WHO WE ARE
The Canadian Society for Medical Laboratory Science (CSMLS) is the national certifying body for medical laboratory technologists (MLTs) and medical laboratory assistants (MLAs), and the national professional society for Canada’s medical laboratory professionals. We are a not-for-profit organization that promotes and maintains a nationally accepted standard of medical laboratory technology and protects the professional identity and interests of the medical laboratory profession.

MISSION
To advance the profession through certification, education and advocacy. We will work at fulfilling this mission statement through four key areas:

• Lead and partner to advance patient safety
• Engage and empower the profession
• Enhance organization capacity
• Expand our sphere of influence

VISION
EXCELLENCE IN MEDICAL LABORATORY SCIENCE

ENHANCING REGULATORY & ASSOCIATION FUNCTIONS
We are focusing on best practices in certification and PLA, while evaluating satisfaction from external stakeholders. We will increase value for members by reviewing affinity programs, research and examine advocacy efforts and continue to focus on membership numbers, analyzing recruitment and retention strategies.

We conduct national certification exams for those who meet the prescribed standards. We also conduct Prior Learning Assessments (PLA) for internationally educated professionals.

Once members are certified, CSMLS offers professional development and continuing education programs to help members update their skills and knowledge and achieve their professional goals.
We recognize the importance of relationships and will begin research on provincial support and how we can support our members through areas such as Education, Networking, and Advocacy.

We will improve membership experience through collaborative online forums by creating forums for students, educators, MLAs & specialized topics. Our goal is to create informal learning opportunities to provide a place to tap into the collective wisdom and experience of the profession.

Educators are an important element to the success of future medical laboratory professionals. They teach, shape and encourage future leaders to join the professional body. We will work to enhance the relationships with the education community.
We are proud to present the 2013 annual report of the Canadian Society for Medical Laboratory Science. This past year was one of constant forward movement for the Society with significant progress and accomplishments. These accomplishments are the direct result of the years of groundwork the Board of Directors and staff have done to lay the solid foundation that the Society rests upon today.

In 2013, we began to experience successes that were a direct result of implementing recommendations made through a Governance Review and through the introduction of a new Strategic Plan. These two initiatives positioned us for action and prepared us to make some real differences for our members, their careers and for the medical laboratory profession in Canada.

Many of our new projects and goals are guided by the new Strategic Plan, announced to the membership at the 2013 Annual General Meeting. The new Strategic Plan will guide the Society in the next several years as we continue to foster new relationships, have more conversations and, as always, strengthen the professional voice for our members.

As we evolve, our focus will never waver from our members. This annual report highlights several of our projects and accomplishments centred on providing value, quality service and a distinguished voice for our members. We are grateful to the 15,000 women and men that make up the CSMLS. As they have made a commitment to the betterment of their own careers, we have made a commitment to the betterment of their profession.
MEMBER DISTRIBUTION

MLT: Medical Laboratory Technologists, Cytotechnologists, Clinical Genetics Technologists

MLA: Medical Laboratory Assistants

Other: MLT/MLA Not practising, Affiliate, MLT/MLA Retired, Associate Non-Certified, Student, Transitional Graduate, MLT Complimentary Retired, Honorary

14,810 MEMBERS
OUR MEMBERS

Medical Laboratory Professionals play a vital role in Canada’s health care system. With technical expertise, they provide the analysis of accurate life-saving laboratory results that guide the diagnosis and treatment of disease. Our members are proud and passionate about their valuable contributions to patient care.

THE PROFESSIONS

Through education and experience medical laboratory professionals can specialize in several components of the profession. The professions under this umbrella include:

**MEDICAL LABORATORY TECHNOLOGISTS**

Using a variety of instruments, they analyze tissue samples, blood and other body fluids to provide results to primary health care practitioners. MLTs can practice in a number of specialty areas including: Clinical Chemistry, Clinical Microbiology, Hematology, Transfusion Science and Histology, Cytopathology and Clinical Genetics Technology.

**CYTOTECHNOLOGISTS**

Analyzing cellular changes, they can determine the presence of specific diseases. Mostly through the use of slides under a microscope, they are able to detect cellular based infection and diseases such as cancer.

**CLINICAL GENETICS TECHNOLOGISTS**

Using a variety of instruments, they analyze and diagnose changes or abnormalities in chromosomes and DNA which are often determinants of genetic disease.

**MEDICAL LABORATORY ASSISTANTS**

Working under the supervision of a medical laboratory technologist, they often perform pre-analytical tasks and collect patient samples.
Over the year, the Certification and Prior Learning Assessment (PLA) department continued to maintain a stable certification and PLA process through several routine reviews and policy changes. We inherently understand the need for continuous review of best practices in both the certification and PLA industry and ensure that we are not just meeting, but exceeding those expectations. During the year, our Certification and PLA staff were guest presenters at schools across the country. This outreach to future professionals helped them prepare for the exam and gave them a better understanding of the CSMLS’s role in certification.

Bessie Carydis  
Director, Certification and Prior Learning Assessment

COMPETENCY PROFILE REVIEW
We regularly assess the competency profiles for each of the four medical laboratory professions we certify. The competency profiles are regarded as the level of competency required for entry into the profession and must correspond with workplace expectations. This year we began to review the competency profile for Diagnostic Cytology. The process begins with an appointment of a Task Force by the Professional Standards Council (PSC). This Task Force surveys stakeholders for input on the current profile, which is then used to draft a new profile. The draft is validated with multiple stakeholder groups, including members, educators and regulators. It is then presented to the PSC and Board of Directors for approval. By the fourth quarter, we sent the revised Diagnostic Cytology competency profile to the Canadian Medical Association (CMA) for final approval and acceptance for program accreditation.
EXPANSION OF PRIOR LEARNING ASSESSMENTS

Changes to policies regarding eligibility to write the CSMLS Medical Laboratory Assistant (MLA) exam came into effect with the June 2013 session. To be eligible to write the exam, candidates must be a graduate of a CMA accredited MLA program (or applied for accreditation) or complete the prior learning assessment process. This change brought eligibility requirements for MLA certification into harmony with the medical laboratory technologist (MLT) program, as we now offer prior learning assessment (PLA) for MLAs. The CSMLS continues to share information with other professions and regulators on our unique harmonized national approach to PLA.

EXAM POLICY REVIEW AND REVISIONS

Several exam policies were reviewed throughout the year which resulted in changes. The changes reflect the requirements of regulatory bodies, efficient use of resources and industry best practices. The Exam Attempt policy changed to reduce the number of exam attempts from six to three, to protect the certification exam integrity. Other policies reviewed and revised this year include the Exam Accommodation policy and the Alternate Documents policy for Prior Learning Assessments. Policy review is necessary in order to provide fair and transparent processes and to protect the integrity of the examination.
When reflecting back on 2013, the Finance and Administration department has developed immensely in such a short time. Our team’s daily goal is to provide excellent service to our members and we now have all the pieces in place in order to do so. We have a solid IT infrastructure in place, coupled with efficient, dedicated staff that allow us to achieve our goal. With the Finance and Administration function on solid ground, we continued to look at new ways to improve the member experience while maintaining the long term financial viability of the Society.

Joe Davies
Financial Controller

MILESTONES

LEARNING SERVICES

In 2013, our Learning Services team evaluated the services and educational offerings to members. We reviewed course content, enrollment and member feedback to gain insight into the needs of the members. To enhance our association function, we used this information to lay the groundwork for improvements. We began reaching out to potential partners in education to help expand our offerings to avoid duplication. We researched and committed to a new learning platform. This new platform will integrate with the current IT infrastructure making for easier registration, instant course access and improved delivery of course material.
CUSTOMER SERVICE
Providing exceptional customer service to our members remained a focus in 2013. In order to gauge the level of service we provide, we developed a mechanism to solicit feedback from our members. In the fourth quarter we initiated an online Customer Service Survey. The survey was sent to members within a three day period of their interaction with office staff. The data collected helped us monitor and evaluate customer service, ensuring that quality service remained a priority. The survey will continue to be used as part of ongoing quality assurance.

KEY PERFORMANCE INDICATORS
To ensure meaningful information about CSMLS’s organizational performance is reported to the Board of Directors, we redeveloped our Key Performance Indicators (KPIs). The new KPIs align the organization’s activities with our mission and strategic plan, ensuring we make continuous progress in the direction set forth by the Board. It also serves as an early warning system if there is a need to course correct or make adjustments.
The Marketing and Communications team creates, manages and distributes content across our various communications channels, including: the Canadian Journal of Medical Laboratory Science, CSMLS website, eNEWS, tradeshows and conventions, media releases and our social media properties. Our role is to increase the profile of CSMLS amongst the lab community, the public and other stakeholder groups.

The team looks for creative approaches to engage our multiple audiences and enhance the overall member experience. In 2013, we were honoured to be recognized by The International Association of Business Communicators (IABC), receiving an IABC Gold Quill Award of Excellence for our work with National Medical Laboratory Week.

Whether through professional development events like LABCON or advocacy events like Day on the Hill, this diverse team works to enhance the professional association function of the organization.

Michael Grant
Interim Director, Marketing and Communications

MARKETING AND COMMUNICATIONS

MILESTONES

ADVOCACY

We continued to advance our advocacy agenda, both nationally and provincially. During our annual Day on the Hill event, CSMLS representatives met with over 40 Members of Parliament. Following up on the success of the event, we invited several MPs to take a hands-on tour of medical laboratories in their ridings. These tours provided them with a deeper understanding of our members’ work and the role they play in health care.

Throughout the year, we continued to work with our provincial partners to monitor and address the needs of the profession. In April, CSMLS joined the College of Medical Laboratory Technologists of Manitoba (CMLTM) in calling for the regulation of medical laboratory assistants (MLAs) in the province. The regulation of all laboratory professionals across the country remains a priority for CSMLS.
AFFINITY PROGRAMS
To increase the value of a CSMLS membership, we work with other organizations to offer discounts to members on products and services. In 2013, we enhanced this program by initiating new partnerships with Goodlife Fitness, Honeywell 3 Home Security and FedEx. We will continue to investigate more opportunities to add to this program.

COMMUNITIES OF PRACTICE
The strategic plan called for the development of communities of practice and in the third quarter we launched Communities. Communities is a members-only, online discussion forum. It is a place for members to share ideas, stories, and advice in a safe environment. The forum is moderated by CSMLS staff and volunteers.
GOVERNANCE
The Board continues to govern in an efficient and effective manner. We have been preparing the CSMLS for the new Not for Profit Corporations Act. We also eliminated one face to face meeting, resulting in savings over $15,000. The Professional Standards Council, comprised of provincial regulators or associations, continued to ensure high quality certification exam policy and PLA policy. The Council was newly formed in 2013, replacing the former National Regulatory Council and Council on National Certification. This combination has led to more efficient governance, with the provincial registrars and CEOs advising on policy matters. This governance model allows CSMLS to stay in touch with the regulators on issues that matter to them.

RESEARCH
CSMLS continues to contribute to the body of knowledge in the field of foreign qualification recognition, and uses this research to enhance processes. In 2013, we continued work on Self-Directed Bridging, Self-Assessment Readiness Tool, Exam Preparation videos and started work on Alternate Careers. These initiatives speak to our commitment to best practices in Prior Learning Assessment. In 2013, we also revitalized the new graduate survey, allowing the field to gain better insight into the employment patterns of new medical laboratory technologist and medical laboratory assistant graduates.

OFFICE OF THE CEO

SELF-DIRECTED BRIDGING PROGRAM
CSMLS was proud to announce a new self-directed bridging program funded by Employment and Social Development Canada. The program provides internationally educated medical laboratory technologists (IEMLTs) with tools and resources to help guide their learning plan requirements. A learning plan addresses gaps in education or experience in order to successfully write the certification exam. The self-directed bridging program is intended to provide the best resources and options for our IEMLT clients to qualify for the national certification exam.

SELF-ASSESSMENT READINESS TOOL
The CSMLS provided support and content for the development of a new online resource, the Self-Assessment Readiness Tools (SARTs). The tools are free and include an online self-assessment for internationally trained medical laboratory professionals, explaining the knowledge, skills and abilities that are expected of Canadian medical laboratory technologists and medical laboratory assistants. The user gets a realistic picture of the ‘day in the life’ of an MLT or MLA in Canada. SARTs was produced by PMA Health Workforce Development Solutions and the Nova Scotia Community College with funding from Atlantic Connection via Health Canada’s Internationally Educated Health Professionals Initiative.

Christine Nielsen
Chief Executive Officer

MILESTONES
SELF-DIRECTED BRIDGING PROGRAM
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EXAM PREPARATION VIDEOS
Recognizing that many people retain information through visual connections, CSMLS sought out a unique way to answer common questions about the CSMLS certification exams. With funding from the Ontario government, Ministry of Citizenship and Immigration, CSMLS developed a series of five web videos, providing exam candidates with information related to preparing and taking the certification exam. The videos cover topics such as exam structure, administration, competency profiles and exam myths. Domestic and international clients appreciate the information especially as they prepare for the national certification exam.

ALTERNATE CAREERS
Funded by Health Canada, the CSMLS started work on Alternate Careers. Using a scientific approach, the project aims to identify potential careers for internationally educated medical laboratory technologists (MLTs), who may be looking to leverage their unique skillset, either in place of or until they become certified.
CSMLS 2013 AWARDS AND SCHOLARSHIPS

Every year, CSMLS offers several awards and scholarships to qualifying members. We are proud to congratulate the 2013 recipients. For more information on each award or scholarship and for application forms, please visit the Members Area of the CSMLS website, www.csmls.org.

FOUNDERS’ FUND AWARD
Tamara Ashfield
Alison Dougan
Melissa Hart
Claire Hilscher
Anita Kingsbury
Moses Ogunkunle
Constance Oosterhoff
Jennifer Hart
Johanne Moreau
Linda Cormier
Michele Sykes
Rachel McAdam
Svitlana Yaremenko
Caroline Arnold
Joanne Goldstone

THE E.V. BOOTH SCHOLARSHIP
Denise Callahan Ryan
Rachelle Eyolfson

THE DAVID BALL COMMUNITY SERVICE AWARD
Bernie Hartung

SIEMENS HEALTHCARE DIAGNOSTICS STUDENT SCHOLARSHIP
Sarah Bugden
Breanne Swayne

CSMLS STUDENT SCHOLARSHIP
Jiewn Hwang (Clinical Genetics)
Jennifer O’Neil (MLT General)

LEADERS OF TOMORROW LABCON2014 GRANT
Patricia Daduica (MLT)
Jana Keogh (Student)
Jennifer O’Neil (Student)
Ana Marie Wong (MLA)
Abdullah Zareh (MLT)

Below: The David Ball Community Service Award winner, Bernie Hartung with CSMLS 2013 President, Heather Autio.
2013 FACTS AND FIGURES

NEW MEMBERSHIPS
- MEDICAL LABORATORY TECHNOLOGIST (MLT) 565
- MEDICAL LABORATORY ASSISTANT (MLA) 399
- ASSOCIATE (NON-CERTIFIED) 175
- STUDENT 612
- REINSTATEMENT 195

PRIOR LEARNING ASSESSMENT APPLICANTS
- MEDICAL LABORATORY TECHNOLOGIST (MLT) 129
- MEDICAL LABORATORY ASSISTANT (MLA) 18

EXAM APPLICATIONS
- GENERAL MLT 945
- DIAGNOSTIC CYTOLOGY 38
- CLINICAL GENETICS 27
- MLA 688

LABCON2013:
- 363 DELEGATES
- 63 EXHIBITORS
- 6 SPONSORS

LEARNING SERVICES
- PROFESSIONAL DEVELOPMENT CERTIFICATES ISSUED: 36
- COURSE REGISTRATIONS: 3316
The CSMLS would like to extend our gratitude toward the devoted volunteers who have contributed both their time and knowledge toward the betterment of the medical laboratory profession. We recognize the commitment and support given to us by these remarkable individuals and we are truly grateful for their hard work and dedication over the past year.

**LABCON2013**
Susan Atkinson
Kristy Dillon
Bernie Hartung
Mary Kratchmer
Marcela Navarro
Brad Palin
Richard Thomas

**DIAGNOSTIC CYTOLOGY COMPETENCY REVIEW PANEL**
Rhonda Birse
Catherine Brown
June Dufresne
Sara Gardiner
Shawn Ingersoll
Lisa Kendrick
David Kuni
David Moore

**EXAM PANEL MEMBERS**

**GENERAL MEDICAL LABORATORY TECHNOLOGISTS**
Nathalie Breton
Patricia Ludlow
Joshua MacDonald
Viki Massey
Jodi Thompson

**DIAGNOSTIC CYTOLOGY**
Brandy Callahan
Dr. Kathy
Chorneyko
June Dufresne

**CLINICAL GENETICS**
Dr. Kathy Chun
Lucia Cueva
Camille Jackson

**MEDICAL LABORATORY ASSISTANTS**
Deb Andrews
Nikki Fessler
Laurie Hart

**NOMINATING COMMITTEE**
Rhonda Birse
Elwood Chan
Goldie Fagan
Shelby Giesbrecht
Colleen Moran
Patricia Noel
Tricia VanDenakker
William Younger

**RESEARCH ETHICS BOARD**
Julie Carruthers
Terry Chelich
Greg Denomme
Kate Gagliardi
Brenda Gamble
John Krahn
Lisa Purdy
Sheila Woodcock
REPORT OF THE INDEPENDENT AUDITOR ON THE 2013 SUMMARY FINANCIAL STATEMENTS

TO THE MEMBERS OF CANADIAN SOCIETY FOR MEDICAL LABORATORY SCIENCE

The accompanying summary financial statements, which comprise the summary balance sheet as at December 31, 2013, the summary statement of operations and summary cash flow statement for the year ended, are derived from the audited financial statements of Canadian Society for Medical Laboratory Science for the year ended December 31, 2013. We expressed an unmodified audit opinion on those financial statements in our report dated March 8, 2014.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the Canadian Society for Medical Laboratory Science.

MANAGEMENT’S RESPONSIBILITY FOR THE SUMMARIZED FINANCIAL STATEMENTS

Management is responsible for the preparation of a summary of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations.

AUDITOR’S RESPONSIBILITY

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, Engagements to Report on Summary Financial Statements.

OPINION

In our opinion, the summary financial statements derived from the audited financial statements of Canadian Society for Medical Laboratory Science for the year ended December 31, 2013, are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Burlington, Ontario
March 8, 2014

Stevenson Schick LLP
Chartered Professional Accountants
Licensed Public Accountants
## SUMMARY BALANCE SHEET

As at December 31

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and short-term investments</td>
<td>$2,327,944</td>
<td>$2,145,511</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>125,000</td>
<td>143,923</td>
</tr>
<tr>
<td>Inventory</td>
<td>8,256</td>
<td>12,782</td>
</tr>
<tr>
<td>Prepaid expense</td>
<td>123,767</td>
<td>143,011</td>
</tr>
<tr>
<td><strong>Total Current assets</strong></td>
<td>2,584,967</td>
<td>2,445,227</td>
</tr>
<tr>
<td><strong>Investments - Restricted Funds</strong></td>
<td>1,381,557</td>
<td>1,353,913</td>
</tr>
<tr>
<td><strong>Capital assets</strong></td>
<td>1,587,755</td>
<td>1,647,173</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$5,554,279</td>
<td>$5,446,313</td>
</tr>
</tbody>
</table>

| LIABILITIES AND NET ASSETS                |                     |                     |
| **Current liabilities**                  |                     |                     |
| Accounts payable and accrued liabilities  | 283,488             | 377,396             |
| Government remittances payable           | 3,426               | 7,688               |
| Prepaid revenue                           | 1,653,916           | 1,754,877           |
| Current portion of obligations under capital lease | 0               | 36,610              |
| **Total Current liabilities**             | 1,940,830           | 2,176,571           |

| NET ASSETS                                |                     |                     |
| Invested in capital assets                | 1,587,755           | 1,610,563           |
| Internally restricted                      | 952,092             | 939,723             |
| Externally restricted                      | 429,465             | 414,190             |
| Unrestricted                              | 644,137             | 305,266             |
| **Total Net Assets**                      | 3,613,449           | 3,269,742           |

**Total**                                   | $5,554,279          | $5,446,313          |
## SUMMARY STATEMENT OF OPERATIONS

Year ended December 31

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross fees received</td>
<td>$2,328,881</td>
<td>$2,407,267</td>
</tr>
<tr>
<td>Less: Provinces’ share</td>
<td>(171,080)</td>
<td>(248,771)</td>
</tr>
<tr>
<td>Less: Professional Liability Insurance premiums</td>
<td>(166,616)</td>
<td>(214,871)</td>
</tr>
<tr>
<td>National membership fees</td>
<td>1,991,185</td>
<td>1,943,625</td>
</tr>
<tr>
<td>Certification / PLA</td>
<td>1,075,220</td>
<td>946,849</td>
</tr>
<tr>
<td>Learning Services</td>
<td>154,954</td>
<td>157,533</td>
</tr>
<tr>
<td>Communications</td>
<td>50,869</td>
<td>49,263</td>
</tr>
<tr>
<td>Marketing</td>
<td>1,680</td>
<td>0</td>
</tr>
<tr>
<td>Research</td>
<td>19,863</td>
<td>7,631</td>
</tr>
<tr>
<td>LABCON income</td>
<td>334,489</td>
<td>315,223</td>
</tr>
<tr>
<td>Investment income</td>
<td>43,408</td>
<td>47,696</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>66,903</td>
<td>88,549</td>
</tr>
<tr>
<td>Total Revenues</td>
<td>$3,738,571</td>
<td>$3,556,369</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration and Overhead - General</td>
<td>645,116</td>
<td>846,576</td>
</tr>
<tr>
<td>Certification / PLA</td>
<td>737,735</td>
<td>721,795</td>
</tr>
<tr>
<td>Learning Services</td>
<td>340,575</td>
<td>437,321</td>
</tr>
<tr>
<td>Communications</td>
<td>493,007</td>
<td>504,640</td>
</tr>
<tr>
<td>Marketing</td>
<td>246,815</td>
<td>304,766</td>
</tr>
<tr>
<td>Research</td>
<td>66,794</td>
<td>82,031</td>
</tr>
<tr>
<td>Governance</td>
<td>515,406</td>
<td>625,970</td>
</tr>
<tr>
<td>LABCON</td>
<td>265,757</td>
<td>332,418</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>103,584</td>
<td>112,085</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$3,414,789</td>
<td>$3,967,602</td>
</tr>
</tbody>
</table>

Income (loss) - before other revenue | 323,782 | (411,233) |

OTHER REVENUE | 19,925 | 9,684 |

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES | $343,707 | $(401,549) |
# SUMMARY CASH FLOW STATEMENT

Year ended December 31

## CASH FROM (TO) OPERATIONS

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received from services, dues, and fees</td>
<td>$3,553,422</td>
<td>$3,762,974</td>
</tr>
<tr>
<td>Investment income</td>
<td>43,408</td>
<td>47,696</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>100</td>
<td>25,717</td>
</tr>
<tr>
<td>Paid for supplies and services</td>
<td>(1,555,799)</td>
<td>(1,742,127)</td>
</tr>
<tr>
<td>Wages and benefits</td>
<td>(1,581,159)</td>
<td>(1,835,447)</td>
</tr>
<tr>
<td>Building facility costs</td>
<td>(208,129)</td>
<td>(130,375)</td>
</tr>
<tr>
<td>Excess (deficiency) in Internally Restricted funds</td>
<td>6,374</td>
<td>1,255</td>
</tr>
<tr>
<td>Excess (deficiency) in Externally Restricted funds</td>
<td>15,275</td>
<td>10,816</td>
</tr>
<tr>
<td>Interest paid</td>
<td>(8,560)</td>
<td>(9,907)</td>
</tr>
<tr>
<td></td>
<td><strong>264,932</strong></td>
<td><strong>130,602</strong></td>
</tr>
</tbody>
</table>

## CASH FROM (TO) INVESTING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Additions) to capital assets</td>
<td>(72,936)</td>
<td>(123,060)</td>
</tr>
<tr>
<td>Proceeds on disposal of capital assets</td>
<td>27,047</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td><strong>(45,889)</strong></td>
<td><strong>(123,060)</strong></td>
</tr>
</tbody>
</table>

## CASH FROM (TO) FINANCING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Repayment) of long-term and callable debt</td>
<td>(36,610)</td>
<td>(22,028)</td>
</tr>
<tr>
<td>Changes in cash and equivalents during the year</td>
<td>182,433</td>
<td>(14,486)</td>
</tr>
<tr>
<td>Cash and equivalents, beginning</td>
<td>2,145,511</td>
<td>2,159,997</td>
</tr>
<tr>
<td></td>
<td><strong>$2,327,944</strong></td>
<td><strong>$2,145,511</strong></td>
</tr>
</tbody>
</table>

## CASH AND EQUIVALENTS, ENDING

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$672,944</td>
<td>$890,511</td>
</tr>
<tr>
<td>Short-term investments</td>
<td>1,655,000</td>
<td>1,255,000</td>
</tr>
<tr>
<td></td>
<td><strong>$2,327,944</strong></td>
<td><strong>$2,145,511</strong></td>
</tr>
</tbody>
</table>


Irene Mathyssen, MP, tours the lab at London Health Sciences Centre, Victoria Hospital