

Summer 2021

# ECHO

The New Brunswick Association of Speech-Language Pathologists  
and Audiologists



Updates from the  
Legislative  
Committee

Page 15

NBASLPA's Virtual  
Conference  
October 1, 2021

Page 17

Tributes to  
Karen Baird

Page 26

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# Contents

<b>Executive Directory</b>	<b>Pg. 3</b>
<b>President's Report</b>	<b>Pg. 4</b>
<b>Congratulations Diane</b>	<b>Pg. 5</b>
<b>Training Trust Fund Update</b>	<b>Pg. 6</b>
<b>Executive Director's Report</b>	<b>Pg. 7</b>
<b>Call for Nominations 2021</b>	<b>Pg. 9</b>
<b>Registrar's Report</b>	<b>Pg. 12</b>
<b>Legislative Committee Report</b>	<b>Pg. 15</b>
<b>Clinical Networking</b>	<b>Pg. 16</b>
<b>Virtual Conference</b>	<b>Pg. 17</b>
<b>PR Committee Report</b>	<b>Pg. 18</b>
<b>Getting to Know</b>	<b>Pg. 20</b>
<b>Regional Updates</b>	<b>Pg. 24</b>
<b>Tributes to Karen Baird</b>	<b>Pg. 26</b>
<b>Karen's Books for Kids</b>	<b>Pg. 36</b>
<b>Publishing Information</b>	<b>Pg. 37</b>



## **EXECUTIVE COUNCIL**

<b>President</b>	<b>Cathy Cormier</b>
<b>President-Elect</b>	<b>Paula Murray</b>
<b>Past-President</b>	<b>Alisha Gaetz</b>
<b>Treasurer</b>	<b>Angela Kaiser-Hansen</b>
<b>Secretary</b>	<b>Allison Bowes</b>
<b>Public Representative</b>	<b>Vacant</b>

## **STAFF**

<b>Executive Director</b>	<b>France Gauthier</b>
<b>Registrar</b>	<b>Nicole Fowler</b>
<b>Executive Assistant</b>	<b>Valerie Caron</b>

## **REGIONAL REPRESENTATIVES**

<b>Moncton</b>	<b>Cathy Cormier</b>
<b>Saint John</b>	<b>Jennifer MacFarlane</b>
<b>Fredericton</b>	<b>Margo Cartwright</b>
<b>Edmundston</b>	<b>Stephanie Bellemare-Gagnon</b>
<b>Campbellton</b>	<b>Stephanie Bellemare-Gagnon</b>
<b>Bathurst</b>	<b>Stephanie Bellemare-Gagnon</b>
<b>Miramichi</b>	<b>Lindsay Gilliss</b>

## **COMMITTEE (AND SUB-COMMITTEE) CHAIRS**

<b>Awards</b>	<b>Vacant</b>
<b>Audiology</b>	<b>Vacant</b>
<b>Complaints</b>	<b>Claudine Godbout-Lavoie</b>
<b>Finance</b>	<b>Angela Kaiser-Hansen</b>
<b>Legislation</b>	<b>Cathy Cormier</b>
<b>Membership</b>	<b>Allison Bowes</b>
<b>Public Relations</b>	<b>Dianne Silliphant</b>
<b>Translation</b>	<b>Nicole Caissie</b>
<b>Discipline</b>	<b>Francisca Morneault</b>
<b>Training Trust Fund (co-chairs)</b>	<b>Annie Giasson &amp; Kathy Mullin</b>
<b>SLP Committee (co-chairs).</b>	<b>Ruth Woodworth &amp; Kathrin Pader</b>
<b>Education</b>	<b>Vacant</b>
<b>CEE Auditing</b>	<b>Allison Bowes</b>

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# President's Report

**Dear Members, Serving as president of NBASLPA over the last nine months has provided me with a wonderful opportunity to learn so much more about our Association, become more engaged with our members and committees, and continue the work set forth by our Executive Council.**

**I**t is truly amazing to participate in the many faucets of our Association ranging from legislation, advocacy, staffing, participation on national forums, and the work within our communities. I have had much opportunity to work directly with our committees who provide amazing work and truly ensure that our professions are at the forefront. A huge thank you to our Legislation Committee members who quickly and effectively became re-engaged, our Public Relations' Committee who has made tremendous progress in ensuring our professions are highlighted to the public, our Membership Committee who is now taking on integral components of our application process, our Education Committee who is whipping up a fantastic virtual conference for us, and our professional committees; Speech-Language Pathology and Audiology who can take on the clinical aspects. As well, I would like to thank our Executive Director who has taken on a significant role within our Association and has worked very hard with our partners and Executive Council to ensure transitions are smooth and effective. As noted, our Executive



**Cathy Cormier,**  
President-2020-2021

Council, committees and staff have worked very hard to address various issues; however, some of the work over the last nine months has also required the consultation of our lawyer. As we continue to move forward this year, we must also remain prudent to stay within our budget. I bring this to your attention as our staff have many items on their worklist and must prioritize their work to remain within our budget. NBASLPA always welcomes members to communicate with us; however, please be patient in the response time if it is a staff member who must address your inquiry or request.

We have made great strides to ensure transparency, improve communication with members, and respond to the needs of our members and our regulatory requirements. We hope that you have been able to read our emails that contain key information regarding updates and changes within the Association. As noted in previous email updates from our Executive Director and me, NBASLPA has withdrawn from CASSPR. With this, a great level of work is required to ensure that our applicants have a platform for writing the CETP exam. I would like to thank our Executive Council and our Executive Director for their work on this very important and time sensitive issue.



This is also a wonderful opportunity to recognize Diane Decoste for her 21 years of service with NBASLPA. Her knowledge, beautiful smile, and supportive approach will be missed. I would also like to thank Linda Walsh for her years of service, dedication, and vast knowledge regarding our Association's regulatory role and her work on a national level.

And in the same stride, we welcome our two new staff members; Valerie Caron, Executive Assistant and Nicole Fowler, Registrar.

As you may sense, I am grateful for the wonderful work of our committee members, Executive Council and staff do on a continuous basis. I am also so pleased to have had the opportunity to virtually connect with so many audiologists and speech-language pathologists within our Association.

I wish you a beautiful New Brunswick summer and looking forward to seeing you at our virtual AGM and education session in the fall.

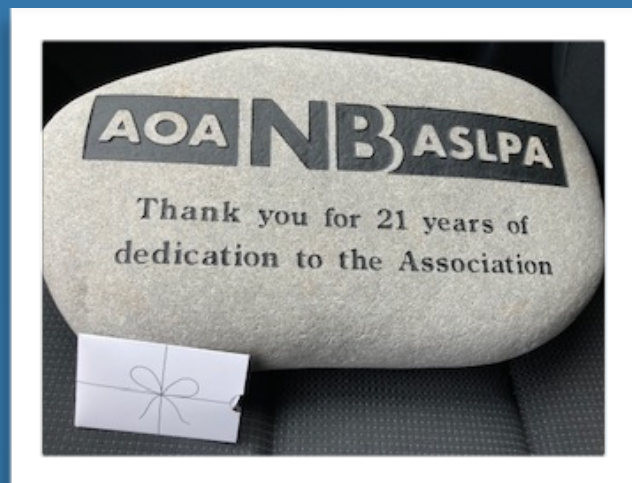
With Kind Regards, Cathy

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## Congratulations Diane!



After 21 years with NBASLPA Diane Decoste retired this past May. Her wealth of knowledge, helpfulness and smile will be missed by all.  
Congratulations Diane !



Diane was presented with this beautiful engraved stone for her beloved garden along with a gift certificate for flowers of her choice.

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# Update from the Training Trust Fund (TTF) Committee

The TTF committee met recently and has funding available to help fund educational events in the province in 2021. Members were invited to apply for this funding by March 31, 2021 but no application was received.

Therefore, the TTF will set the funds aside for the Education Committee, which is planning the NBASLPA fall educational event and looking into other virtual education opportunities.

Respectfully submitted by Kathy Mullin and Annie Giasson, co-chairs of the TTF



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# Executive Director's Update



**France Gauthier,**  
Executive Director

Since our last issue of the ECHO we have hired a new Executive Assistant, Valerie Caron and a new Registrar, Nicole Fowler. We are very pleased to have them on board. They have been a great addition so far with their positive energy and fresh ideas!

In March of 2021, healthcare regulators across New Brunswick were invited to share their vision statements and attend a virtual consultation session with the Minister of Health where we each had a few minutes to highlight our vision for the future of healthcare in New Brunswick and the role we see ourselves playing.

## NBASLPA Vision Statement

*Advancing, elevating, and regulating the professional practices of audiology and speech-language pathology and striving to ensure New Brunswickers have timely & equitable access to quality services to live with optimal communication health.*

In preparation for this meeting, we asked our members what the priorities of the healthcare system should be, what challenges and frustrations they face when providing quality patient care and how the Department of health can begin addressing some of these challenges. With the feedback received by our members we developed a comprehensive vision document which was shared with the

Minister of Health after our consultation session.

In this document we provided our members' top priorities along with recommendations that we hope will be helpful in establishing the five-year provincial health plan. The main topics in our vision document are the following:

- Provincial Hearing Loss Management Opportunities
- Lack of Resources in Communication Services for LTC Residents
- Increased SLP Positions in the Community (i.e. EMP)
- Increased SLP Services for Preschool Children with Autism Spectrum Disorder (ASD) Consistent Across all Regions
- Updating of the New Brunswick Universal Newborn and Infant Hearing Screening Program
- Increased Resources to Promote Pediatric Auditory (Re)habilitation
- Coordination of Services for School-age Children with Feeding and Swallowing Challenges
- Lack of Specialized Services for Francophones (i.e. ENT Services)

- Additional Funding for Improved Collaborative Work and the Development of “Care Teams”
- Improved Healthcare Access for Transgender Clients

Thank you to all who took the time to submit your comments and research.

Since our last issue, I have devoted a lot of time and energy on the following initiatives:

- Chairing the Education Committee to organize our virtual Fall conference 2021
- Working with our website provider to make improvements/enhancements to our website and address some gaps since the creation of the site (i.e. online member renewal, online new member application requests, website loading speed, online continuing education opportunities for members to reduce email quantity, etc.)
- Supporting the Public Relations committee in their projects such as creating a promotional video for our Association
- Reactivating the Legislative Committee who has since been very active in conducting landscape research and discussing important matters impacting our members. With the reinvigoration of this committee as well as our new Registrar there will be many important topics of discussion on this year’s AGM agenda!
- Working on our withdrawal from CAASPR and the impacts to our Association such as updating our application requirements and processes and working with our national Association and our lawyers on a Memorandum of Understanding to allow them to administer the entry-to-practice exam for NB applicants
- Chairing the Membership Committee to establish clear new applicant evaluation processes, develop new template letters and evaluation checklists
- Recruit, interview, train & support two new employees
- Recruit a new Public Representative for our Executive Council

We have made some important progress on operational issues this year. However, there has been very little time to devote to strategic planning goals. With two new engaged and dynamic employees, I trust that we will soon be able to tackle important strategic goals identified in our strategic plan. Thank you to all of you who support our Association through your volunteer work, your comments and questions. Your engagement allows us to keep the pulse on the needs of our members and the public we serve and helps us achieve our mission.

***Advancing, elevating, and regulating the professional practices of audiology and speech-language pathology in New Brunswick.***



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# Call for Nominations 2021

**Nominations for the following positions on the NBASLPA Executive Council are requested:**

**President-Elect** (1 year term followed by 1 year as President and 1 year as Past President)

Nominees must have a minimum of two years work experience in either speech-language pathology or audiology.

**Role :**

- a. Assume the duties of the President in his/her absence or inability to act;
- b. Assume the office of President at the end of term or the resignation of the President, whichever first occurs;
- c. Be an Ex officio member of all committees;
- d. Act as Chairperson of Ad Hoc committees, as required; and
- e. Perform such other duties as may be delegated to him/her under the bylaws or by the Executive Council for the efficient management of the Association.

*One of our SLP members, Joanie Morris, from the Campbellton area is a consenting nominee for this position.*

**Treasurer** (2 year term)

The Association is seeking an audiologist to take on the two year term of treasurer.

**Role:**

- a. collect and disburse the funds of the Association with the approval of the Executive Council,
- b. present a report and the Annual Financial Statements at the annual meeting,
- c. prepare and administer the Association Budget,
- d. be the Chairperson of the Finance Committee,
- e. be a member of the Training Trust Fund Board, and
- f. perform such other duties as may be delegated to him/her under the bylaws or by the Executive Council and for the efficient management of the Association.

*One of our Audiologist members, Francisca Morneault-Rouleau, from the Edmundston area is a consenting nominee for this position.*

**Benefits of Joining the Executive Council:**

- An annual honorarium equivalent to the NBSLPA dues is provided for the duration of your term
- For the president-elect position, you may attend one national level conference during your 3 year term
- Earn CEE credits with your volunteer work – each hour of committee work is equal to 1 CEE

- Be a decision maker in your industry

#### **Expectations of Executive Council Members:**

- Attend monthly teleconference meetings
- Attend in-person meetings at least 3 times per year which may require travel paid for by the Association
- Attend the annual AGM in person
- Attend AdHoc calls when necessary and monitor NBASLPA emails daily
- Familiarize yourself with the NBASLPA Act, Bylaws and Rules

All registered members of NBASLPA are eligible for nomination. Written nominations must be sent to the President-Elect, postmarked no later than **Friday August 20th**. Please remember that no one should be nominated without his or her consent.

All registered members are urged to take part in the Association by nominating a fellow member or allowing their name to stand on the ballot.

### **Volunteers Needed!**

#### **Benefits of Volunteering with your Association:**

- Earn CEE credits with your volunteer work – each hour of committee work is equal to 1 CEE
- NBASLPA supports the language of choice at all meetings
- Excellent opportunity to network with colleagues
- Make a positive difference in your industry
- Develop new skills and abilities which can add more value to your resume

#### **Audiology Committee** (2 years with option to renew)

The committee is looking for a committee chair.

**Role:** To help promote the profession of Audiology and to provide information and advice to the Executive Council members on professional issues.

#### **Awards Committee** (2 years with option to renew)

The committee is looking for new members to join. With the AGM coming up soon it is very important to fill these vacancies.

**Role:** To promote the nomination for and presentation of the NBASLPA awards on a yearly basis.

#### **Legislation Committee** (2 years with option to renew)

The committee is looking for another audiologist member.

**Role:** To respond to matters relating to the Act, Bylaws and Rules.

#### **Public Relations Committee** (2 years with option to renew)

The committee is looking for a French speaking member who can participate in meetings and contribute French content to our Association Instagram and Facebook accounts.

**Role:** To promote the Professions of Speech-Language Pathology and Audiology, and NBASLPA.

### **Website Committee NEW!**

Looking for members who are interested in maintaining our website by ensuring all information is up to date and working with the website provider to ensure a positive public & member website experience.

### **Moncton Regional Representative**

The Regional Representative supports the ECHO Newsletter by gathering, reviewing, and compiling the information received from members within their assigned region and forwarding the information to the Newsletter Editor.

## **Award Nominations**

It is time once again to give some thought to who among our fellow members WE wish to recognize by nominating them for the Student Supervision Award, the Clinical Excellence Award and the Margaret Christie Lifetime Achievement Award.

### **What should you look for when making a nomination?**

Here are a few helpful tips and reminders of what to look for in your colleagues.

- Do you look to them for advice?
- Have they developed an expertise in a specific area of practice?
- Have they shown ongoing commitment to continuing their education/professional development?
- Have they shown exceptional abilities with clients in reaching their goals?
- Do they advocate for the profession or their clients?
- Do they contribute to the profession through research or clinical practice?
- Do they improve public awareness of the professions/communication disorders?
- Do they mentor colleagues or students?
- Do they mentor clinical interns on a regular basis?
- Do they create a positive learning environment with opportunities, respect and open communication?

If you can think of a colleague who ticks some of these boxes, then maybe it's time to start



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# Registrars Report



**Nicole Fowler,**  
Registrar

Greetings from your newly appointed Registrar!

As your new Registrar, I would like to assure you that I have been diligently reviewing the Act, Bylaws, and Rules to serve the membership and the public. In addition, I have also been initiating relationships with the other provincial regulators of speech-language pathology and audiology. Furthermore, I have also been making supplemental connections with other New Brunswick Regulatory bodies of various professions.

During my review of the Act, Bylaws, and Rules, it became apparent that there are noteworthy items which would serve the members well if given as important reminders. I have included just a few of these items below:

•**Bylaw 14.11** - “Any member who changes his place of employment or employment status **must** notify the *Registrar* in writing of such change within 30 days thereof.”

•**Rule 13.1** – “*The Code of Ethics of Speech-Language & Audiology Canada* are the *Rules of Conduct of the Association*.”

•**Rule 14.10.1** – “Individuals or organizations who wish to engage a guest lecturer on any subject matter covered under the *Act* are **required to file an application for guest lecturer status** in the prescribed form with the Association at least **30 days before the event**. Upon approval of the applicant’s qualification (as per 14.10.2) the *Registrar* will grant the applicant guest lecturer status which entitles the applicant to deliver the lecture or demonstrations described in the application.”

•**Bylaw 15.01:** “For the purpose of this bylaw, pursuant to paragraph 22 (g) of the Act, communication health assistant will include any person carrying out specific tasks constituting part of the practice of speech-language pathology or audiology under the supervision and control of a speech-language pathologist or audiologist as the case may be.



In addition to the information above, I would also like to take this opportunity to share some changes in processes, and the recent development of some new guidelines.

### **Changes to Membership Application Processes**

Please note: these changes to our membership application processes have happened since *NBASLPA* withdrew from *CAASPR*.

- New applicants will no longer apply for membership through the *CAASPR* portal. They will, instead, send their applications (and supporting documents) directly to the *NBASLPA* Executive Assistant who will send the completed application package to the membership committee to review.

- The Canadian Entry-To-Practice Exam* continues to be an important requirement for new applicants and will now be provided through *Speech-Language & Audiology Canada (SAC)*. Accredited Canadian universities will now send a list of graduating students directly to *SAC* who will administer the speech-language and audiology examination to students who have enrolled to write it. When students register for membership with *NBASLPA*, the exam results will be provided to *NBASLPA* directly from *SAC* at the request of the applicant.

- NBASLPA* no longer requires language proficiency testing from applicants from an accredited Canadian university.

- Our website has been updated to reflect changes in new applicant requirements.

### **Professional Liability Insurance**

- All private practice audiologists and speech-language pathologists who are providing services to the public are required to purchase their own Professional Liability Insurance (PLI) with a minimum amount of \$2,000,000 in coverage.

- All private practice members must provide proof of this coverage every year as part of the *NBASLPA* membership renewal process in order to obtain membership renewal and maintain their license to practice in New Brunswick.

- Proof of PLI must contain the applicant's name, profession, and a statement verifying that it is valid in the province of New Brunswick, and valid for in-person and/or virtual professional practice. This includes private practice members who reside in New Brunswick and provide virtual services to clients who reside in New Brunswick or outside of New Brunswick.

**Note:** *NBASLPA* strongly recommends private PLI for members working in the public sector. Although this is not a requirement at this time, it is strongly recommended as PLI provided through the public sector employers does not typically provide extension of coverage if the

clinician changes employers, may or may not provide coverage for services provided virtually, and often does not adequately cover the liability insurance needs of the clinician.

### **Where can you purchase PLI?**

If you are a member of Speech-Language and Audiology Canada (SAC) PLI plans are available through BMS. [SAC Professional Liability Insurance Program \(bmsgroup.com\)](http://bmsgroup.com)

Other examples of companies that offer PLI to SLPs and audiologists are Sheppard and Holman. Information regarding these plans can be accessed at the following links:

- Sheppard Insurance <http://www.sheppardinsurance.com/insurance.asp?pgcode=pg05>
- Holman Insurance Brokers Ltd <http://www.holmanins.com/About-Us/Overview.aspx>

### **Development of Guidelines Concerning File Retention**

*Have you wondered how long you should keep a client's file when you work in private practice?*

File retention provides access by clients to their personal health records in accordance with the Personal Health Information Act. The practice of retaining client files also provides protection to members in case there are questions in the future about services rendered.

NBASLPA has developed the following guidelines concerning file retention for private practice clinicians. The recommended time periods provided below comply with legal requirements in New Brunswick.

- Client records should be retained for **15.5 years after** the client is last seen.
- Client records should be retained for **15.5 years after** the client who is a minor has been last seen, or until the age of twenty-one, whichever is longer.
- Client records should be retained for a period of **2.5 years** following the death of a client.

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# Legislative Committee

## Update Regarding Language Proficiency Standard and Clinical Hours (Currency Hours) Requirement

A special meeting of NBASLPA was held in January 2021 to discuss some topics which included Language Proficiency Standard for Practice and Clinical Practice Hours Requirement. Following this meeting, the Executive Council repealed both items and the Legislation Committee was re-activated and was entrusted with reviewing, revising, and recommending updates to our bylaws and rules. The Committee has made recommendations on Language Proficiency Standard for Practice and on Clinical Practice Hours Requirement and both were approved by the Executive:

### Language Proficiency Standard -

**1. The rule that required graduates of Canadian SLP/AUD programs to complete language testing was repealed.** Members were informed about this change to the language proficiency standard for practice via e-mail. However, the requirements for language proficiency testing for foreign-trained applicants is still required. While our initial priority was to address the graduates of Canadian universities, the committee continues to review this requirement for international applicants.

### 2. Clinical Practice Hours Requirement

- The intention of this requirement was to protect the public by requiring a minimum number of Clinical Practice Hours to address continuing competency. Upon a careful review, the Legislation Committee found that the information captured in an environmental scan demonstrated a variety of eligible experiences including administrative work as well as differences in the minimum hours requirement over a period of 3 to 5 years. The committee also recognized that aspects of competency were already covered elsewhere in our bylaws and rules. Thus, they did not see the benefit in the

proposed addition to the rules. For the members' benefit a brief outline of bylaws and rules that influenced our recommendation are as follows.

**BYLAW NO. 13** on Rules of Conduct states the Code of Ethics that we adopted. This includes the need to act or practice in compliance with the Rules of Conduct. Further if a member does anything or permits anything to be done which is not permitted by the Rules of Conduct; or breaches any provision of the Rules of Conduct, the Registrar shall upon becoming aware of such conduct immediately complete, sign and deliver a complaint with respect to the member to the Complaints Committee. (The Complaints Committee completes an investigation and determines whether to forward the complaint on to the Discipline Committee for a hearing.)

Our Code of Conduct states "**High Standards and Continuing Competency** - Members practice within their scope of competence and seek to enhance and maintain their professional skills through professional development. Members strive to provide professional services and information supported by current scientific and professional research." Members "**engage**

**only in the provision of services that fall within their professional competence,** considering their level of education, training, experience and/or their access to professional supervision and assistance from qualified colleagues”.

In addition to the bylaw on Rules of Conduct which contain explicit information on professional competency, we have both a bylaw and rules regarding continuing education. This was important since our rules of conduct highlight the need for professional development to maintain competency.

**BYLAW NO. 14.02 d** states “Registered members are required to comply with the Continuing Education Program as set forth in the rules.” Rule 14.12 on Continuing Education Program describes in detail the requirement to maintain a minimum of 45 continuing education hours over a 3-year period.

Our Act, Bylaws and Rules are available to members on the NBASLPA website in the Regulation section. Members are encouraged to become familiar with these.

**Act:** <https://nbaslpa.ca/regulation/act-incorporating-the-new-brunswick-association-of-speech-language-pathologists-and-audiologists/>

**Bylaws:** <https://nbaslpa.ca/regulation/bylaws/>

**Rules:** <https://nbaslpa.ca/regulation/rules/>

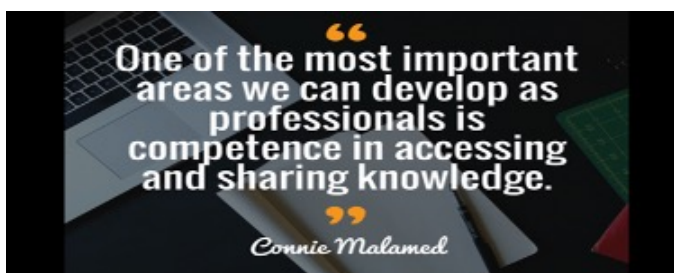
If you have any questions related to the information provided, please direct them to the Executive Director at [ed@nbaslpa.ca](mailto:ed@nbaslpa.ca).

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## Clinical Networking

As part of NBASLPA executive council’s ongoing support of clinical excellence and advancement of the professions we would like to provide a forum for clinical networking. We recognize that our members have a wealth of knowledge and experience to share and are always seeking new ideas and inspiration. We ask members to submit requests for colleagues to get together to discuss and share information regarding specific topics they have an interest in. It is our hope that members will be able to develop a network of special interest groups to support each other. Submissions can be made for the fall Echo to the editor Kim Fontaine at [Kim.Fontaine@horizonnb.ca](mailto:Kim.Fontaine@horizonnb.ca). Please include your name, topic of interest and e-mail address so other members can contact you. Groups can be set up via NBASLPA’s Google Meets account on request.

To start, Petra Robitaille and Paula Murray are interested in initiating an informal group focusing on paediatric/infant feeding and swallowing. Members would get together monthly to share experiences; answer questions and problem solve difficult cases. If you are interested please email Petra at [petra.robitalle@horizonnb.ca](mailto:petra.robitalle@horizonnb.ca) or Paula at [paula.murray@horizonnb.ca](mailto:paula.murray@horizonnb.ca).





# NBASLPA's Virtual Conference

Friday October 1, 2021 8:30am - 3:00pm

Registration forms will soon be sent to all members.



**Ingrid Johnsrude**



**Dr. Ashwini Namasivayam MacDonald**



**Dr. Pineault**



**Josee Lagace**



**Rachel Madel**



**Marie-Ève Bergeron Gaudin**



**Pascal Lefebvre**



**Dr. Regina Jokel**



**Jennie Bjorem**



**Susan Howley**



**Stephen Groner**



**Amy Graham**

## Presentations include:

- Ingrid Johnsrude - *Speech in Noise*
- Josee Lagace - *Évaluation de la capacité à percevoir la parole dans le bruit: une affaire d'audiologiste!*
- Dr. Pineault - *Latest Perspectives & Evidence-Based Assessment & Management Strategies for Tinnitus ( 2 parts)*
- Dr. Ashwini Namasivayam MacDonald - *Best Practices for Dysphagia Management in Older Adults*
- Stephen Groner - *A Crash Course on Stuttering Assessment and Treatment*
- Jennie Bjorem - *Young Children & Childhood Apraxia of Speech - Assessment*
- Marie-Ève Bergeron Gaudin - *Inférences*
- Susan Howley - *Practical AAC Tools for Adults*
- Amy Graham - *Principles of Motor Learning and the Treatment of Childhood Apraxia of Speech*
- Rachel Madel - *AAC Essentials: What Every SLP Needs to Know*
- Pascal Lefebvre - *Sons de la parole et conscience phonologique*
- Dr. Regina Jokel - *Adult Neurological Disorders*

**Members \$75** (\$60 early bird)    **Non members \$100** (\$85 early bird)    **Students \$50**    Early bird ends August 31st

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# PR Committee Report

The Public Relations Committee is excited to share with you the initiatives that we have undertaken over the past year and what to look forward to as we move forward.

You may have already noticed some changes/additions to the NBASLPA website. For one, there should be significantly less lag time when trying to download the webpage. The Pridham Group, NBASLPA's webpage developer, is also assisting us in linking our registration information with the "how to find a professional" section, which will automatically update any address changes recorded on your registration to the find a professional. This should save you time by not having to contact the Main Office.

We have also added a "pop-up" when exiting the website to gather feedback on how useful users find NBASLPA's website. If the user does not find what they were looking for, they are asked to provide feedback which will automatically be sent to Valerie, NBASLPA's new executive assistant. The information will be reviewed and should the office receive the same questions repeatedly, we can add the query to the "frequently asked questions" section of NBASLPA's website.

Check out the "Latest New" tab on NBASLPA's home page. It contains a painstakingly prepared organizational chart that Paula Murray along with members input has created called **How to Access Audiology and Speech-Language Pathology services in New Brunswick**. The goal is to assist New Brunswickers in navigating the confusing systems and pathways when trying to access services in our communities. In addition, we

have included a short summary of each service, where they can be found, and how they can be accessed.

The PR Committee receives analytics produced from NBASLPA's website activity. The information that we obtain includes but is not limited to the user's age and gender; whether they are an NBASLPA member or non-member; what type of device they used to access the website; how they accessed the site (direct, google, Facebook); how long they spent on the website and the province that the access originated from. Just for fun, I collapsed the latest analytics to find our most common user:

She is a female between the ages of 25-34, who has accessed the website before, who, using her desktop, directly access the website through [www.nbaslpa.ca](http://www.nbaslpa.ca). She stayed on the website for 2 minutes and 19 seconds. Oh ya....and she is from New Brunswick, or at least that's where her computer was. 12

I know that this information is overly simplistic but thought it would be a fun exercise.

The Public Relations Committee in collaboration with the Education Committee has made a renewed commitment to updating the Calendar of Events and Educational Events sections of the NBASLPA website along with our Facebook and Instagram accounts. We want the public and NBASLPA members to look to our website and social media for the latest conferences, webinars, and events. Please contact Rhonda Rubin, who is a member of both committees at [rhonda.rubin@nbed.nb.ca](mailto:rhonda.rubin@nbed.nb.ca) if you know of an on-line or in-person event

that you would like to share. Alternatively, you can contact Valarie at NBASLPA's main office at [info@nbaslpa.ca](mailto:info@nbaslpa.ca).

The Letter to Parents in the Speech and Hearing Month section of the NBASLPA website has also been updated to more equally reflect the professions of Audiology and Speech-Language Pathology. Thank-you Stephanie Tinker!

Added to our May is Speech and Hearing Month section of the website is also a PDF of the updated placemat that was developed by the Public Relations Committee to promote the professions of Audiology and Speech-Language Pathology. The placemats are made available at the Legislative Breakfast held annually by the Premier's Council on the Status of Disabled Persons during Disability Awareness Week in late May/early June. The PDF on the website can be printed and shared by our members.



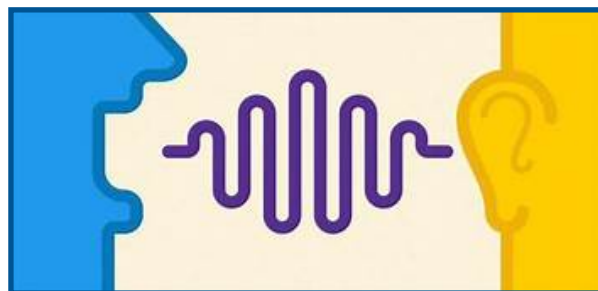
The Public Service Announcement produced by the PR committee with the goal of educating the public regarding the association, it's members, and directing them to the NBASLPA website for more information can be found on the NBASLPA website as well as on both social media accounts. Look for NBASLPA's Executive Director France Gautier as she is the "voice" representing NBASLPA members in both official languages.

Instagram: <https://www.instagram.com/nbaslp/>

Facebook: <https://www.facebook.com/nbaslp/>

The PR Committee has recently begun increasing activity on our NBASLPA Instagram account and is currently working hard to increase engagement within our social media platforms. Thank you, Ashley Culliton for taking this project on with such passion and energy. It is contagious!

Looking ahead, the PR Committee has several ambitious projects planned. We will be producing profile videos “Getting to Know New Brunswick Audiologists and Speech-Language Pathologists” on an ongoing basis; we will continue to update our website and the Tool Kit for May is Speech and Hearing Month to include materials for both Audiologist and Speech-Language Pathologist, working in ALL settings, and we will be using the analytics to assist us in determining future targets for the PR Committee. And of course, we will continue to recruit new PR Committee Members! Please contact me at [dianne.silliphant@horizonNB.ca](mailto:dianne.silliphant@horizonNB.ca) if you would be interested in lending a hand.



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# Getting to Know Nicole Fowler



**Nicole Fowler**  
Registrar

Nicole completed her Bachelor of Arts in Psychology at Mount Saint Vincent University in Halifax, NS. She then went on to complete her Masters of Science in Human Communication Disorders from Dalhousie University. Nicole has had quite a varied career so far as a speech-language pathologist. She began her career with St. Stephen Extra-Mural program, and then moved back to Halifax where she worked as the augmentative communication consultant at the IWK for Nova Scotia Hearing and Speech Centres. She then moved to Nunavut where she worked across 7 communities, each accessible only by plane. Nicole then found herself at the Stan Cassidy Centre for Rehabilitation, where she worked predominantly in augmentative communication. She has also worked with the preschool population at the Moncton Hospital, and with the Talk with Me program, and worked in the adult psychiatric hospital, Centracare. Nicole is currently doing some work for the Anglophone South school district, and of course, as your NBASLPA registrar. She also sees some private clients on the side.

## ***What inspired you to become an SL-P?***

I have always had a love for language since I was quite young, and in my teenage years wanted to be a linguist. I ended up getting my undergraduate degree in psychology, and from there decided to travel, live in different places, and experience new cultures. I ended up living in Japan for 2 years teaching English as a second language to preschoolers, school-aged children, and adults. When I returned from Japan, I travelled Canada, living in several different cities before deciding to apply to the Master of Science in Human Communication Disorders at Dalhousie University. I actually ended up in audiology. I was doing my internship in audiology and was in the booth with a preschooler who had a severe to profound hearing loss. She was non-verbal. I desperately wanted her to be able to talk or communicate in a more functional way. This little girl was the catalyst that pushed me to switch from audiology to speech-language pathology, and ignited my passion for augmentative communication.

## ***What are your top 3 therapy materials?***

Ring sticks, and hiding miniature objects in plastic eggs, will forever be my favorite therapy readiness tools. I also love hiding sound/vocabulary target miniature objects in the plastic eggs. The little ones crack them open and are so excited to see what's inside. I might hide little rubber cats and kids inside if I'm working on the /k/ sound. You can also hide small rubber farm animals inside if you are working on animal vocabulary. The options are endless. I'm also a big fan of Animal Buddies. You can work on so many language targets with this activity. If Boardmaker counts, I would definitely have to include that too. I love to use visuals whenever and wherever possible to help foster and facilitate speech, language, and literacy development.



***What is your favourite thing about your career to date?***

I have had a lot of variety in my career, and have absolutely loved learning over the years from my many amazing colleagues across the province. There is always something new to learn and to share.

***How would you describe yourself in 3 words?***

Fun, kind, and some would say quirky. Afterall, you should see some of my dance moves. I can't believe I can actually do some kind of version of "flossing". Some of my colleagues would attest to this!

***What will you be doing in 10 years?***

I hope to be retired and tending to my animals on my hobby farm, riding the trails on my ATV with the wind in my hair (Oh, wait, I would be wearing a helmet – I have been known to be an avid "rule-follower"), going on mini-adventures with my wonderful husband, and hopefully still working as your Registrar.

***Do you have any quotable quotes, funny stories or fond memories related to your career that you would like to share?***

I was so proud of the new toy I had bought from the "dollar store" and had such high hopes. I was so excited setting it up to show one of my colleagues. All I can say is it was the worst toy ever. No matter how hard we pulled the lever, the little car would just sit there or fly right off the track. Talk about anticlimactic. What a let down! We had some good laughs over this as we persisted in trying to get it to work. I try not to get too excited over things anymore until I've tried them first.

***What is your favourite vacation destination?***

I did a lot of travelling in my younger years and now am quite content with mini "staycations" on my hobby farm. Although, if I had the opportunity to travel, I would be on the first flight to Israel.

***Choose one other NBASLPA member. What is your favourite thing about that person?***

I will choose Donna Carter as I was using one of my favorite activities last week that she had introduced me to a few years ago. Donna has an amazing way of explaining things that give you that "aha" moment. I love how she can break things down, and yet bring everything together in a way that is systematic, logical, and makes sense. She is also quite fun! When I am working with clients, I still find myself looking through the "Donna Carter" lens. I also want to mention Bill Wallace, of course, who has been the biggest inspiration to me in the world of AAC. I love that he is an "out of the box" thinker – his ideas, to this day, are endless and inspirational.

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# Getting to Know Valerie Caron



**Valerie Caron**  
**Executive Assistant.**

Valerie graduated from Harrison Trimble High School. Before joining our team, Valerie worked as a payroll administrator for ADP, and as an administrative assistant for accountants in Toronto.

Valerie has lived in Edmundston, Toronto, and for a short time in the Dominican Republic. She returned to Moncton with her husband to be a caregiver for her parents.

In her spare time Valerie plays the piano and is now learning the ukulele. She loves languages and has learned to speak and read Hindi, Urdu, Spanish, Mandarin Chinese and Haitian Creole.

***If you could live anywhere, where would it be?***

Granada, Spain

***What is your favorite book?***

The No. 1 Ladies Detective Agency

***What is your favorite weird food combo?***

Strawberries and black pepper

***What would you sing at Karaoke night?***

The Lion Sleeps Tonight

On behalf of the entire membership, welcome to NBASLPA Valerie.



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# Getting to Know Allison Bowes

Allison Bowes, SLP and NBASLPA's Executive Secretary, graduated from Mount Allison University. She then went on to complete her Speech Pathology Masters at the University of Maine in Orono, graduating in 2017. Allison has worked in a few different settings around the province including The Moncton Hospital, The Upper River Valley Hospital and The DECH. She currently works at Charlotte County Hospital, working with a mixed caseload of adults, pediatrics in outpatient and inpatient settings.

## ***What inspired you to become an SL-P/Audiologist?***

I saw Cathy Reinsborough, S-LP in Miramichi, for my "s" sounds in grade 1. It wasn't until I was in my last year of university when I realized I didn't want to continue in the field of Chemistry. When looking into career options, I reflected on my experience with Cathy and after researching more, I realized that Speech Pathology would be a perfect fit for me.

## ***What are your top 3 therapy materials?***

I love using books, farm/doll sets, and Cariboo.

## ***What will you be doing in 10 years?***

I would like to be working at Saint John Regional Hospital where I would have an opportunity to specialize more in my fields of interest- laryngectomy, pediatrics, voice. I'm hoping that I'll have lots of travel experiences under my belt and I'd love to write a book someday!

## ***If you hadn't become an SL-P/Audiologist what would you be doing?***

I would be a librarian!

## ***If you won the lottery, what's the first thing you'd do?***

I would travel around the world. Next on my bucket list is Hawaii, Japan, Portugal, or New Zealand.

## ***What is your favourite vacation destination?***

My partner and I went to Italy in 2019 and it was easily my favorite trip! I also love PEI. I'm hoping to get back to travelling when COVID is over 😊

## ***Have you seen any good movies, or read any good books lately?***

I just finished Lord of the Rings and loved it!

## ***Choose one other NBASLPA member. What is your favourite thing about that person?***

Jennifer MacFarlane has been such a wealth of knowledge to me! She's an excellent S-LP and I have learned so much about head and neck cancer and laryngectomy from her. She also has a great sense of humor and is a pleasure to work with.



**CAMPBELLTON**

Stephanie  
Bellemare-Gagnon



**BATHURST**

Stephanie  
Bellemare-Gagnon



**EDMUNDSTON**

Stephanie  
Bellemare-Gagnon

**MIRAMICHI**

Lindsay  
Gilliss



# Regional Updates

**FREDERICTON**

Margo  
Cartwright



**MONCTON**

Cathy  
Cormier



## MONCTON



In the Greater Moncton area, The Moncton Hospital has welcomed Erin Hamilton, speech-language pathologist. Erin is working two days a week with our voice population. Across the street at the Georges Dumont Hospital, Sophie Lynn Chiasson, speech-language pathologist is now Sophie Lynn Vautour. Congratulations Sophie Lynn on your recent marriage to Nicholas Vautour.

From our Anglophone East partners, they report that this this year was definitely an unusual one, we started out not really knowing how all the covid guidelines, restrictions and operational plans would impact our services but we made it through yellow, orange and red phases and back again without the whole district closing so it was a success! We made all the necessary adaptations and learned about telepractice and virtual meetings. Will be interesting to see how many things we learned will continue even when schools go back to “normal”.

Greg and Alison have been participating on a NB committee with representatives from each school district. Our first objective was to set standard guidelines for providing SLP services in the school

system during COVID and now we are discussing consistency in SLP school services in general.

Kandice Roy returned from her first maternity leave in March but won't be back for long as she is expecting baby number two in July!

## BATHURST



Talk with Me will see some changes in June:

- Carole Asselin will be retiring after 37 years in Speech-Language Pathology
- Arianne Noël is starting to work with Talk with Me on the Acadian Peninsula. She worked with Talk with Me during a maternity leave in the past.
- A new Speech-Language Pathologist will soon be hired for Talk with Me in the Chaleur Region. The interviews are scheduled next week (at the time this note was written) and, therefore, we do not know who the new S-LP will be as of yet.

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## Tributes to Karen Baird



I got to know Karen first as a devoted mom and then as a colleague when I called on her for support with a therapy intervention method that I was not too familiar with. She gladly coached me through with consultation calls and mentoring. I had also learned in recent years that she was an artist when I saw the beautiful Ukrainian Pysanky Easter Egg she had put in one of our silent auctions during the last conference we had in Fredericton. She was a very genuine person and I will miss her dearly. I am saddened to hear of her long battle with breast cancer and her recent passing.

*Caroline Lavoie*

Karen and I met in graduate school in Halifax. I was in the last of the 2-year program and she was in the first of the 3-year program. Dalhousie did not have things ironed out as to how the 3-year program was going to unfold so we took almost all the same classes together for the first year. In those days I remember Karen in her naval uniform coming to school as she had to work in the evening.

After graduation I began working at The Moncton Hospital and a year later Karen joined the department. We were only a small group at that time of speech language pathologist and audiologists. In essence we grew up together. We got married, had children and were like a second family. Each diagnosis of breast cancer was devastating. Each remission was joyful. At Easter we gathered for painting Ukrainian easter eggs with Karen teaching us step by step. The last gathering to paint eggs coincided with my birthday and Karen had a beautiful cake from Tony's.

Karen was always there to listen and provide advice be it work or personal. I do not think there was any topic or problem that was off limits and no judgement. My son Simon went to China after a conversation with Karen of a program in NB that provided this adventure. She knew so much as she was always reading and listening and involved. We would receive e-mails and links to sites that she felt would be of interest, mine often included Disney.

Karen was more than a colleague she was family. I think of her everyday and miss her terribly. Karen set the bar high, not letting the bad stuff stop you from living life to the fullest. I can only hope to follow her example.

*Angela Kaiser-Hansen*



I initially took Krista's maternity leave back in 2017 and I had little experience working with the pediatric population. I felt immediately welcomed and part of the team from day one. I remember Karen was always available to answer my numerous clinical questions and supporting me as a new clinician. She was a great mentor.

I also remember when she would come see us at the department on Mondays with Milo, her dog. It was almost a tradition. We were always so happy to see both of them and listen to her funny stories about Milo. She loved that dog so much she even made a book of him that she would use in therapy to target action verbs. I thought that was so clever and I would use it from time-to-time 😊

Although I only knew Karen for a short time, she definitely had a great impact on my life as a clinician and a person. I will always be grateful to have had the opportunity to work by her side.

*Emelie Ouellette*

Karen Baird, SLP member of NBASLPA since 1991, passed away on December 6, 2020. She volunteered her time and skills to NBASLPA over the years as Editor of the ECHO and as a member and Chair of the Public Relations Committee. I met Karen when she joined the staff of the Moncton Hospital in 1991. We quickly became good friends owing to our shared values and interests. For nearly thirty years she remained my closest friend and confidant through life's ups and downs. Karen was a kind and skilled clinician, the best mother I've ever known and a lover of all animals. She was extremely artistic, producing award-winning photographs, intricate Ukrainian Easter eggs and unique scenes with found objects from nature. I admired many things about Karen, especially the calm strength she exhibited throughout her battle with cancer.

*Linda Walsh*



Some of Karen's beautiful hand painted Pysanky Easter Eggs

I had the pleasure of working with Karen as part of the team at the Moncton Hospital when I was an SLP intern. Her kind spirit and professionalism made an impression that I kept with me throughout my own career. Then as a young mother I sought SLP support for my daughter at 3 years old when she had speech difficulties. Kids just don't work with mommy like they do for the SLP 😊 Karen worked with us for several months and I consider myself so fortunate to have had the opportunity to work personally with her in that way. Needless to say it can be a bit intimidating to work with another SLP's child but we were able to have some wonderful discussions about speech development from the parent-professional perspective. Our time together became a highlight in my professional development. She had a lasting and positive impact on my daughter and myself both as a mother and as a clinician. I am so grateful that Karen shared her light in our lives.

*Melanie Doiron*

Karen was the epitome of a brilliant SLP. She just *got it*. She understood the child's perspective, the parent's perspective, the SLP's perspective, and she was excellent at putting everything IN perspective. She knew how to come up with actionable, practical, good plans. She knew what to take seriously and prioritize, and what to take with humour and a grain of salt. That kind of wisdom is rare.

She was a truly wise clinician and person. She taught me what was important in the big picture and the small details. She had tons of experience, and balanced it beautifully with curiosity and open-mindedness to new ideas and new evidence, which she was constantly seeking out and sharing. Getting to watch her interact with the children and their parents was so valuable – she was just so **good** at what she did. To be around her was to be learning something that mattered.

I still remember things that she told me, and I find myself passing on that advice, sometimes verbatim, to others when they come to me for help. So not only did she help me and my clients at the time, but she helped my future clients, my future coworkers, and their future clients... her wisdom and expertise will continue to be passed on in ever-growing circles. I still sometimes pause and think to myself, 'what would Karen do about this?' or 'Karen would definitely approve of this!'

She was a brilliant SLP. A brilliant person – a big-hearted, authentic, interesting, beautiful, generous person. I admired her greatly.

*Montgomery Boone*

When I first started working with Karen, I was amazed by her ability to motivate the children on her caseload...after every session, she would make a special balloon animal as take home reinforcement for her kids. Karen used that opportunity to have fun and also to sneak in some extra speech and language stimulation. It was a perfect balance of great clinical skill, fun creativity and a wee bit of magic!

*Heather Newcomb*



Karen loved theatre. Here her and Andre are dressed up for The Rocky Horror Picture Show.

Karen was a colleague but more importantly a great friend. We bonded early during my first year of work in a death-defying trip during a severe ice storm on the way to Bangor for a fluency conference. Karen took the wheel of my car with grit and determination as I watched for transport trucks barreling down on us. After 3 1/2 hours on the Airline Road driving in low, we passed out in the hotel grateful to be alive. We had many other educational adventures that ended in lifelong memories such as racing to do repeat duelling dragons roller coasters at Universal Studios before the park closed and making the cut to see Stephen Colbert show in New York City. I will always remember these times when I search through the many articles, she shared to ensure we were current with research and had the information we needed to provide the best service to our patients. She also made sure we were properly educated in the art of egg decorating, always a fun night. But perhaps my fondest memory was helping Karen pick out her wedding dress at Winchester's in Halifax. That cupcake dress she came out laughing in at Betty Rubens just wasn't her style. Karen knew what she wanted and always made it happen just as she did when she found her perfect wedding dress. I miss her spunk, humour, passion and conversations during aqua fit, even with the dirty looks from the instructor.

*Paula Murray*



I'm honored to write a few words about Karen -although it's challenging, as there are so many things one could say. In describing her, a variety of words come quickly to mind: bright, funny, witty, artistic, creative, caring, thoughtful, inquisitive, passionate and outgoing. We should all be so lucky to have half her energy and determination! I came to know her when she was a student in grad school. Karen had a "positive presence" that was felt from the moment you met her. She shared and she listened. I'm so happy that our relationship went from student to colleague to friend. I watched her career blossom - and the profession was truly lucky to have her in it - even though we have all been robbed by not having her with us long enough. Still - she stands as an outstanding role model, and her professional legacy will live on. I count myself as truly lucky to have known her.

*Linda Wozniak*





Words are not enough to describe my amazing friend Karen Baird. Our friendship spanned over 30 years from the young days at SHCD to having grown children ourselves. Her friendship and example shaped who I am today both personally and professionally and I was incredibly lucky to have had her in my life. When I first met Karen I was struck by how stylish and put together she looked and also by the fact that she was a hugger! At a class orientation at Fenwick I remember, thinking, "Is she going to come hug me too? Her big heartfelt hugs continued and before long she converted me into a hugger.

She was a fierce mother who would go to the ends of the earth for her kids while also teaching them to fend for themselves. She said, not too long ago, that she lived her life in reverse as I searched for a home outside the city as retirement neared, but she had already done that! She and Andre chose a home near the beach to raise their children, each working part-time to have as much quality time as possible when the kids were small. Her house was filled with artwork and books and had little spots for reflection and rest. She did it right. Over the years she was a busy chauffeur for her kids, logging many trips to the pool and also serving as a timekeeper for competitive swim events. She sewed many theatre costumes turning her livingroom into a backstage set on occasion for larger productions.

Karen was always up for an adventure and would make herself available on a moment's notice. When she completed her externship at the Foothills Hospital in Calgary we travelled through Western Canada in her old car stopping in Kananaskis, Jasper, Drumheller, Lake Louise. The same year we presented our research at the CASLPA conference in Montreal. We hiked the Cape Breton Highlands and Gros Morne in Newfoundland. As we became busy with work and raising our kids our travels were few and far between but our seaglass hunting ventures topped all trips. Inverness Beach was our paradise and on one of our last trips we trekked back through waist high water as the tide had come up, holding our treasures over our head as we laughed and marvelled at the beauty all around us.

Karen captured the beauty of the simplest things in life through her photography and more recently in her framed seaglass art. Her own art collection was eclectic and gathered from her travels around the world. At Christmas she had a tree full of ornaments she collected as she bought one on each trip - a tradition I took on myself. When you visited her you immediately felt welcome and at home.

Karen was a dedicated and passionate SLP and I often looked to her for advice and guidance. Hours could slip by as we chatted about challenging cases, latest research, new apps and technology and what conference to attend next. I can picture her face lighting up as she talked about the success achieved with her young clients and their families. We talked about the evolution of our profession and the many challenges of managing large caseloads, supporting students with complex needs and keeping up with steady advancements in a profession that can potentially leave you feeling overwhelmed. Karen was that supportive SLP you could call on just to listen and she had a way of always knowing the right thing to say. Regardless of any challenges she was facing she was available to lend a supportive ear. She was something else!

Karen's memory will live on with me forever. My dear, dear brave friend has left a legacy of love, acceptance and connection that has impacted countless children and their families, colleagues, friends and most importantly, her family. Love you to the beach and back my friend.



**Karen at Inverness Beach on a sea glass hunting adventure**



**Karen with comedian Sean Majumder,**

Karen meant so much to so many people, including myself, and I feel nothing but gratitude for the friendship we shared. I will always wonder if she realized how much she touched people, even those who she met for brief moments in time. Karen always took an interest in people and what was happening in their lives. She encouraged us when we needed lifting, she inspired us when we were stuck, she brought laughter to the toughest moments in our lives. She always knew just what we needed and offered the best advice. I believe she passed this sixth sense on to her beloved Milo as he always seemed to know how to provide comfort to patients on his dutiful visits to Moncton Hospital. They were a welcome pair for so many sick people, many of whom will likely never forget her either.

I was fortunate enough to work with this genuine, clever and witty person for 15 wonderful years and even more lucky to share a friendship with her outside the office. Her hobbies and interests were immense but lucky for me, she and I shared a love of gardening, theatre, comedy and hamburgers. These common interests meant I got to spend time with Karen touring gardens and sharing plants, booking show tickets and choosing the best burger for Burgerfest! She was generous enough to share 4 of her darling little walnut trees, an oak tree and a large piece of her Solomon's Seal plant for our new home and I'm happy to say that not only have they survived the transfer, but they are thriving in my garden. I think of her every time I water them and sometimes I will say 'Look Karen, see how well they're doing?'. I know she'd be proud that I am taking care of her treasured donations. In my garden, she lives on forever.

Karen was my dear friend and I miss her deeply. I will never forget her, and I hope she knows how much she meant to me. She was extraordinary.

*Donna Carter*

## **I Miss You My Friend**

A Letter to Karen

Your generosity of spirit touches me.

I miss you my friend.

Your cleverness motivates me.

I miss you my friend.

Your confidence inspires me.

I miss you my friend.

Your quick wit keeps me laughing long after you go.

I miss you my friend.

Your artistic skill and precision amaze me.

I miss you my friend.

Your ability to bring people together affects me.

I miss you my friend.

Your diverse interests fascinate me.

I miss you my friend.

Your direct nature takes me off guard.

I miss you my friend.

The courage with which you face life's most profound challenge takes me to my knees.

I miss you my friend.

*Dianne Silliphant*



Karen Baird was such a beautiful person, both inside and out. She took me under her wing, both professionally and personally when I started working at the Moncton Hospital right out of grad school in 2007. Karen was a brilliant SLP, always keeping up to date with current research, and making sure her colleagues were up to date with her weekly emails. She brought such positivity to our department with her vibrant smile and infectious laugh. When charting in her office, she would always whistle; you could hear this beautiful melody carried down the hall, and it brightened everyone's day. Karen was a devoted mother and so proud of her children. She was my "go-to" for parenting advice as our children had similar interests and challenges. I learned a lot for our many "heart to hearts". Karen loved art in its many forms and loved to create art. Hung on the walls in my house, I have some of her beautiful sea glass art, as well as a shelf dedicated to the many pysanky eggs she helped me create over the years at our annual "Egg Night". These pieces have become some of my most cherished possessions. Karen loved adventure and loved to travel. I had the privilege of travelling with her to the 2010 CASLPA conference in Whitehorse, Yukon. After the conference, we set out on an adventure with our former colleague Linda Walsh; we rented a car and drove down through Alaska, exploring the many beauties the West Coast has to offer. It was a trip I will never forget! Karen has impacted our lives more than she will ever know. She will be forever missed.

*Krista Kidd*



While beautiful, intelligent, and creative, what really stood out was that she always gave all of herself in everything she did. Be it her family, her fur baby Milo, her career, her friends, or the multitude of other things she was involved with, she was always there to give it everything she had.

I continue to miss our chats, her advice, her informative emails, and the way she captured the world with her brilliant photography. I miss her recommendations. Whether it be books, movies, shows, plays, artists, or places to go and what to eat while you were there, she knew how to recommend just the right thing you were looking for. Perhaps most of all, I will miss our annual 'egg night', where she made everyone feel as though they had created a beautiful masterpiece, when in fact, our eggs always paled in comparison to what she had created.

*Kim Fontaine*



It is with such a heavy heart that I write about my dear friend Karen in the past tense. Karen and I met just before starting our studies in Human Communication Disorders. We were among the five students who were first to graduate from Dalhousie with a three year degree. We often joked that we were the group that was “held back” needing a bit more time. For those of us who knew Karen we know she was brilliant and always top of the class in every way.

As a friend Karen was kind, generous and hilarious. She was one of my favourite people on this earth. It is a rare gift to be able to make people laugh from their soul about anything at all, good or bad. Karen had that gift.

I did not work with Karen but we had countless discussions about our S-LP practices and I know she took the idea of “lifelong learning” very seriously. Karen remained my go to person for snippets of advice regarding preschool caseloads. She knew we were in the business of trying to support the development of a better quality of life, through improved communication, for all of our clients and their families.

I don’t think any of us, even those of us who knew her well, actually know all of the projects and good works that Karen was involved in. She didn’t wait for life. She lived it.

For all of us who knew Karen our lives are better because of her. Karen quietly and with grace and dignity brought a rare light to the world. Many of us will keep trying to be better because of her.

*Wendy Thompson*



**Karen and Milo, receiving their HERO award from THM. As soon as Karen had Milo trained to be a therapy dog you could find them visiting and comforting patients every Monday at TMH.**



Karen was a wonderful clinician, always willing to share her knowledge, not just with her patients, but with her colleagues as well. However when I think of Karen her clinical skills are not the first things that come to mind. I think ,rather of more than 30 years of personal memories: laughing over ridiculously large and fluffy wedding dresses, wallpapering her apartment on the night before I “was leaving her” to take a job in another province, and gushing over a puppy that we first saw 30 years previously that was the impetus for her beloved Milo.

In more recent years, Karen became my art, auction and antique buddy. We invariably liked exactly the same art and the same items in auctions. This happened so frequently that we would have to check prior to auctions to ensure we were not bidding against each other. We were equally excited for the other when one of us discovered a new artist or, better yet, acquired a new piece of art.

Karen left a lasting legacy to the field of Speech Language Pathology but I will think of her most when I am admiring a painting, bidding at an auction, or looking at her beautiful Pysanky eggs. Her Pysanky eggs now sit on my coffee table and the last painting we ever discussed is now hanging on my wall. I told her it looked like her, she laughingly agreed and, of course, we both loved it.

*Michelle Haché*







# KARENS BOOKS FOR KIDS

Karen Baird was a beloved mother, wife, friend and colleague. She exuded passion and love for her family, animals, work, art and advocacy for children. Karen always armed herself with the most up-to-date studies on literacy and language development and enjoyed sharing that knowledge with her famous emails. Her love of literacy was evident in her work with preschoolers, including her own children and her colleagues' children. Karen used her books as a tool to optimize language development in young kids and foster a life-time love of reading.

She was always ready to take up the challenge.

Karen's work family at the Speech and Hearing Department at The Moncton Hospital, Horizon Health Network decided to honor her passion for literacy and children by starting

## **Karen's Books for Kids.**

Every year, we will purchase new books to distribute to children in the Greater Moncton area who do not have access to their very own books. We are calling on colleagues, friends and former clients to donate.

We have selected The Multicultural Association of the Greater Moncton Area (MAGMA) as this year's recipient. If you wish to donate you can do so online through the [Friends of The Moncton Hospital](#) by selecting **Karen's Books for Kids**.

We love you Karen and will shine your powerful light at every opportunity.

## PUBLISHING INFORMATION

Echo is a publication of the New Brunswick Association of Speech-Language Pathologists and Audiologists. Echo is published twice yearly. The newsletter is a benefit of membership distributed to all NBASLPA members. A yearly subscription may be purchased by non-members.

## SUBMISSIONS / ENQUIRIES

Letters to the Editor, commentaries, and other submissions (including photos) are welcome. The Editorial Board reserves the right to edit submissions for length and clarity. Please forward submissions to: **Echo Editor (Kim Fontaine)**

[kim.fontaine@horizonnb.ca](mailto:kim.fontaine@horizonnb.ca)

## ADVERTISING IN ECHO

Employment and business advertisements will be published according to the fee schedule below. Educational opportunities are advertised free of charge. For more information, please contact Valerie Caron at [www.nbaslpa.ca](http://www.nbaslpa.ca)

Business card	\$25.00	Half page	\$100.00
Quarter page	\$50.00	Full page	\$200.00

Fees must be received prior to publication. A copy of the newsletter containing the advertisement will be sent to the advertising agency at their request. Employment advertisement should contain position title, duties, qualifications, salary, and contact information. All advertising submissions may be edited to conform to space purchased. Cheques made payable to:

**NBASLPA**  
**PO Box 23113**  
**Moncton, NB E1A 6S8**

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