



Canadian Society for Medical Laboratory Science  
Société canadienne de science de laboratoire médical

..... **2013 ANNUAL REPORT**

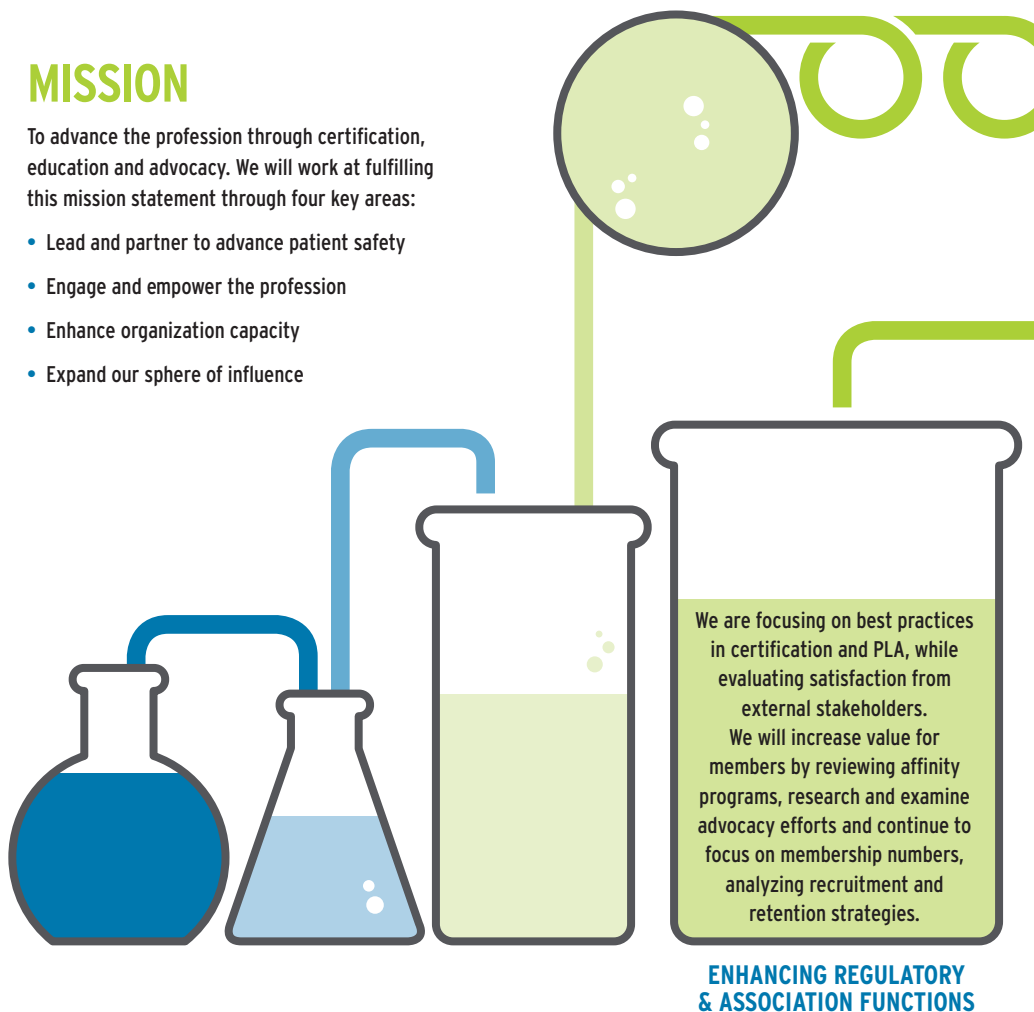


# VISION EXCELLENCE IN MEDICAL LABORATORY SCIENCE

## 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

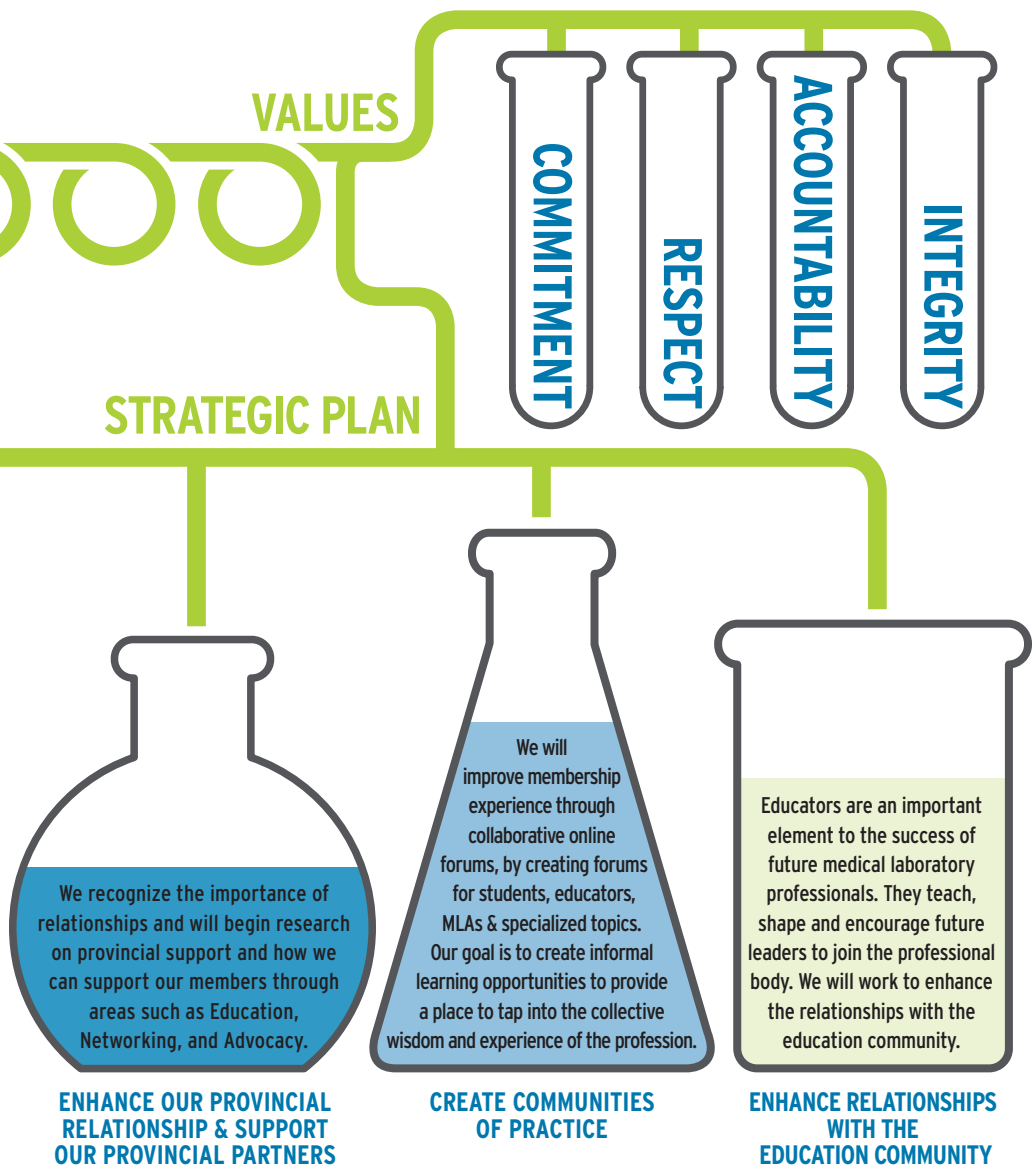


## WHO WE ARE

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.

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.



Message from President & CEO 4

Board of Directors/Leadership 5

Member Distribution 6

Certification & PLA 8

Finance & Administration 10

Marketing & Communications 12

Office of CEO 14

Awards & Scholarships 16

Volunteer Committees 18

Financials 20

# MESSAGE FROM THE PRESIDENT & CEO

**W**e 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.



*C. Nielsen*  
**Christine Nielsen**  
Chief Executive Officer



*Heather Autio*  
**Heather Autio**  
CSMLS President - 2013



**Heather Autio**  
President



**Tricia VanDenakker**  
Past President

## BOARD OF DIRECTORS



**Natalie Campbell**  
President-Elect



**Tania Toffner**  
Vice-President



**Ike Agbassi**  
Director, Ontario



**Sonja Chamberlin**  
Director, Alberta  
& Northwest Territories



**Maria Klement**  
Director, British Columbia & Yukon



**Sylvie LeBreton**  
Director, Atlantic



**Patricia Verbeke**  
Director, Manitoba & Saskatchewan



**Lisette Vienneau**  
Bilingual Director






**Victoria Zaine**  
Director, Quebec

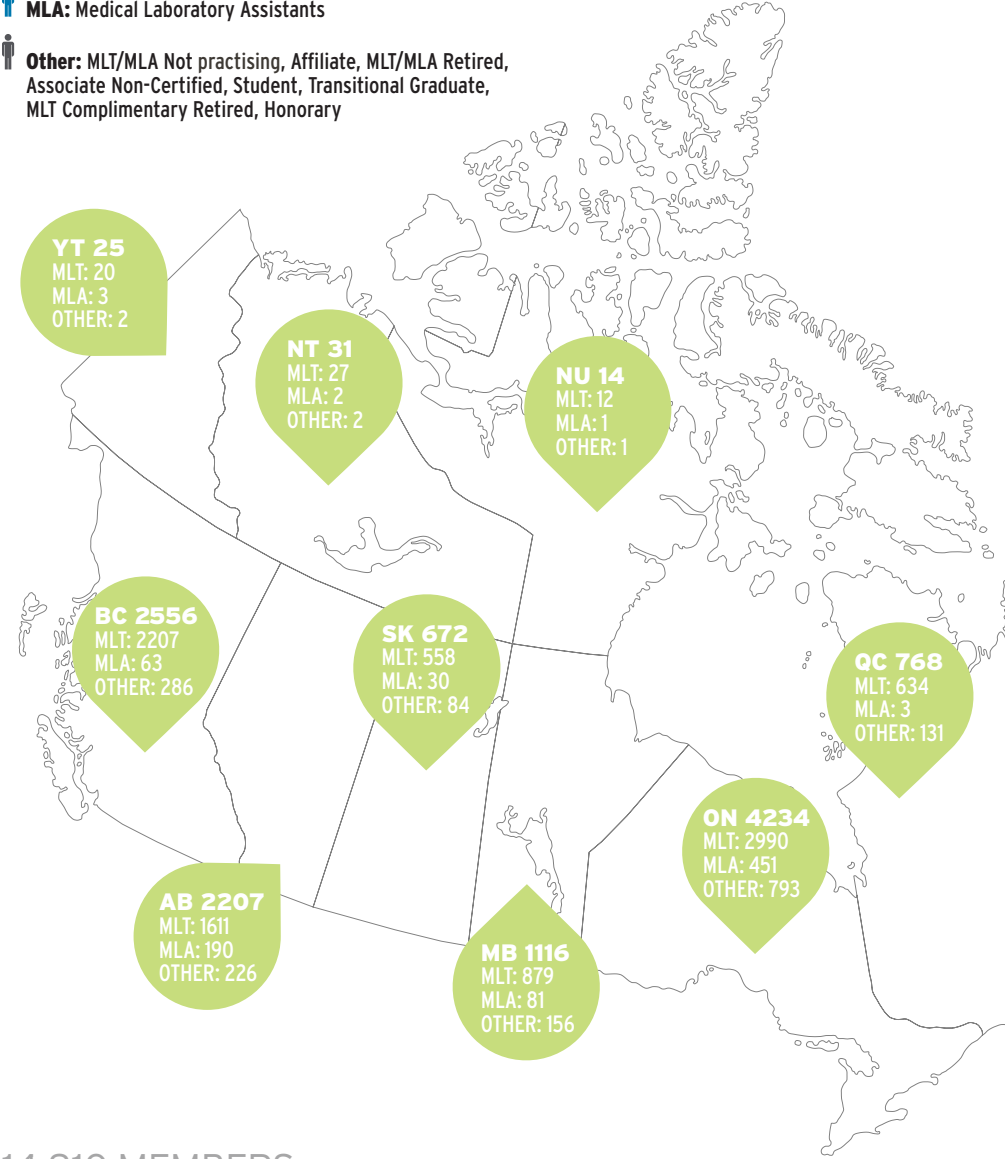
## LEADERSHIP TEAM

**Christine Nielsen**  
Chief Executive Officer  
**Bessie Carydis**  
Director of Certification  
& Prior Learning Assessment  
**Joe Davies**  
Financial Controller

**Michael Grant**  
Interim Director of Marketing  
& Communications  
(from September 2013)  
**Michelle Hoad**  
Director of Marketing,  
Communications & Membership  
(until September 2013)

# 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, Cytotechnology 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.



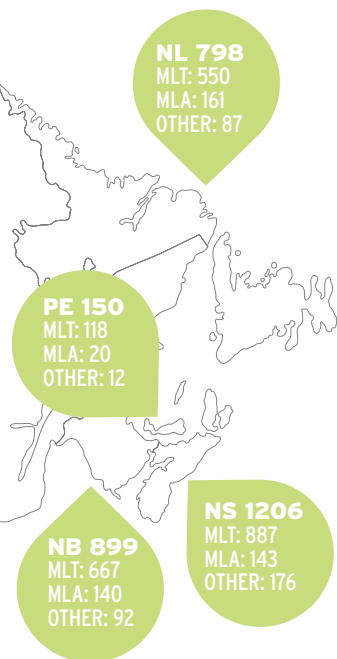
### CLINICAL GENETICS TECHNOLOGISTS

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.

*B. Carydis*

Bessie Carydis  
Director, Certification and  
Prior Learning Assessment

## CERTIFICATION AND PRIOR LEARNING ASSESSMENT



## MILESTONES

### 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

## FINANCE AND ADMINISTRATION



## 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.

Back Row: Hope Brown • Michele Perry • Nolan Grupe  
Diana Derryhouse • Katherine Coles

Front Row: Joe Davies • Lucy Agro • Josie McMullen



## 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, tradeshow 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.



Christine Nielsen  
Chief Executive Officer

# OFFICE OF THE CEO



## MILESTONES

### 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.



## 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.

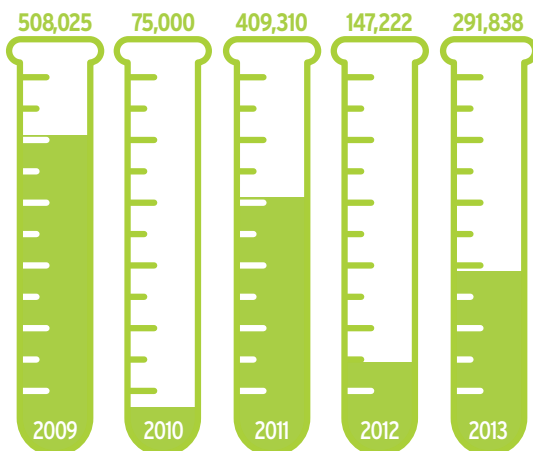
## ALTERNATE CAREERS

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.

**Bessie Carydis**, Director of Certification & Prior Learning Assessment  
**Joe Davies**, Financial Controller • **Lisa Low**, Executive Assistant  
**Michael Grant**, Interim Director, Marketing & Communications  
**Christine Nielsen**, Chief Executive Officer

Absent: **Michelle Hoad**, Director, Marketing, Communications & Membership  
**Rosina Mete**, Research Assistant

## RESEARCH FUNDING DOLLARS





# 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](http://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)

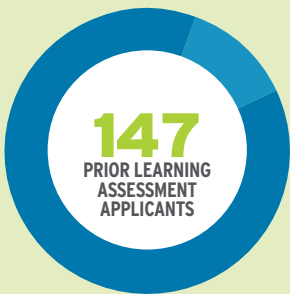
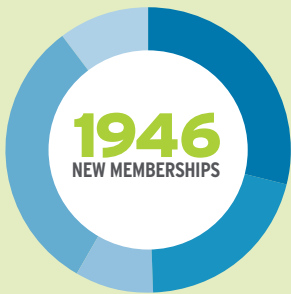
## LEADERS OF TOMORROW LABCON2014 GRANT

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 Auto.



# 2013 FACTS AND FIGURES



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

- 129** MEDICAL LABORATORY TECHNOLOGIST (MLT)
- 18** MEDICAL LABORATORY ASSISTANT (MLA)

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

## LABCON2013:



## LEARNING SERVICES



**COURSE  
REGISTRATIONS: 3316**



## VOLUNTEER COMMITTEES

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	Kate Thompson
Patricia Ludlow	Melissa Veinot
Joshua MacDonald	Christopher Ward
Viki Massey	Svitlana Yaremchenko
Jodi Thompson	

#### DIAGNOSTIC CYTOLOGY

Brandy Callahan	Shawn Ingersoll
Dr. Kathy Chorneyko	Kelly Marshall
June Dufresne	Melissa Walsh
	Tamar Webster

#### CLINICAL GENETICS

Dr. Kathy Chun	Carlos Pereira
Lucia Cueva	Rachel Schoon
Camille Jackson	

#### MEDICAL LABORATORY ASSISTANTS

Deb Andrews	Julie Rose
Nikki Fessler	Samantha Tanner
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





CSMLS staff and volunteers at 2013 Day on the Hill on Parliament Hill, Ottawa, ON

## AUTHORS & INSTRUCTORS

Sherri Beckner  
Paul Bradbury  
Sue Bradley  
Zoe Brooks  
Karin Cassidy  
John Chapman  
Eric Ching  
Lisa Denesiuk  
Rosemary  
Drisdelle  
Denise Evanovitch  
Christine Frantz  
Kate Gagliardi  
Bharat Gandhi  
Darcy Gara  
John Hartt  
Randi Lynn Hayes  
Mario Hemens

Paul Hutchinson  
Jennine Kafka  
Melissa King  
Luc Lafrance  
Sharon Leal  
William McTaggart  
Wendy Mellen  
Subhash Mohan  
Pamela Quinsey  
Ofelia Ribeiro  
Gene Shematek  
Helen Smith  
Linda Stang  
Maryanne Stewart  
Meng-Kee Tan  
Masaye Tanaka  
Wayne Wood

## PROFESSIONAL STANDARDS COUNCIL

Malcolm Ashford  
Janelle Bourgeois  
Adam Chrobak  
Alain Collette  
Andrea Dowling  
Larissa Fadish  
Janice Jones  
Maria Klement  
Pat Mercuri  
Colin Power  
Wanda Thompson  
Del Windrum  
Svitlana  
Yaremenko

## COUNCIL ON GOVERNMENT & PUBLIC RELATIONS

William Allen  
Malcolm Ashford  
Natalie Campbell  
Andrea Dowling  
Michelle Gosselin  
Blanca McArthur  
Colin Power  
Gillian Rimmer  
Melissa Walsh  
Del Windrum

## SCIENTIFIC & EDUCATION REVIEW COMMITTEE

Maurice Goulet  
Maxine Adams-Small  
Isaac Aliche  
Susan Atkinson  
Nancy Bergeron  
Elsie Chan  
Vanessa Chan  
Denise Evanovitch  
Kate Gagliardi  
Darcy Gara  
Darlene Gilby  
Bassima Hammoud  
Scott MacDonald  
Heather Malcolm  
Kelly Marshall

Roberta  
Martindale  
Marianne McCashin  
Jennifer McPhee  
Kelly Ann  
McPherson  
Subhash Mohan  
David Moore  
Krystle Murl  
Diane Perry  
Audrey Saxton  
Meng-Kee Tan  
Mark Torchia  
Frederick Wong  
Kenneth Wong



CSMLS Day on the Hill



CSMLS staff at LABCON2013

# 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 Lebeck LLP*  
Chartered Professional Accountants  
Licensed Public Accountants



Patrick Brown, MP, visits the laboratory at Royal Victoria Regional Health Centre

# SUMMARY BALANCE SHEET

As at December 31

ASSETS	2013	2012
<b>Current assets</b>		
Cash and short-term investments	\$2,327,944	\$2,145,511
Accounts receivable	125,000	143,923
Inventory	8,256	12,782
Prepaid expense	123,767	143,011
	<b>2,584,967</b>	<b>2,445,227</b>
<b>Investments - Restricted Funds</b>	1,381,557	1,353,913
<b>Capital assets</b>	1,587,755	1,647,173
	<b>\$5,554,279</b>	<b>\$5,446,313</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current liabilities</b>		
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
	<b>1,940,830</b>	<b>2,176,571</b>
<b>NET ASSETS</b>		
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
	<b>3,613,449</b>	<b>3,269,742</b>
	<b>\$5,554,279</b>	<b>\$5,446,313</b>





Bruce Stanton, MP, tours the lab at Orillia Soldier's Memorial Hospital



LABCON2013 in Victoria, BC

## SUMMARY STATEMENT OF OPERATIONS

Year ended December 31

REVENUES	2013	2012
Gross fees received	\$2,328,881	\$2,407,267
Less: Provinces' share	(171,080)	(248,771)
Less: Professional Liability Insurance premiums	(166,616)	(214,871)
National membership fees	1,991,185	1,943,625
Certification / PLA	1,075,220	946,849
Learning Services	154,954	157,533
Communications	50,869	49,263
Marketing	1,680	0
Research	19,863	7,631
LABCON income	334,489	315,223
Investment income	43,408	47,696
Miscellaneous income	66,903	88,549
	<b>3,738,571</b>	<b>3,556,369</b>
EXPENSES		
Administration and Overhead - General	645,116	846,576
Certification / PLA	737,735	721,795
Learning Services	340,575	437,321
Communications	493,007	504,640
Marketing	246,815	304,766
Research	66,794	82,031
Governance	515,406	625,970
LABCON	265,757	332,418
Amortization of capital assets	103,584	112,085
	<b>3,414,789</b>	<b>3,967,602</b>
Income (loss) - before other revenue	323,782	(411,233)
OTHER REVENUE	19,925	9,684
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<b>\$343,707</b>	<b>\$(401,549)</b>





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



Heather Autio, 2013 CSMLS President, gives press conference on Parliament Hill

## SUMMARY CASH FLOW STATEMENT

Year ended December 31

### CASH FROM (TO) OPERATIONS

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

### CASH FROM (TO) INVESTING ACTIVITIES

(Additions) to capital assets	(72,936)	(123,060)
Proceeds on disposal of capital assets	27,047	0
	<b>(45,889)</b>	<b>(123,060)</b>

### CASH FROM (TO) FINANCING ACTIVITIES

(Repayment) of long-term and callable debt	(36,610)	(22,028)
--	----------	----------

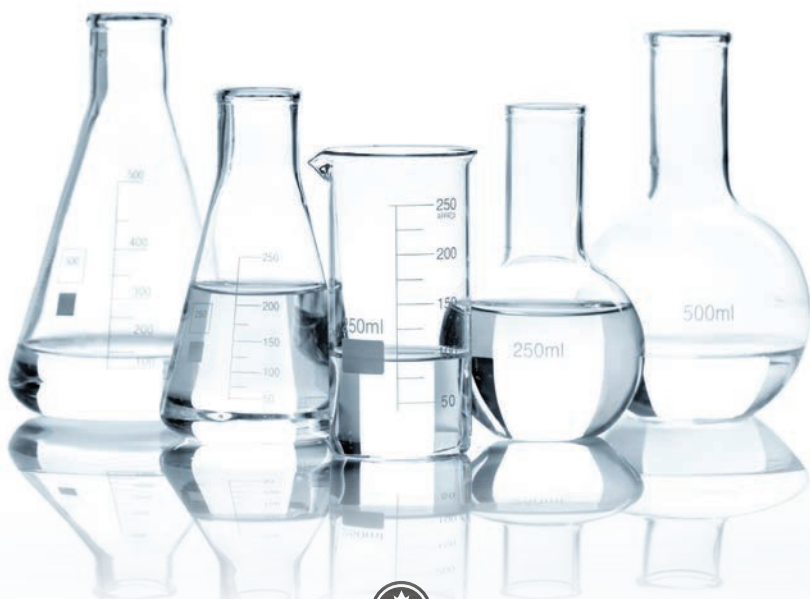
<b>Changes in cash and equivalents during the year</b>	<b>182,433</b>	<b>(14,486)</b>
--	----------------	-----------------

Cash and equivalents, beginning	2,145,511	2,159,997
---------------------------------	-----------	-----------

<b>CASH AND EQUIVALENTS, ENDING</b>	<b>\$2,327,944</b>	<b>\$2,145,511</b>
-------------------------------------	--------------------	--------------------

### REPRESENTED BY

Cash	\$672,944	\$890,511
Short-term investments	1,655,000	1,255,000
	<b>\$2,327,944</b>	<b>\$2,145,511</b>



Canadian Society for Medical Laboratory Science  
Société canadienne de science de laboratoire médical