détient des liquidités et des équivalents de trésorerie auprès d'institutions financières reconnues. Le risque de crédit lié au non-paiement des créances par des contreparties n'est pas considéré comme significatif. Les placements comprennent des placements émis par des organismes et institutions financières de premier ordre. La direction considère que le risque de non-exécution de ces instruments est faible. L'exposition au risque est restée inchangée par rapport à l'exercice précédent.*

NOTES TO THE FINANCIAL STATEMENTS (UNAUDITED)

DECEMBER 31, 2024

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS (NON AUDITÉ)

31 DECEMBRE 2024

**6. Financial instruments (continued)**

*Instruments financiers (suite)*

**Interest rate risk**

The organization is exposed to interest rate risk with respect to the following financial instruments: cash and cash equivalents and investments. Changes in interest rates can affect the fair value of investments and the cash flows related to interest income and expense. There has been no change to the risk exposures from last year.

***Risque de taux d'intérêt***

*L'organisation est exposée au risque de taux d'intérêt sur les instruments financiers suivants : trésorerie et équivalents de trésorerie, et placements. Les variations de taux d'intérêt peuvent affecter la juste valeur des placements et les flux de trésorerie liés aux produits et charges d'intérêts. L'exposition au risque est restée inchangée par rapport à l'exercice précédent.*

**Liquidity risk**

Liquidity risk is dependent on receipt of funds from sales and continued access to sufficient credit facilities to be able to pay our liabilities as they become due. There has been no change to the risk exposures from last year.

***Risque de liquidité***

*Le risque de liquidité est lié à l'encaissement des fonds provenant des droits d'adhésion, des subventions des différents paliers du gouvernement et d'autres sources dont l'organisme a besoin pour s'acquitter de ses dettes à l'échéance. Il n'y a eu aucun changement dans le risque depuis le dernier exercice.*