

CSMLS

Annual Report 2007

Excellence in Medical Laboratory Science

Canadian Society for Medical Laboratory Science



Annual Report

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Vision, Mission, Values

Vision

Excellence in Medical Laboratory Science

Mission

To maintain excellence in certification and standards of practice for medical laboratory science in Canada.

- To promote a culture of lifelong learning in the medical laboratory community.
- To be the national voice and the advocate for medical laboratory science.
- To provide exemplary service to our members.
- To develop innovative partnerships with health care organizations and other stakeholders.
- To be a leader in the international community.



Values

CSMLS is committed to promoting high ethical and professional values. We strive for excellence in all our endeavours. The foundation of our organization is built upon:

Integrity

- Our actions are honest and trustworthy.
- Our processes are democratic and open.

Accountability

- We are responsible to our membership and stakeholders.
- We maintain and promote high standards of practice in the delivery of quality health care.

Respect

- We build professional partnerships through consensus and collaboration.
- We value the dignity, equality, diversity and privacy of all.
- We value, encourage and support volunteers and staff.

Commitment

- Our standards ensure high quality medical laboratory professionals who are valued throughout Canada and the world.
- We are proactive in meeting the needs of our members and our community.

President's Report

Robin Power




Being President in 2007 was a bit like sky diving—exciting, terrifying and exhilarating all at the same time.

CSMLS took the plunge into the first phase of our advocacy program. Ably assisted by our government relations consultants at Impact Public Affairs, representatives of the Board of Directors and the executive staff met with a total of 14 members of Parliament in 2007.

The highlight of our advocacy activities was the 'mini-lobby day' on Parliament Hill on April 24. We started the day by unveiling CSMLS's new public service announcement for National Medical Laboratory Week in the new biochemistry and hematology laboratory at the Ottawa Hospital. Mr. Steven Fletcher, Member of Parliament for Charleswood—St. James—Assiniboia and Parliamentary Secretary to the Minister of Health, was on hand to say a few words about the important role that medical laboratory professionals play in Canada's health care system. Later in the day, Director of

Certification, Christine Nielsen, Executive Director, Kurt Davis, President Elect, Susan Atkinson and I met with members of Parliament and officials from Health Canada and Human Resources and Social Development Canada (HRSDC).

In March, Kurt delivered a presentation on the challenges of integrating internationally-educated medical laboratory professionals into the Canadian workforce at a special session of the Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities (HUMA). He also represented CSMLS at three important multi-disciplinary health care meetings; The Joint Committee for the Cancer Workforce, The Taming of the Queue and The Canadian Institute on Health Information's Human Resource Summit. Participating in events such as these gives us the opportunity to voice our concerns about issues affecting the medical laboratory profession and broadens our perspective on the health care system as a whole.



To be truly effective, we must actively engage all of our members in our advocacy efforts. In the fall, we sent a survey to our members to help us identify the priorities for action in the coming years; we received over 750 responses. A report on the results of the survey will be published in CJMLS later in 2008.

The availability of reliable, profession-specific information is crucial to the success of the CSMLS strategic plan. Over the past year, Director of Research, Dr. Moira Grant has established the foundation for the society's strategic research initiatives by developing an ethical review policy, a policy statement on ethical conduct in research and a comprehensive set of guidelines. The Board of Directors recently approved the appointment of a 12-member Research Ethics Board. With the foundation firmly in place, we have ensured that the ethical conduct of research is a guiding principle for our research endeavors. This in turn will enhance the credibility of our research program and expand our access to major sources of funding.

In May, we hosted our first ever Leadership Forum in Hamilton. The program was a total departure from our traditional congress and we weren't completely sure of how it would be received by our members. From the moment opening keynote speaker Stephen Lewis took the stage, it was clear that the decision to break from tradition was the right one. We received glowing comments from delegates about the quality of the program, and the event was financially successful. Many thanks to my colleague on the Board of Directors, Kate Gagliardi, for having had the courage to Chair this ground-breaking event, and to the volunteers and members of the CSMLS staff who worked so hard to make it a success.

We received good news in June when we learned that the Canadian Medical Association's Conjoint Committee on Accreditation (CCA) had accepted our proposal to include medical laboratory assistants in the national accreditation process. This will ensure that education programs for medical laboratory assistants meet national standards established by the CCA.

In keeping with our year of 'firsts,' we have adopted a new format for this year's annual report. Rather than presenting departmental reports, we have presented the highlights of the key areas of the strategic plan. I hope that when you read the rest of the annual report, you will share the same sense of pride that I feel about CSMLS's accomplishments in 2007. CSMLS has truly become the 'national voice' of Canada's medical laboratory professionals and is living our vision of "excellence in medical laboratory science."



Report of the Executive Director

Kurt Davis

In 2006, we had a vision. Our Board of Directors launched a landmark strategic plan that moved us beyond our comfort zone and challenged us to take risks. The plan set bold objectives for us, particularly in the areas of research and advocacy. Putting the plan into action required a tremendous investment in terms of time and commitment, and in 2007, we started to see results.

As you'll read in the research section of this report, CSMLS received a total of \$245,204 in research grants in 2007. This is unprecedented in the Society's history and validates the Board of Director's decision to take make research one of the cornerstones of the strategic plan. Investing in research today will provide accurate data and information that can be used by employers, educators, governments and health policy planners, to make informed decisions about the future of Canada's medical laboratory profession.

Working with our new government relations firm, Impact Public Affairs, has been a learning

experience for us. CSMLS has enjoyed many successes in the area of advocacy, but in order to move to 'the next level,' the Board recognized that we needed the expertise of an experienced government relations specialist. Impact's President, Huw Williams, has worked on the staffs of several political officials at the national and provincial levels and has extensive experience in media relations and communications. His insight and expertise has helped us develop a more strategic approach to government relations—one that has already yielded positive results for the Society.

There was a time, not so long ago, when CSMLS had to ask to be invited to attend meetings of health care leaders and government decision makers. As a result, important public policy decisions about the health care system were made without input from medical laboratory professionals. CSMLS is now represented on several health care organizations (for the complete list see page 12). Our expertise on medical laboratory related issues

is sought out by governments and health care organizations. As Executive Director and as a medical laboratory technologist, I am proud of the progress that we have made in raising the profile of Canada's medical laboratory professionals.

Response to the CSMLS Leadership Forum was overwhelmingly positive. Initially, we had projected that the forum would break even or perhaps, even sustain a small loss. To our pleasant surprise, the forum made a modest profit. This was due in large measure to the generous support that we received from our corporate sponsors.

Unlike our traditional national congress, the forum was planned and coordinated by members of the CSMLS staff. This was an ambitious undertaking that required many hours of additional work. I wish to thank each member of our staff for working so hard to ensure the forum's success.

CSMLS is moving towards implementing a comprehensive quality system for the head office. Unlike the laboratory where quality management is a way of life, the CSMLS staff has had little exposure to formal quality systems. We needed to take the time to educate ourselves, and to develop a quality system that meets the unique needs of a professional association. Since hiring a consultant in January of 2007, we have made significant progress. A quality policy, which serves as the foundation for our quality systems initiatives, was developed and shared with the staff. Process maps, policies and procedures were developed for key processes in each department. The next step in the quality systems initiative is implementation of a document control system that can be accessed on the office SharePoint system.

There were a number of staffing changes at the CSMLS office in 2007. The Certification Department welcomed Kim Burke as Administrative Assistant and Rosemary Baptista as Customer Service Representative. In the Communication Department, the position of Coordinator of Bilingual Services and Publications

was split into two. Richard Hockney was hired as Publications Coordinator and Claudia Niemiec was hired as Administrative Assistant, Bilingual Services. In May, Yvonne Cruden retired from her position as Customer Service Clerk, Membership Services. I wish to thank Yvonne for her many years of dedicated service to the CSMLS.

The CSMLS is extremely fortunate in so many ways. Our financial position is strong, our members are loyal, and our credibility as a leader in the medical laboratory community is growing. But without a doubt, our best asset is our dedicated volunteers from across the country. I am continually inspired by the time and energy these individuals give to the CSMLS. Thank you for contributing to a tremendous year.

CSMLS professional recognition awards



A.R. Shearer Pride of the Profession Award

John Lafferty, Hamilton, ON
Anne Robinson, Moncton, NB
Pauline Tomlin, Edmonton, AB
David Pothier, Yarmouth, NS
Eugene Smith, Dartmouth, NS

Grants & Scholarship

Financial support for continuing education and professional development is provided to CSMLS members through the Founders' Fund, International Founders' Fund, the E.V. Booth Scholarship Award and the Barbara Santalab Award. A total of \$6,035 was granted to CSMLS members in 2007.

Siemens Healthcare Diagnostics Student Scholarship Award

Sarah Taylor,
Courtney, BC
Benjamin Garcia-Canessa,
Red Deer, AB

Many thanks to award sponsor,
Siemens Healthcare
Diagnostics.



David Ball Community Service Award

Curtis Martin, Marystown, NL

Distinguished Fellowship of the CSMLS

Dr. Moira Grant
Toronto, ON



Evelyn Kokoskin
Montreal, QC

CSMLS Student Scholarships

Benjamin Garcia-Canessa,
Red Deer, AB

Sarah Taylor,
Courtney, BC

Amy MacDonald,
Ecum Secum, NS

Barbara Schmitz,
Saskatoon, SK

Many thanks to the following
companies for their support
of the CSMLS
Student Scholarships:

BD Biosciences

Cowan Insurance Brokers

MDS Laboratory Services

Ortho-Clinical Diagnostics

Honorary Membership

Lynn Policelli
Hamilton, ON



CSMLS Leadership Forum Award

Grants were provided to six
CSMLS members to attend the
first CSMLS Leadership Forum.

Jennifer Avery, Victoria, BC

Frederick Ezeanolue, Brampton, ON

Tara Hupaelo, Martensville, SK

Marc Yu, Edmonton, AB

Rana Ward, Gander, NL

Lori Foley, Stephenville, NL

Many thanks to award sponsor,
TD Meloche Monnex.

certification

- Medical laboratory assistants became the newest health care profession to join the Canadian Medical Association Conjoint Committee on Accreditation (CCA) – the national accreditation body for education programs for 15 health care professions in Canada.

The CCA is currently notifying MLA education programs of their decision and inviting them to register for accreditation (accreditation is voluntary and does involve a cost to the education program). Over the next year, the Council on National Certification will discuss timelines for transitioning the eligibility requirements for the national medical laboratory assistant certification examination. At the current time, the eligibility requirements for medical laboratory assistants are flexible. Eventually, eligibility will be restricted to those who have completed a nationally accredited MLA program bringing the certification process for medical laboratory assistants in line with that of medical laboratory technologists.

- Two fast-track item writing workshops hosted by CSMLS generated hundreds of new test items for the clinical genetics and medical laboratory assistant examinations.
- A feedback performance program was implemented for unsuccessful candidates on the medical laboratory assistant examination.
- The competency profile for diagnostic cytology was reviewed, revised and sent out for final validation.
- The first national report on examination performance was published in the February 2007 issue of CJMLS. Prior to publication, the report was sent to accredited medical laboratory technology education programs, and to ministers and deputy ministers of health and education across Canada.
- Heritage Canada awarded a \$3,125 grant to CSMLS towards the cost of translating the medical laboratory assistant competency profile and examination into French.

- An internal audit was conducted to ascertain the true costs associated with providing prior learning assessments—the process by which internationally-educated medical laboratory technologists establish eligibility to challenge the national certification examination. Following the audit, the Board of Directors approved a fee increase of 25 per cent over the next four years to bring the fee in line with the true cost of maintaining the PLA process.
- Director of Certification Christine Nielsen gave presentations on the CSMLS prior learning assessment process at several prestigious events including the Canadian Network of National Associations of Regulators' national conference and the Pan-Canadian Quality Standards in International Credential Evaluation's Stakeholder Symposium. Most notably, she delivered the keynote presentation at the Council of Atlantic Minister of Education and Training Atlantic International Credentials and Competencies Assessment and Recognition Centre Symposium.
- Christine Nielsen was elected to serve a second term as Secretary/Treasurer of the Canadian Network of National Associations of Regulators. She also obtained a Certificate of Mastery in Prior Learning Assessment from the Council of Adult and Experiential Learning.

Facts and Figures

CSMLS Certified Candidates in 2007

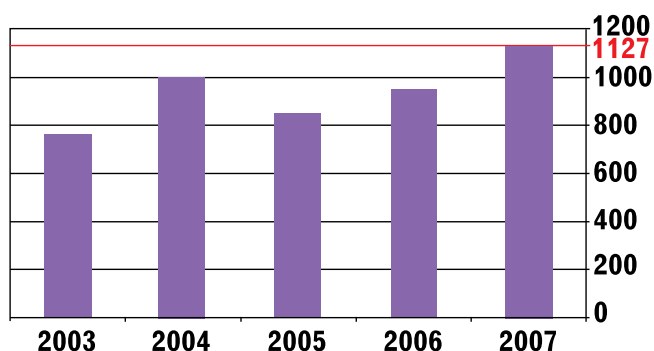
General Medical Laboratory Technology	Clinical Genetics	Diagnostic Cytology	Medical Laboratory Assistant
586	22	32	236

Number of Prior Learning Assessment Applications:

Year	Applications
2004	279
2005	279
2006	289
2007	310

continuing education

The total number of course registrations in 2007 reached a five-year high.



- The first online distance education course, *The Pre-analytical Process: What every lab professional should know*, made its debut in March on the CSMLS E- Learning Society. Feedback from course participants was very positive.
- All of the CSMLS distance education courses were converted to a standard style and electronic file format. The content of four MODE Module courses and two CSMLS distance education courses was updated.
- The majority of the 2,200 35 mm slides that accompany distance education courses were converted to digital images on CD-Rom.
- A tracking system was developed and implemented to monitor the total number of registrations for the MODE module and CSMLS distance education courses.
- The process for assessing courses for credit for CSMLS professional recognition programs and advanced certification was streamlined. A fee was introduced for course providers/institutions; the service continues to be free to all CSMLS members.

- Use of a new web-based tool, Turnitin.com, was implemented to mark all course assignments. This tool supports electronic submission and marking of assignments and detects plagiarism.
- A campaign was launched to recruit new course authors. The campaign included introduction of a 'teaching at the CSMLS' web page, development of a template for creating on-line courses on the E-Learning Society, and new advertisements in the Canadian Journal of Medical Laboratory Science and at national and provincial congresses.
- An incentive system was implemented to encourage new course authors to meet production timelines.

New Courses in 2007

CSMLS Distance Education Courses:

- Yeast and Actinomycetes
- Introduction to Ethics and Professionalism
- Quality Systems for Canadian Medical Laboratories Part 1
- Performance Management
- The Pre-analytical Process: What every lab professional should know

MODE Modules:

- Metabolic diseases of the liver
- Phlebotomy Part 1
- Phlebotomy Part 2
- Phlebotomy Part 3
- Parasites: Cestodes
- Parasites: Nematodes
- Parasites: Trematodes

advocacy

- Impact Public Affairs, the Society's government relations firm, surveyed Members of Parliament to determine their level of awareness of the medical laboratory profession and of the CSMLS. Results of the survey provided a baseline for development of the Society's advocacy program and provided valuable insights into how the profession is perceived by MPs.
- Huw Williams, President of Impact Public Affairs facilitated two sessions with the Board of Directors to review the results of the MP survey and to develop the first steps in the CSMLS advocacy program.
- CSMLS hosted a government relations workshop for members of the National Advisory and National Regulatory Councils at the Leadership Forum.
- Members of the CSMLS Board and staff participated in a mini-lobby day on Parliament Hill in Ottawa. Meetings were held with members of parliament and government officials.
- A survey was distributed with the October issue of CJMLS and posted to the website to determine which issues should be at the top of the advocacy agenda.

Meetings with Members of Parliament in 2007

NAME	RIDING	CAUCUS	ROLE
David Christopherson	Hamilton Centre, ON	NDP	NDP Critic, Infrastructure and Communities, Public Accounts
Dean Allison	Niagara West-Glanbrook, ON	Conservative	Chair of Human Resources Committee
Diane Finley	Haldimand-Norfolk, ON	Conservative	Minister of Citizenship and Immigration
Judy Wasylycia-Leis	Winnipeg North, MB	NDP	NDP Health Critic (as of October 2007)
Michael Chong	Wellington-Halton Hills, ON	Conservative	Member, Human Resources Committee
Michael Savage	Dartmouth-Cole Harbour, NS	Liberal	Liberal Human Resources Critic
Mike Wallace	Burlington, ON	Conservative	Member, Finance Committee
Patricia Davidson	Sarnia-Lambton, ON	Conservative	Member, Health Committee
Patrick Brown	Barrie, ON	Conservative	Member, Health and Human Resources Committees
Penny Priddy	Surrey North, BC	NDP	NDP Health Critic
Rob Merrifield	Yellowhead, AB	Conservative	Chair, Health Committee
Ruby Dhalla	Brampton-Springdale, ON	Liberal	Vice-Chair, Health and Human Resources Committees
Steven Fletcher	Charleswood-St. James-Assiniboia, MB	Conservative	Parliamentary Secretary to the Minister of Health
Susan Kadis	Thornhill, ON	Liberal	Vice-Chair, Health Committee



Federal Minister of Citizenship and Immigration, Diane Finley (left) gets a first-hand look at the lab at Norfolk General Hospital with Kurt Davis and Laboratory Director, Barry Vermeersch.

CSMLS Representation on External Organizations/Committees

- Health Action Lobby (HEAL)
- Canadian Network of National Associations of Regulators
- Coalition for Public Health in the 21st Century
- Canadian Council on Health Services Accreditation
- CMA Committee on Conjoint Accreditation
- Canadian Standards Association
- Collaborative Forum on Health Science Education
- Canadian Patient Safety Institute
- Canada Health Infoway

marketing and membership **services**

- A new marketing campaign was launched to promote the Advanced Registration Certification (ART). The campaign's theme, "Master the ART" was inspired by art masterpieces and features vibrantly coloured advertisements and flyers.
- Over 100 students of medical laboratory education programs completed surveys to identify how CSMLS can reach out to young people and encourage them to become members.
- A new member marketing program was implemented to enhance recruitment and retention of student members and new practitioners. The program includes a number of initiatives such as new student membership packages, welcome gifts and a 'first-timers' orientation session for delegates at the national congress.
- Recognition certificates were sent to all members with 35 years or more of membership with CSMLS.
- "Give 'um the Pickle," a comprehensive customer service program for staff, was launched.
- Pop surveys on continuing education services were completed by over 250 members at provincial congresses across the country. The results provided valuable insights into the continuing education needs of our members.
- Promotional advertisements and brochures for the 2008 Joint CSMLS/BCSLS Congress of Medical Laboratory Science in Kelowna, B.C. were developed.

communication

- The new National Medical Laboratory Week campaign—Your results matter!— was a success. The total number of orders for promotional material was the highest in a decade. A news release generated media coverage from coast to coast including live interviews on popular radio stations in Calgary and Windsor.
- An article about the Lab Test Checklist, which was developed for NMLW, was published in the July issue of Canadian Living.
- A 30-second public service announcement was produced by CSMLS to promote National Medical Laboratory Week. It aired on television stations in British Columbia, Alberta, Saskatchewan, Ontario, Nova Scotia and Newfoundland and was posted to YouTube.com.
- The Canadian Journal of Medical Laboratory Science was redesigned and launched in August 2007.
- Dan Woods was appointed to serve as Chair of the Scientific Advisory Panel.



Kurt Davis, Robin Power and Steven Fletcher (center), Secretary to the Minister of Health tour the lab at the Ottawa Hospital at the national kick-off to National Medical Laboratory Week

Facts and Figures:

Orders for NMLW Promotional Material

1997	1998*	1999	2000*	2001	2002*	2003	2004*	2005	2006*	2007
93	77	144	152	263	209	379	300	407	297	414

* Second year of a two-year campaign

quality systems

- A consultant was hired to provide expertise and guidance on the quality system initiative to the Executive Team and the Board of Directors.
- Education sessions on quality management and process mapping were held for members of the CSMLS staff.
- A quality policy was developed and shared with the CSMLS staff.
- Process maps and procedures were developed for key business processes in each department. Work started on a document control system using SharePoint.
- The Board of Directors implemented a 'consent agenda' to enhance the productivity of quarterly meetings. Under a consent agenda, routine business items, such as minutes and reports of meetings, can be approved by the Board without discussion or individual motions. This gives the Board more time to discuss substantial issues and to engage in strategic planning.

research

- An ethical review policy, a policy statement on ethical conduct in research and a comprehensive set of guidelines, CSMLS Guidelines for Research Involving Human Subjects, were developed. Twelve people were recruited to serve on the CSMLS Research Ethics Board.
- A nine-month study on simulation-based learning in medical laboratory education was completed in November 2007. *Simulation-based Learning in Medical Laboratory Education: Current Perspectives and Practices* was co-authored by Director of Research Dr. Moira Grant and Executive Director Kurt Davis, and funded by Health Canada. The final report was distributed to study participants and stakeholders in November and made available on the CSMLS website in January 2008.
- Dr. Moira Grant conducted a research study, *Preliminary Study on Recruitment and Career Awareness Strategies*, on behalf of the Association of Canadian Community Colleges and the Collaborative Forum on Health Science Education. Dr. Grant presented the results of the study at meetings of the Canadian Association of Allied Health Programs and the Collaborative Forum on Health Science Education.
- The first phase of an 18-month study entitled *Investigation of Language Assessment Tools and Benchmarks Necessary for Success for Internationally Educated Medical Laboratory Technologists*, which was funded by the Government of Ontario, was completed. Preliminary findings of the study recommended the addition of CanTest and the International English Language Testing System (IELTS) to the list of English proficiency tests that CSMLS accepts for the prior learning assessment process. This recommendation was approved by the Council on National Certification for a pilot period of six months starting in January 2008.
- 'Plain language' consultants were engaged by CSMLS to review and revise all of the documentation that is provided to internationally-educated medical laboratory technologists about the prior learning assessment process. The consultants will also advise CSMLS staff on how to use plain language principles to develop new documentation. This project was made possible with the support of a grant from the Foreign Credential Recognition Program of Human Resources and Social Development Canada.
- Dr. Moira Grant made a presentation on prior learning assessment and credentialing of internationally-educated health professionals at the Canadian Institute on Health Information's health human resources conference in December 2007.
- The Canadian Association of Schools of Nursing endorsed the costing model for clinical placements that was developed by Dr. Moira Grant and Kurt Davis. The model was first published in the 2004 CSMLS report, *Clinical Placements for Canadian Medical Laboratory Technologists: Costs, Benefits and Alternatives*.

Facts and Figures

Research Grants Awarded in 2007

\$36,462, Health Canada

Simulation-based Learning in Medical Laboratory Education: Current Perspectives and Practices

\$12,000, Health Canada

Preliminary Study on Recruitment and Career Awareness Strategies

(The grant was originally awarded to the Association of Canadian Community Colleges and the Collaborative Forum on Health Science Education. CSMLS was contracted by these associations to conduct the research.)

\$58,570, Government of Ontario

Investigation of Language Assessment Tools and Benchmarks Necessary for Success for Internationally Educated Medical Laboratory Technologists

\$138,172, Foreign Credential Recognition Program of Human Resources and Social Development Canada

CSMLS Internationally-Educated Medical Laboratory Technologists Communications Project



CSMLS Leadership Forum

May 10 -13, 2007 Hamilton Ontario

"A well-organized and thought-out conference"

"Learned from every session – excellent program!"

"This was the best Congress I have attended in 32 years"





From the heart-rending opening keynote address of Stephen Lewis, to Nick Bontis's sensational close, delegates agreed that they had experienced something special at the CSMLS Leadership Forum.

As one attendee stated, it was a "brave and daring" move to offer a program devoted to leadership and personal development. No

doubt the time was right: most sessions were well-attended, with some sessions – in particular those workshops focussing on management skills – selling out.

A highlight of the Forum's social program was the 'Body Art' silent auction held at the President's Reception at the Art Gallery of Hamilton. 'Body Art' is a collection of 15 art-

photomicrographs of stained specimen samples, produced and donated by Bryan Hewlett. Over \$1000 was raised by the auction to support the World Medical Laboratory Development Fund.



2007 summarized consolidated financial statements

**STEVENSON
& LEHOCKI**

CHARTERED ACCOUNTANTS

AUDITOR'S REPORT

To the Members of
Canadian Society for Medical Laboratory Science

The accompanying summarized consolidated balance sheet and summarized consolidated statement of operations and cash flow are derived from the complete consolidated financial statements of Canadian Society for Medical Laboratory Science as at December 31, 2007 for the year then ended on which we expressed an opinion without reservation in our report dated February 6, 2008. The fair summarization of the complete consolidated financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying consolidated financial statements fairly summarize, in all material respects, the related complete consolidated financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized consolidated financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these consolidated statements may not be appropriate for their purposes. For more information on the Society's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Stevenson & Lehocki

Burlington, Ontario
February 6, 2008

Chartered Accountants
Licensed Public Accountants

SUMMARIZED CONSOLIDATED BALANCE SHEET

As at December 31 See accompanying notes

	2007	2006
ASSETS		
Current assets		
Cash and short-term investments	\$2,370,949	\$2,264,515
Accounts receivable	67,257	48,382
Inventory	33,286	36,050
Prepaid expense	90,589	100,391
	2,562,081	2,449,338
Investments - Restricted Funds	1,452,508	1,489,714
Capital assets	1,599,884	1,665,506
	\$5,614,473	\$5,604,558
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$83,555	\$150,529
Prepaid revenue	780,005	860,360
Current portion of obligations under capital lease	21,989	18,333
	885,549	1,029,222
Obligations under capital lease	121,768	143,757
PROVISIONS FOR FUTURE CONGRESS LOSSES	100,000	100,000
NET ASSETS		
Invested in capital assets	1,456,127	1,503,416
Internally restricted	1,073,131	1,114,193
Externally restricted	379,376	375,521
Unrestricted	1,598,522	1,338,449
	4,507,156	4,331,579
	\$5,614,473	\$5,604,558

SUMMARIZED CONSOLIDATED STATEMENT OF OPERATIONS

Year ended December 31 See accompanying notes

	2007	2006
REVENUES		
Gross fees received	\$2,165,959	\$2,195,405
Less: Provinces' share	(285,202)	(286,051)
Less: Professional Liability Insurance premiums	(141,171)	(175,490)
National membership fees	1,739,586	1,733,864
Certification	643,590	508,912
Continuing education	172,847	125,596
Communication	59,016	60,925
Investment income	126,714	102,577
Miscellaneous income	127,396	71,854
	2,869,149	2,603,728
EXPENSES		
Administration	642,455	600,677
Salaries and benefits	1,318,729	1,174,507
Certification	226,005	167,092
Continuing education	136,675	62,757
Communication	279,699	260,899
Marketing	30,827	58,101
Depreciation of capital assets	107,146	110,580
	2,741,536	2,434,613
Income - before other revenue	127,613	169,115
OTHER REVENUE	47,964	26,718
EXCESS OF REVENUES OVER EXPENSES	\$175,577	\$195,833

NOTES TO THE SUMMARIZED CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2007
See accompanying notes

1. SIGNIFICANT ACCOUNTING POLICIES

These consolidated financial statements have been prepared in accordance with Canadian generally accepted accounting principles (GAAP) and include the accounts of World Medical Laboratory Development Fund (WMLDF), which is controlled by the Canadian Society for Medical Laboratory Science.

2. COMPARATIVE FIGURES

The comparative figures have been reclassified where necessary to conform to the presentation adopted in the current year.

SUMMARIZED CASH FLOW STATEMENT

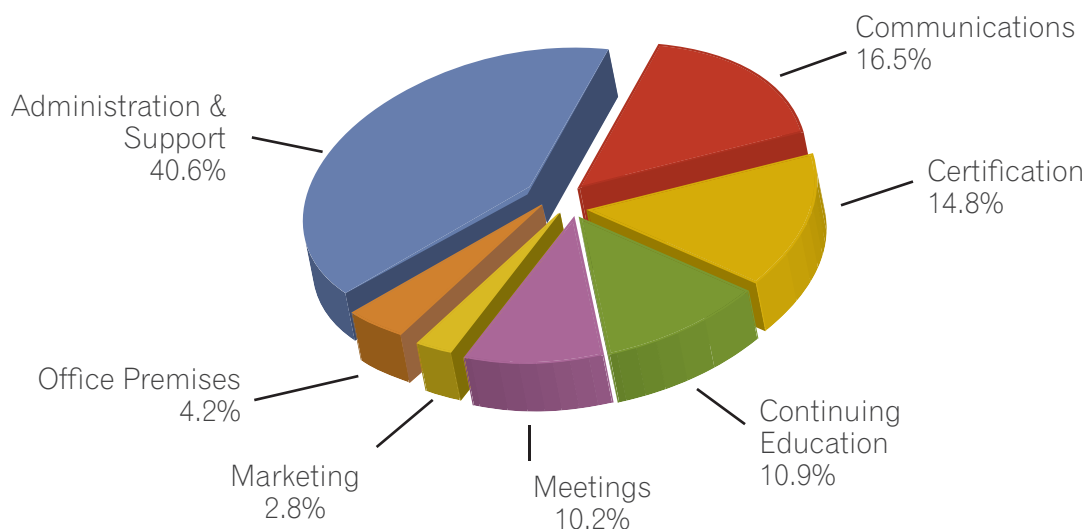
Year ended December 31

See accompanying notes

	2007	2006
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income for the year	\$175,577	\$195,833
Items not requiring an outlay of cash		
Depreciation	107,146	110,580
Loss on disposal of capital assets	694	1,301
	283,417	307,714
Changes in non-cash working capital balances		
Accounts payable and accrued liabilities	(66,977)	48,464
Accounts receivable	(18,875)	(10,846)
Inventories	2,764	(18,766)
Prepaid expenses	9,802	(27,939)
Prepaid revenue	(80,355)	112,366
	(153,641)	103,279
Cash flows from operating activities	129,776	410,993
CASH FLOWS FROM INVESTING ACTIVITIES		
(Additions) to capital assets	(42,217)	(85,090)
Decrease (increase) in loans and investments	37,208	(13,238)
Proceeds on disposal of capital assets	0	30,696
	(5,009)	(67,632)
CASH FLOWS FROM FINANCING ACTIVITIES		
Advances of long term and callable debt	0	60,709
(Repayment) of long term and callable debt	(18,333)	(60,925)
	(18,333)	(216)
Changes in cash and equivalents during the year	106,434	343,145
Cash and equivalents, beginning	2,264,515	1,921,370
Cash and equivalents, ending	\$2,370,949	\$2,264,515
Represented by:		
Cash	\$425,867	\$877,456
Term deposits	1,945,082	1,387,059
	\$2,370,949	\$2,264,515

2007 overview

2007 Gross Operating Expenses



MEMBERSHIP DISTRIBUTION REPORT - 2007

	NL	PE	NS	NB	QC	ON	MB	SK	AB	BC	NT	NU	YT	CDN	US and Foreign	2007 TOTAL	2006 TOTAL
Certified Active RT,ART,FCSMLS	409	106	926	655	869	2877	904	580	1401	2327	23	7	19	11103	197	11300	11415
Certified Inactive & Affiliate Inactive	9	2	42	9	92	231	44	32	102	139	2	0	3	707	107	814	895
Affiliate (Reg. Bodies)	0	0	18	3	0	20	6	0	0	0	0	0	0	47	0	47	61
Certified Retired (Complimentary)	0	3	11	13	21	71	14	17	12	46	0	0	0	208	11	219	219
Certified Retired (Paid Fees)	6	1	30	6	13	50	22	15	14	37	0	0	0	194	4	198	183
Honorary	1	0	0	1	1	8	1	1	2	1	0	0	0	16	0	16	15
Honorary - Affiliate	0	0	0	0	2	3	2	1	1	3	0	0	0	12	0	12	14
Students	6	3	40	34	149	180	52	31	43	83	1	0	0	622	1	623	606
Lab Assistant Active	8	1	78	36	1	97	13	17	70	45	1	0	0	367	0	367	284
Lab Assistant Inactive	0	1	6	3	0	48	1	1	5	14	0	0	1	80	0	80	68
Associate Non-Certified	5	0	6	3	9	132	18	3	17	23	0	2	0	218	1	219	137
TOTAL	444	117	1157	763	1157	3717	1077	698	1667	2718	27	9	23	13574	321	13895	13897

2007committees

Council on National Certification

Heather Autio, (Chair)
Wendy Bryan, NS
Kimmerly Deydey, SK
Beverlee Haas, MB
Francine Lanciault-Lun (Board Rep.)
Tabata Malo, QC
Jocelyn Miller, NL
Janet Reid, NB
Valerie Robinson, PE
Shelley Tiffin, BC
Tania Toffner (Panel rep)
Judith Welke, AB
Lynn Yawney, ON

Exam Panel

General

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Bryan Hewlett, ON
Dr. Gaston Lalumière, QC
Jennifer Mak, BC
Viki Massey, ON
Florentino Roque II, AB
Tania Toffner, ON
Christopher Ward, AB
Corie Warkentin, MB

Cytology

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Denyse Gauthier, QC
Shawn Ingersoll, NB
Charlene Kulak, AB
Dr. Thomas Thomson, BC
Susan Weber-Gowans, SK
Tamar Webster, ON

Clinical Genetics

Carlos Pereira, (Chair)
Camille Jackson, AB
Rhonda Klock, AB
Ivan Miller, BC
Corey Murray, NL
James Renouf, NL
Dr. Marsha Speevak, ON

Lab Assistants

Eva Walker, (Chair)
Marilyn Scutt, (co-chair)
Debra Andrew, BC
Lyle Malynyk, MB
Carol Mealey, NL
Richard Schulze, AB

Diagnostic Cytology Competency Profile Review Committee

Carol Cadrain (Chair)
Rhonda Birse, ON
Bessie Carydis, ON
Cori-Ann Greene, BC
Susan McRae, ON
David Moore, NB
Shannon Nardin, AB
Michael Pronk, NS
Tamar Webster, ON

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Bernard Hartung, ON
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Corey Murray, NL
Bill Younger, MB

National Advocacy Council

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Sonja Chamberlain, AB
Monique Collette, NB
Ankie Fisher, NS
June Hynes, NL
Tammy Ottenbreit, SK
Debbie Provencher, QC
Rosalie Richard, PE
Linda Schroeder, MB
Lynn Simpson, BC
Irene Sottile, ON

National Regulatory Council

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Patrick Mercuri, ON
Tammy Ottenbreit, SK
Debbie Provencher, QC

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Lynn Farkas, SK
Tammy Hardie, MB
Lydia Hodgson, AB
Rene Maier, BC
Ed Miles, NS
Linda Moran-Ferron, ON
Michele Perry, PE
Colin Power, NL
Claudette Ptasznik, NB
Victoria Zaine, QC

CSMLS Staff

Kurt Davis, Executive Director

Office of the Executive Director

Michelle Everets, Executive Assistant,
Meetings and Events

Lisa Low, Executive Assistant

Paul Pereira, Information Technology
Administrator

Certification

Christine Nielsen, Director

Rosemary Baptista, Customer Service
Representative

Kim Burke, Administrative Assistant

Lynn Policelli, Coordinator

Michelle Verburg, Executive Assistant

Cheryl Waldron, File Clerk/Mail Room

Communication

Alison McLennan, Director, Communication

Richard Hockney, Coordinator, Publications

Claudia Niemiec, Administrative Assistant,
Bilingual Communications

Continuing Education and Professional Development

Sandra Wagner, Director

Lucy Agro, Coordinator

Marketing

Melodie Campbell, Director

Membership Services and Administration

Dave Dion, Director

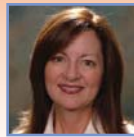
Sandy Mason, Executive Assistant, Accounting

Caron Seabrook, Administrative Assistant

Research

Dr. Moira Grant, Director

2007 Board of Directors



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President



Reuben Noseworthy
Past President



Susan Atkinson
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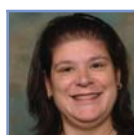
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Director



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Rachelle Kingsler
Director



Colleen Moran
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CSMLS

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