

The BC TEAL AGM will be from 11:15 - 12:15 on Friday, May 22, 2015
at the University of British Columbia,
Swing Building, Room 121 | 2121 West Mall, Vancouver, BC V6T 1Z4

ALL ARE WELCOME!

N.B., only BC TEAL Members are eligible to vote.

1. Greetings and Introductions
2. Announcement of Quorum
3. Appointment of Recording Secretary
4. Approval of Agenda
5. Approval of Minutes of May 23, 2014 Annual General Meeting
6. Reports of Officers and Standing Committees
 - 6.1 President Shawna Williams
 - 6.2 1st Vice-President / Chair PAAC Joe Dobson
 - 6.3 2nd Vice-President / Co-chair Annual Conference Fiona Shaw
 - 6.4 Treasurer Carly Carson
 - 6.5 Secretary / Chair Membership Committee vacant
 - 6.6 Past President Michael Galli
 - 6.7 Co-chairs PD Committee Don Bury & Sheila Mattila
 - 6.8 Chair Teacher Inquiry Groups Anea Wilbur
 - 6.9 Chair Website Committee Jack Massalski
 - 6.10 Chair Social Media Laura Blumenthal
 - 6.11 Newsletter Editor Chris-Anne Stumpf
 - 6.12 Chair Regional Representatives Karen Rauser
 - 6.13 Chair Outreach Committee Michael Wicks
 - 6.14 Chair TCF / TESL Canada Representative Jennifer Pearson Terell
 - 6.15 LISTN Representative Brenda Lohrenz
7. Adoption of Financial Statements
8. Election of Directors
 - 8.1 Nominating Committee Michael Galli
 - Election of Member-at-Large, PD Co-Chair & TIG Chair
 - Newly Acclaimed BC TEAL Board of Directors 2015-2016
9. Other Business
10. Next Meeting
to be held at the 2016 Annual Conference, date and venue to be determined
11. Adjournment

BC TEAL Annual General Meeting – Minutes

Friday, May 23, 2014 | 3:45 pm - 4:30 pm | Conference Centre
Kwantlen Polytechnic University | 8771 Lansdowne Rd | Richmond, BC

1. **MEETING CALLED TO ORDER** at 3:50 pm by Shawna Williams, President.
2. **ANNOUNCEMENT OF QUORUM.** Quorum is 20 members. There were 61 members present. Welcome, it is wonderful to have members engaged.
3. **MOTION** by Michael Galli that Sandra Boehm (Administrative Manager) be appointed Recording Secretary for the Annual General Meeting. **SECONDED** by Jennifer Walsh Marr. **CARRIED**
4. **MOTION** by Jennifer Walsh Marr to approve the agenda. **SECONDED** by Janice GT Penner. **CARRIED**
The AGM package was posted online prior to the meeting, some hard copies are available.
5. **MOTION** by Michael Galli to approve the minutes of the April 26, 2013 Annual General Meeting. **SECONDED** by Joe Dobson. **CARRIED**
6. **MOTION** by Jennifer Walsh Marr to accept the reports of the officers and standing committees. **SECONDED** by Joyce White. **CARRIED**
 - We have had an exciting year. Reading the yearly summaries makes one feel good about what has been accomplished.
 - We would like to offer sincere thanks to the 2013-2014 Board of Directors, in particular those who will be stepping down: Susan Peake (Co-chair of the PD Committee), Yalda Ahmadvand (Marketing Chair) and Colleen Rogan (ELSA Net Rep).
7. **Election of Directors**
 - 7.1 Nominating Committee, Michael Galli
Election of Member-at-Large, Outreach Chair
 - We are excited that an election is necessary this year. Previously, the board had to work to get members to join. Every year gets better and better with having great people to work with. We would encourage everybody to consider putting your name forward. It is completely on a volunteer basis but a good opportunity to make a mark and do something positive.
 - The 2014 – 2015 Board of Directors list was read out, with exception of the Outreach Chair.
 - Election for the Outreach Committee – The bios for Shahid Abrar-ul-Hassan and Michael Wicks were posted online ahead of time and read on the screen, ballots were given out to all members and votes were cast. Two scrutineers, Janice GT Penner and Susan Sivertson, stepped out to count the votes. Neither nominee was present at the meeting.
 - You don't have to become a director to assist on a committee. Please consider getting involved.
 - Committee chairs stood up and were introduced. Tami Moffatt from UBC will be the co-chair for next year's conference, along with Fiona Shaw.
 - As of today, our membership is up to 950, it has almost doubled in the last six years! We are looking for input as to what our members are looking for and need.
 - Michael has stepped down as the TESL Canada Rep. Brenda Lohrenz will be stepping in.
 - Karen Rauser spoke about the Regional Rep Committee and introduced its members: Beth Konomoto, Michelle O'Doherty, Jeannie Ortis, Karen Densky, and Tyler Ballam. The committee is looking for a representative in the northern region.
 - The scrutineers returned to announce the results of the vote. There was a difference of only four votes, the winner being Michael Wicks. We will invite Shahid to join a committee.

8. Special Resolutions

8.1 Policy and Advisory Committee Position Statements

- The following are based on the values of BC TEAL as well as the feedback from the member survey.

Friendly amendment to change the title of the first one from TEAL MEMBER RESOLUTION... to BC TEAL POSITION STATEMENT AGAINST DISCRIMINATION ON THE GROUNDS OF NATIONALITY, ETHNICITY OR LINGUISTIC HERITAGE (2014). Karen Rauser accepted the amendment.

MOTION by Scott Douglas to accept the BC TEAL Position Statement Against Discrimination on the Grounds of Nationality, Ethnicity or Linguistic Heritage (2014). **SECONDED by** Laura Blumenthal.

Discussion:

- It is unacceptable that members have been discriminated on the basis of ethnicity. This happens even in Vancouver.
- How will BC TEAL use the position statement?
- If passed, the statement will be put on the website and supporting institutions as well as members will be encouraged to adhere to it.
- The PAAC will need to discuss how to move forward with the statement beyond the website.
- For now, it gives a voice and weight to others who need advocacy.
- It also helps take leadership in the field in Canada. **CARRIED**

MOTION by Fiona Shaw to accept the BC TEAL Position Statement on the Importance and Need for Professional Development (May 2014). **SECONDED by** Mae Sagar.

Discussion:

- Asking that employers, in some form, provide PD support to their employees as well as calling professionals to engage in PD.
- BC TEAL will use this to encourage members to provide PD to their employees.
- The position will be posted on the website and the committee will discuss what happens from here.

Friendly amendment to change the word 'faculty' to instructors in the second to last sentence. Amendment accepted by Fiona Shaw and Mae Sagar.

- TEAL does not regulate this and we don't police employers but we do want to encourage institutions as well as move the profession forward.
- It is difficult with private institutions. Reporting of PD by instructors is also an issue.
- It is important to extend this to funders (i.e. CIC).
- The PAAC is learning how to best support members and will discuss how to make these position statements a reality in the workplace. **CARRIED**

We would like to extend our sincere appreciation to the Conference Co-chairs, Laura Blumenthal and Ann Talbot who worked very hard to put the conference together. Chairs came forward to receive a gift.

9. Next AGM

Friday, May 22, 2015 | English Language Institute at UBC in Vancouver.

10. Adjournment

MOTION to Adjourn by Marti Sevier at 4:35 pm. **CARRIED**

Board Officer Reports 2014-2015

BC TEAL President Report | Shawna Williams

The past year has been a busy and productive year for me as BC TEAL president. Following last year's AGM, I have been involved with our many committees and am proud of the work that board members and their committee volunteers have put into a variety of BC TEAL endeavours.

Last September I organized a workshop with Lionel Laroche, which quickly sold out and garnered several new TEAL memberships. Also in September, I attended the first every Kootenay Regional Conference held in Nelson. This intimate, well-organized event is by far one of the best conferences I have ever attended. Kudos to Tyler and his team at Selkirk College. In November, the Lower Mainland Regional Conference coincided with EAL week, and it was refreshing to hear learners' voices during the keynote presentation. In February, I had the pleasure to attend the Island Regional Conference, another fantastic PD event thanks to Megan and her team at Global Village Victoria.

In March, I was proud to represent BC TEAL, along with a few fellow TEAL board members at the Affiliates events at the TESOL International Convention in Toronto. Karen Rauser, outgoing Regional Representatives Coordinator, and I co-presented a workshop on Engaging Regional Members. As well, I presented on the history of collaboration with ORTESOL and WAESOL, our Tri-TESOL conference partners. Indeed, Joe Dobson and I have been actively planning for Tri-TESOL 2015 to be held later this fall. In April I was pleased to co-host our fourth annual Sponsor Teacher Appreciation event along with the teacher training departments at Vancouver Community College, Trinity Western University, Douglas College, and Immigrant Services Society of BC. Regretfully, this was the last year for VCC to co-host as sadly, the TESOL department has been suspended indefinitely. This is truly an unfortunate turn of history; VCC had one of the most established and well-respected TESOL departments in BC if not all of Canada. Of course, AGM reports coincide with the annual conference. As usual we have been busy for the past several months coordinating this year's event, with thanks to 2nd Vice President, Fiona Shaw and her co-chair Tami Moffat at the ELI at UBC.

While BC TEAL has continued to offer high quality PD events to our ever growing membership base, other newsworthy events have shaken up all sectors of the

EAL community in BC. Funding cuts to post-secondary ESL have affected thousands of mostly domestic EAL learners, not to mention the many instructors at various institutions who have lost their jobs. Bill 7, the Private Training Act, passed into legislation and may impact the quality of programming offered at private ESL schools. LINC programs across BC have just enacted 7% cuts, resulting in longer waitlists, displaced students, and again, more teacher lay-offs. BC TEAL has tried to be responsive to these issues. We have sent out press releases and letters to government. We have met with the NDP Advanced Education critics, and eventually we were able to secure a meeting with an assistant deputy minister in the Ministry of Advanced Education in December.

I also had the opportunity to represent BC TEAL at CIC's BC-Yukon Immigrant Integration Summit in November, whereby issues pertaining to settlement, including language, were discussed among several hundred stakeholders. In February I was invited to meet with the board of BC TESOL (formerly the ELL PSA for K-12 public school teachers). Our two associations long ago had a close relationship, and it appears the time is right for us to collaborate and share expertise once again.

In between organizing BC TEAL events and reacting to troubling news that affects the sector, the board has been busy with housekeeping activities. We hired Public Spheres to help us develop a Communications Strategy. We have been working on a strategic plan to streamline our short- and long-term goals. We are working on an overdue update to our board manual. We are beginning to conceptualize a provincial professional accreditation system, much like TESL Saskatchewan and TESL Ontario have for their members. And of course we have taken a great deal of time and consideration to reassess our relationship with TESL Canada. After considerable discussion, and with legal advisement, we notified TESL Canada that the current MOA no longer serves the BC TEAL community, and we wished to renegotiate. Eventually we served notice that the MOA will terminate in September 2015. BC TEAL is open to the possibility of negotiating a new MOA with a newly defined relationship with TELS Canada; however, as of yet there is nothing to report in this regard.

My sincere thanks must extend to my fellow board members, who all volunteer their time to the advancement of the EAL profession. **Jennifer Martin,**

Treasurer, and **Jennifer Walsh-Marr**, Secretary, both had to end their terms early. I am grateful for their creativity and commitment that they demonstrated to the board. Other board members will be stepping down at this AGM: **Don Bury** contributed much to the various PD events he helped to coordinate; **Amea Wilbur** reinvigorated the Teacher Inquiry Groups and organized successful teacher research workshops; **Karen Rauser** put passion and energy in the Regional Representatives initiative, resulting in increased involvement of BC TEAL members outside the Lower Mainland; and **Brenda Lohrenz**, our LISTN representative, has brought perspective and insight into how we position ourselves as a professional association. Thankfully, the remaining board members will continue their terms. **Joe Dobson**, 1st Vice President, has been a calm, strong leader for our TESL Canada MOA Negotiations team; **Fiona Shaw** has transferred her passion for the profession to co-chairing this year's annual conference, which is no small feat; **Chris-Anne Stumpf** has worked with a great team to publish excellent issues of TEAL News; **Laura Blumenthal** has worked to sustain a social media presence, regularly tweeting for Twitter and posting on Facebook; **Carly Carson** stepped into the fill the vacant Treasurer role and has already shown her grace and intelligence adapting to the position; **Sheila Mattila** will continue as PD Chair, having helped grow this group

1st Vice-President Report | Joe Dobson

It has been a busy and tremendously exciting year in many ways for BC TEAL. Along with a number of novel initiatives as well as well-attended and superbly organized events around the province, the Association was active on many other fronts. This starts with an active and engaged BC TEAL membership and an incredible team of volunteers and board members.

The past year, my service to BC TEAL as vice-president has centered primarily on three things: TESL Canada, the 2015 Tri-TESOL conference (October 2015), and the Policy and Action Advisory Committee (PAAC) (separate report). Additionally, I have regularly attended board meetings and worked closely with BC TEAL's tireless leader and advocate, Shawna Williams, and many others on the board. At the recent TESOL convention in Toronto this March, Shawna and I also attended the affiliates assembly which offered an opportunity to learn from and meet colleagues from associates from across North America and around the world.

into an active committee of dedicated volunteers; **Jack Massalski** brings his web expertise to make continual improvements to our website; **Michael Wicks** has been very successful as our inaugural Outreach Chair, making personal connections with members across the provinces and engaging with our Supporting Institutions; **Jennifer Pearson Terell** has shown a ceaseless commitment to the profession, serving as both TCF chair and TESL Canada representative, not to mention chairing the Standards ad hoc committee; **Michael Galli** will serve one more year as past president, and while his passion and energy has gone thoroughly into raising funds for the Taiga Galli Memorial Refugee Award, his perspective as past president has been invaluable to me over the past few years as I have navigated the role of BC TEAL's president.

Finally, upmost thanks go to BC TEAL's Administration Manager, **Sandra Boehm**—our only paid employee other than our wonderful bookkeeper—continues to go above and beyond. Sandra answers phone calls and responds to emails with professionalism, efficiency, and grace. Without her, none of what we do could be done as well as we have managed thus far. Indeed, the past year has been filled with so much for BC TEAL and its various committees. I look forward to serving as your president for one final year.

First, the past year has seen a number of intense and lengthy discussions on the BC TEAL board with regard to TESL Canada. These came after a lengthy period of questions and concerns with regard to TESL Canada and the nature of the agreement between the respective associations. By fall 2014, the BC TEAL board felt that it was time for BC TEAL to reconsider its relationship and the terms in our Memorandum of Agreement (MOA) with TESL Canada. To this end, in December 2015, we sent a letter to TESL Canada notifying them of our wish to renegotiate the MOA (permitted under the terms of the MOA). TESL Canada responded and subsequently set up a meeting in March 2015 at which each side discussed questions and concerns about the agreement and relationship between the respective associations. At this meeting, BC TEAL indicated that it would not renew the existing MOA due to a number of issues with it, but we were also clear in our willingness to renegotiate a new MOA. A letter to terminate the existing MOA was sent, the current MOA will expire in September 2015. At this

point, we are waiting to hear from TESL Canada with a new proposed framework for consideration.

Second, planning has begun in earnest for the 2015 Tri- TESOL conference to be held in Des Moines, Washington. This comes on the heels of the wildly successful 2011 Tri- TESOL Convention which had close to 900 delegates attend. The conference is jointly organized by BC TEAL, ORTESOL and WAESOL (our Washington and Oregon State counterparts) and hosted by WAESOL. It is a model of cooperation between associations to be celebrated and we have heard from associations in other jurisdictions of their curiosity and interest in how associations can work

PAAC Report | Joe Dobson

This report highlights some of the activities of the PAAC over the past year and while it does not mention them all, it covers some of the more notable activities. In many ways, the past year was a transition year and one that saw the PAAC begin to take a higher profile.

As many members are aware, 2014 saw an unprecedented challenge with regard to funding for LINC programs at public-institutions in BC, and BC TEAL was one of several organizations that advocated with regard to funding challenges and changes. These funding changes and challenges have led to significant employment instability in a number of institutions and layoffs in a few. TEAL's initial public response in June 2014 was via a press release <https://www.bcteal.org/wp-content/uploads/2014/06/TEAL-press-release-VCC-cuts-SW.pdf>.

To aid and help guide BC TEAL in developing a strategic communications strategy and in public relations, BC TEAL contracted the services of a public relations firm, Public Sphere, following a call for proposals and considered vetting process. This was invaluable and TEAL learned a great deal about how to better manage its communication strategy and to have its voice heard and this will serve the association for many years. The approach that BC TEAL adopted can be broadly described as one of being non-partisan as we represent a broad spectrum of members, are a professional association not a union, are the experts in EAL in the province, and have broad experience and expertise which can help guide government. Indeed, our members include program administrators, subject-matter experts, teacher educators, and instructors working in diverse areas including the private sector, in

together to put on meaningful and collaboratively organized events.

As a member of the core planning committee, I have been particularly involved in the planned conference proceedings for which I will serve as co-editor with Martha Savage from WAESOL. These proceedings will be peer-reviewed and published following the conference as a legacy of the event. We expect this to be a highly successful conference and in addition to wonderful keynote speakers lined up and numerous proposals already being submitted, it is a unique opportunity to collaborate with and learn from our colleagues in the Pacific Northwest, and I encourage BC TEAL members to attend.

not-for-profit associations serving immigrants and refugees, and in public post-secondary to name some of the contexts.

We subsequently worked to identify strategic times to have our voice heard (see releases <https://www.bcteal.org/wp-content/uploads/2014/11/BC-TEAL-News-Release-November-17-2014-EAL-Week.pdf> and <https://www.bcteal.org/wp-content/uploads/2014/12/BCTEAL-NR-For-BC-Media-and-Website-Post-December-11-2014.pdf>). Over the year, we had meetings with key individuals in government including MLA Kathy Corrigan, Ministry of Advanced Education (AVED) critic for the NDP, and Jane Shin, NDP Deputy Opposition Spokesperson for Trade, Immigration and Multiculturalism. In December, while we were unable to arrange a meeting with the then AVED Minister Virk, we were able to arrange a meeting with Bobbi Plecas, Assistant Deputy Minister in AVED. At this meeting we raised concerns with regard to funding changes and the impact these have on students, instructors and the community and communicated a request to sustainably fund the post-secondary ESL programs.

BC TEAL also was mentioned in the BC Report on the 2015 Budget Consultations, particularly with regard to funding of ESL programs.

See: <http://www.leg.bc.ca/cmt/40thParl/session-3/fgs/reports/PDF/Rpt-FGS-40-3-Report-on-Budget-2015-Consultations-2014-NOV-13.pdf> (from <http://www.leg.bc.ca/cmt/finance/>). In particular p. 22, 24 and recommendation 32.

“English as a second language (English language learning) A large number of submissions were made regarding anticipated changes to post-secondary

programming for English as a second language (ESL) in BC. Associations representing faculty, colleges, ESL teachers, and students expressed concern over the future availability of ESL programming at BC post-secondary institutions. They described how federal changes to funding have resulted in a massive budget shortfall for post-secondary institutions, and that transition funding provided by the Province is expected to run out in 2015. Presentations by faculty and student representatives at Vancouver Community College, the largest provider of English language training programs in western Canada, stated that these changes will result in cancelled programs affecting 2,200 students, and the loss of 150 faculty positions. Noting the importance of ESL programs to addressing the growing skills shortage and promoting diversity, Select Standing Committee on Finance and Government Services 23 Report, November 2014 they urged the provincial government to invest at least \$22 million in ongoing funding for provincially supported ESL programs, and to develop a long-term sustainable strategy for the delivery of ESL. This message was repeated by seven other university and college faculty associations, the Association of B.C. Teachers of English as an Additional Language, BC Colleges, and numerous individuals.” (p. 22).

“Two recommendations target programming. The Committee urges government to support provincially-

funded ESL programs delivered by BC post-secondary institutions, and to work with institutions to develop a long-term and sustainable strategy for the delivery of ESL. To mitigate the looming skills shortage, it also recommends that the Province collaborate with industry, educational institutions, and First Nations to improve skills training initiatives, apprenticeships, and certification for new Canadians and foreign tradespeople.” (p. 24, recommendation 32)

Last, in February, we submitted a letter to the AVED Minister with regard to Bill 7 - the Private Training Act, outlining several concerns BC TEAL had with the proposed legislation.

As mentioned, this report highlights some of the work of this committee the past year. The work of the committee was done by many over the year, but a few individuals stepped up and took key roles in helping at various times, notably Lisa Robertson, Brenda Lohrenz, Mae Sagar, Laura Blumenthal, Michael Wicks, Diana Kohl, Adriana del Paso and Shawna Williams. The year, all told, was a learning curve for BC TEAL in identifying ways to meaningfully respond and advocate on behalf of the profession and have BC TEAL's voice heard on matters that are of importance in our profession.

2nd Vice-President / Annual Conference Report | Fiona Shaw

The role of the 2nd vice president has been a busy one this year, as the work of the board has been expanding in various exciting ways. I will leave to others the reporting on our various board activities and focus this report on the annual conference. Included below is a summary of the activities undertaken this year:

1. Planning for the 2015 conference began in earnest last year before the conclusion of the 2014 conferences with the appointment of the co-chair from UBC ELI Tami Moffat. Although both new to our roles and conference planning we dug into list making and committee development right away in June last year.
2. From feedback submitted from last year's conference we decided to expand the number of poster session offered this year and will present 10 posters at the 2015 conference.
3. Additionally, responding to attendee feedback from last year, we limited the duration of our session to 45 minute sessions. We hoped this would require presenters to be even more thoughtful about refining and distilling materials presented during sessions.
4. On the suggestion of our president Shawna Williams we decided to host a Gala dinner for BC TEAL this year, on Friday evening. We are thrilled to be able to host this inaugural event in the brand new Alumni Building at UBC and are looking forward to celebrating with the BC TEAL community in this new way.
5. Another innovation brought to the annual conference was the suggestion to conclude our conference with round table discussion sessions. Each table is hosted by a topic expert who will facilitate a conversation, building on our theme of 'renewal, reflection and reconnection'. It is our hope that this will provide attendees with the opportunity to solidify, reflect on and expand upon their conferences experiences, while sharing with other interested colleagues.
6. We are especially proud of our two keynote speakers. Yilin Sun, sponsored for the first time by TESOL International, will bring us a global view of our field during these days of unprecedented growth in English language teaching. Kim Phuc brings us reflections on the refugee experience in

Canada and reminds us about the importance of peace and resiliency in our daily lives.

Here is a summary of the conference numbers as of May 10, 2015:

- 250 attendees for Friday, 188 for Saturday
- Approximately 25 publishers tables booked

- At least 50 volunteers have and are scheduled to volunteer
- 10 different organizations are participating as sponsors
- 80 presenters, will join panels and round tables or present sessions and posters.

Treasurer Report | Carly Carson

Since the end of January 2015, I have stepped into the position as Treasurer for BC TEAL. I have been learning more and more about our professional association since I arrived back in Canada in early 2014 after more than a decade abroad. As the treasurer, I am pleased to note that BC TEAL is continuing in a healthy direction, financially speaking.

In February, our membership reached 1,000 members! With this increasing membership, BC TEAL feels that we are in the position to continue to support events and initiatives for our members. As an example of this support, in mid-April of this year, BC TEAL co-hosted

the 4th Annual Sponsor Teacher Appreciation Event in order to honor those who work with student teachers from TESL Certificate and Diploma programs during the year. Additionally, BC TEAL continues to match all funds raised by the TEAL Charitable Foundation for its current endowment, the Taiga Galli Memorial Refugee Award, which was established in 2014.

With membership on the rise, the BC TEAL Treasury looks forward to being able to continue to financially support its members' initiatives for the remainder of this year and beyond.

(For Financial Reports, see Appendix A)

Secretary / Membership Committee Report | vacant

This position is currently vacant.

Past President Report | Michael Galli

Chair of BC TEAL Nominations Committee

The Nominations deadline for all vacant positions on the Board of Directors will be 5:00 pm Friday, May 8, 2015. At the date of submission of this report, single nominations have been received for all vacant Directors positions except the:

PD Committee Chair and Teacher Inquiry Groups Chair

Two elections will therefore be held at the 2015 AGM.

TCF – Fundraising

As Past President of BC TEAL, I have remained active in BC TEAL both in an advisory capacity on the Board of Directors, and also as the Chair of the Fundraising Committee on the TEAL Charitable Foundation (TCF).

In the latter role, I spearheaded the raising of a \$100,000 endowment for the TCF Refugee Award. I have also initiated a second award for Refugee students, with the same endowment goal of \$100,000. This new award will be a memorial to my son who passed away on October 13, 2013, and has been named the Taiga Galli Memorial Refugee Award.

Newsletter Report | Chris-Anne Stumpf

Since the last report we have published three newsletters: one themed and two special editions.

In fall 2014, we published *ESL Realities* which discussed the challenges facing our profession.

In winter 2015 we published a specially themed newsletter: *Celebrating the TEAL Charitable Foundation: Giving Back since 1989*.

The soon to be published spring issue is also a special newsletter. Titled *Celebrating Learner Success*, this edition is filled with original stories and poems submitted by learners for EAL week. In their stories they share their experiences of studying English in BC.

PD Committee Report | Don Bury & Sheila Mattila

The Professional Development Committee has put together several successful events this past year throughout the province, with plans for upcoming PD events for BC TEAL members.

Regional Conferences 2014 – 2015:

The **2014 Interior Regional Conference**, Saturday, October 4, Selkirk College in Nelson with key note Speaker Scott Douglas from UBC. This was a well-received event, and made so especially by the enthusiastic organizing committee led by Tyler Ballam, the BC TEAL Regional Representative for the Kootenay Region.

The 2014 **Lower Mainland Regional Conference** was on Saturday, November 22nd at Vancouver English Center. The conference theme was “Celebrating Learner

Success”, with a plenary panel of EAL learners presenting on their experiences as our students.

The **2015 BC TEAL Vancouver Island Regional Conference** was held on Saturday, February 21 at Global Village in Victoria, BC. We were fortunate to have Karen Densky from TRU as our plenary speaker present on “**Engaging with our Profession**”.

The PD Committee helped with the Volunteer Appreciation Lunch event November 16 during EAL week.

Future PD Events to look for:

Lionel Laroche workshop - mid-September
Corpus Academics workshop - mid-November
2016 Vancouver Island Regional Conference –TBA

Teacher Inquiry Groups Report | Amea Wilbur

In 2014-2015 the Teacher Inquiry Group began offering a series of workshops to our members around research and practice.

In June of 2014, Doctor Ena Lee facilitated a workshop on demystifying research for EAL professionals.

Furthermore the Teacher Inquiry Group helped coordinate a series of workshops on “Developing a research project: From idea to design to dissemination” (3-workshop series). This three-workshop series aims to introduce BC TEAL members to action research and support them in the eventual design of their own action research projects.

In April 2015 Dr. Roumiana Ilieva offered the first workshop in the series. Subsequent workshops will be offered by Dr. Suzanne Smythe and Dr. Ena Lee from Simon Fraser University, Faculty of Education in late spring and early summer of 2015.

Future goals:

- To identify further themes for upcoming workshops including a workshop on writing and publishing in academic journals.
- To continue to build a community of collaboration and support for instructors interested in connecting research to practice.

Website Committee Report | Jack Massalski

Since the launch of the current BC TEAL website back in October of 2011, its importance in keeping the Membership connected and informed has increased significantly. As a result, our website continues to serve as the main hub of communications with and among the association's members. In line with the positive website usage trends observed since its launch, during the past year the website has witnessed a steady increase in its use.

Some of the most important and the most utilized features of our website include: BC TEAL membership management (new membership sign-up and membership renewal), conference registration, and job postings.

This past year the Website Committee has worked closely with the developer on making changes to the way members receive BC TEAL electronic communications. As a result, BC TEAL members are now able to customize what kind of mailings they wish to receive and they are also able to opt out of them altogether.

This year the Website Committee is planning to implement a number of improvements to the way BC TEAL communicates with the Membership at large. As these changes get implemented, we welcome your feedback and any suggestions for further website improvements.

Social Media Report | Laura Blumenthal

Continuing in the footsteps of my predecessor Fiona Shaw, we have worked to increase BC TEAL's social media presence again. The challenge when posting or tweeting as BC TEAL is to keep the tone neutral and not to inject too much of one's own personality, so as to continue to represent the organization's best interests.

Facebook likes have grown from 184 to 321, growth of 74%, with conference and BC TEAL activity related posts continuing to get the most hits, although articles of interest have been those related to the political situation of English language education in BC, or those of general interest about the English language. One recent post about an oddity of the English language has had a reach of 630 people so far.

On Twitter, we have grown from 255 followers to 428, a rise of 68% (with 781 tweets to our name). Our Twitter

profile also now sports four of our own lists: TESL NGOs, Teacher Training Programs, ESL Publishers, and TESOL International, and one started by TESL Ontario.

Besides tweeting during conferences, a duty shared by several people who have access to BC TEAL's Twitter account, we've tweeted articles and announcements of general interest to our profession, as well as our own announcements and those of some of our more prolifically tweeting BC TEAL members.

One direction we'd like to move in the coming year is towards getting more interaction to take place on our Facebook page, and more conversations with our Twitter account.

In conjunction with Outreach chair Michael Wicks, we have looked at the possibility of offering digital badges, but this idea has been put on hold until certain upgrades have been made to the BC TEAL website.

Regional Representatives Report | Karen Rauser

In 2014/2015, Regional Representatives continued to plan and host events in their regions, while connecting with members about their needs for professional development. We have seen an increase in membership in the regions since the regional representatives initiative started – with nearly 35% of the membership now represented by the regions. This speaks to the success of the regional representatives initiative in serving members outside of the Metro Vancouver area.

Karen Rauser has served for two years as the BC TEAL Regional Representative Committee Chair, but will be leaving that role in the capable hands of Karen Densky (nominated for the position and elected by acclamation), who was the original founder of the BC TEAL Regional Representatives initiative. The Regional Representatives committee would also like to thank the following people for their service as Regional Representatives this year.

1. Beth Konomoto, Vancouver Island Regional Representative
2. Michelle O'Doherty, Fraser Valley Regional Representative, with Janet Les assisting.
3. Yvonne Jones, Northern BC Regional Representative, with Roberta Long assisting.
4. Karen Densky, Thompson Regional Representative
5. Jeanie Ortis, Okanagan Regional Representative
6. Tyler Ballam, Kootenay Regional Representative

In April, a notice was sent out to the membership to submit online nominations for their regional representatives. For the coming year, Regional Representatives have been nominated and elected by acclamation for the following regions:

1. Vancouver Island – Jennifer Peachey
2. Fraser Valley – Janet Les
3. Northern Region - Roberta Long
4. Kootenay Region – Tyler Ballam

There were no nominations for the Thompson region, and there were two nominations for the Okanagan Region as of the date of this report. Online elections will be held and the elected representative for the Okanagan Region will be announced at the BC TEAL AGM.

The committee has continued to move forward in bringing PD and networking to their regions, with the following highlights:

- In spring of 2014, the Okanagan Region hosted Randi Reppen for a Dinner with Randi, generously sponsored by Cambridge University Press. The group of members and non-members went to a Mexican restaurant in Kelowna and enjoyed a time of sharing, discussion and laughter. Randi said she can't wait to come back to BC, and especially the interior!

- In October of 2014, the Kootenay Region hosted a regional conference at Selkirk College, with Tyler Ballam as the conference chair. Attendee feedback was very positive about the opportunities for workshops, networking, and discussion. Dr. Scott Douglas received rave reviews for his keynote at the conference.
- Also in October, the Fraser Valley region hosted a workshop on technology in the classroom that was well attended and a valuable professional development offering based on the feedback from the membership in the region.
- In December 2014, The Thompson Region hosted a Winter Warm-up for networking and lesson sharing (see picture!)
- The Northern region had a similar event in December that was well-attended and brought together members and non-members in the area.
- In February, the Island Regional Representative was involved with sponsoring and supporting the Island Regional Conference.
- As a committee, we have continued to refine policies for the Regional Representative Committee regarding the roles of the Regional Representatives, the vision for the RR committee and the use of Regional Representative funding.
- In March 2015, the Regional Representatives Committee Chair attended the TESOL Convention in Toronto, taking part in the affiliates day along with BC TEAL President Shawna Williams. Karen Rauser and Shawna Williams presented the regional representatives initiative twice in the

afternoon of the affiliates day and ended up sharing and receiving excellent ideas for moving forward in this initiative.

Future considerations for the Regional Representatives Committee will be:

- To continue to revise the policies for the regional representative committee for the BC TEAL Board Policy Manual.
- To plan at least one event per region in the next year (in some cases two, depending on budget constraints!)
- To increase communication with membership in the regions
- To promote membership in the regions
- To explore the options for webinars hosted by Regions

The Regional Representatives Committee would love to hear suggestions from the membership about how BC TEAL can better serve current members in the regions, increase membership in the regions, and meet the needs of professional development all over BC. If you have questions or suggestions, please contact incoming Chair of the committee, Karen Densky (kdensky@tru.ca). Watch for updates from your Regional Representatives about upcoming events and opportunities in your area, and encourage colleagues to join the BC TEAL forum for their region online so that they will receive important updates about future events.

Outreach Committee Report | Michael Wicks

As a first time member of the board, I needed to orient myself to the position. There was some overlapping of membership and outreach, as well as an expressed need from the board, for me to take on ad hoc committee work.

Outreach Chair Activities, June-December 2014

1. All meetings (3 by phone/ 2 in person)
2. Attendance - Interior and Mainland regional conferences
3. Involvement with PAAC Committee public relations hiring sub-committee
4. Involvement with Principles and Process revision sub-committee, which is ongoing.

For the first six months this committee work was my focus; it allowed me to work with everyone on the

board and understand procedures, history and issues. People needed help and I was available to do it and learn.

In January I presented a plan of action, which was amended with great suggestions from the board, and accepted.

1. Activate a 3-prong approach to determine membership satisfaction, by contacting individual members, supporting institutions and their teachers, and meeting members at conferences
2. Ensure that Supporting Institutions are engaged, are aware of the benefits of membership, are using them, and are making their teachers aware of these benefits, as well as learn about their PD programs and how to mutually benefit.

3. Co-ordinate Membership activities with all Outreach affairs
4. Act on membership activities specified by board.

Outreach Chair activities since January 2015

1. Attendance at all but one board meeting (2 personally, 2 by phone.)
2. Attendance at Island Regional conference
3. Personal visits to 9 private ESL schools

We wanted to honour the support of these institutions in order to ensure that they knew the benefits, were using them, that their staff knew the benefits of individual membership, to ensure that we knew what their Professional Development programs were, and to determine how we could utilize our professional relationship to mutual benefit.

We were also determining their receptiveness to a program we are considering which would take PD workshops directly to the teachers in our Supporting Institutions.

The results

A mutual appreciation, a better understanding of SI needs regarding job postings and information, a better

understanding of the vigour of their PD programs, an invitation to meet with teachers to discuss BC TEAL memberships, a new realization by most of them regarding the availability of awards, bursaries and grants, and a keen interest in utilizing those benefits.

Final comments

The membership of BC TEAL grew this year, without any help from my work, as it is obvious that BC TEAL has earned its place as a leader in PD and is drawing more members in as a result.

My intention for the next year is to meet with more supporting institutions, revisit staff at the ones already visited, approach members individually for better understanding of how BC TEAL programs can be improved, continue committee work to assist the other board members, and to advocate for more membership benefits. I will be attending all regional conferences as well as the Annual Conference.

I encourage people to contact me at any time through the office or at conferences, with suggestions regarding what I can do to ensure maximum engagement and satisfaction with BC TEAL.

TEAL Charitable Foundation Report | Jennifer Pearson Terell

It's been a good year for the TEAL Charitable Foundation but still TEAL members often ask, "What exactly is the TEAL Charitable Foundation?" Here's the short answer, in 1986 members of BC TEAL established the TEAL Charitable Foundation as a registered charitable foundation with Revenue Canada in order to be able to raise funds in support of English language educators and learners. The TCF's charitable status enables it to not only fundraise but also provide tax receipts for all donations. The annual interest from the TCF endowment, which is managed by the Vancouver Foundation, funds all TCF awards.

This TCF Annual Report will provide information about the 2015 TCF Award Winners and the 2014-2015 TCF Fundraising Activities.

The 2015 TCF Award Winners

- Emma Hatfield and John-Paul Baker Win the 2015 Project Funding Award
- Jas Gill Wins the 2015 Nan Poliakoff Memorial Award
- Beth Maschmann Wins the Mary Ashworth Scholarship
- Liz Tin-Let Chiang Wins the 2015 BC TEAL/TESOL Bursary

- Laura Kynaw Wins the 2015 TCF Refugee Award
- Anita Mahinpei Wins the 2015 David Lam ESL Scholarship
- Eilidh Singh Wins the 2015 Pat Wakefield Scholarship

The 2014-2015 TCF Fund Raising Activities

2014 Climb for the Cause

The 2014 "Climb for the Cause" drew more participants than ever before. As a result of this success, the TCF with the financial support of TEAL members met its goal of raising \$100,000 for the TCF Refugee Award. This endowment will ensure that the TCF Refugee Award will now become a sustainable annual award of \$2500 for a young refugee wishing to study at a post-secondary institution in BC. Thanks to everyone who took part in the Climb for the Cause in 2014!

Tears to Smiles Reception

A Wine and Cheese Reception—"Tears to Smiles"—will be held May 21st at the False Creek Community Centre to raise funds for the Taiga Galli Memorial Refugee Award. The Taiga Galli Memorial Refugee Award, established in 2014, is an endowment in memory of Taiga Galli, who passed away on October

13, 2013. This \$2500 award will be offered annually to a refugee wishing to pursue vocational or academic studies at an educational institution in BC. Special guests Dr Yilin Sun, Kim Phuc, and Ujjal Dosanjh will join 200 members of the English language and Immigrant community to support and raise funds for this new award.

TCF Raffle at 2015 Conference

This year for the first time the TCF is holding a raffle at the conference. There are ten fantastic prizes including a weekend at Whistler, a round trip on BC Ferries, and a Daniel Sedin signed hockey stick, and tickets are only

\$10 each. A very special thank you to Michael Galli for all his incredible efforts at gathering all the fabulous raffle prizes!

2015 Climb for the Cause

This year's Climb for the Cause – Grouse Grind will be held on Sunday, September 20th and promises to be a real success and lots of fun. For the first time participants will be able to not climb but also bike and walk to the top of Grouse Mountain in support of the Taiga Galli Memorial Refugee Award. Plan to take part and support this great cause!

TESL Canada Representative Report | Jennifer Pearson Terell

TESL Canada's Ability to Operate as a Professional and National Organization

This year an important decision was made by the TESL Canada executive and board regarding TESL Canada's ability to operate as a professional and national organization. It was decided to contract outside experts to address and complete the following tasks by the end of May 2015.

- Development of an HR Manual outlining TESL Canada's operational and office systems
- Development of a Financial Operations Manual outlining financial control systems, procedures and processes
- Development of Accreditation Manual outlining procedures and requirements for professional certification and teacher training program recognition
- Development of a Communications Policy outlining policy and procedures for stakeholders, administration and the Board

- Development of a Conference Operations Manual for the TESL Canada Conferences and event
- Development of governance policy

Development of a Strategic Plan for TESL Canada

The decision was also made to hire a firm to provide the necessary expertise and guidance to facilitate a 'Strategic Planning Session' with the view to developing a new 'Strategic Plan for TESL Canada'.

Publications

This past year TESL Canada published the TESL Canada Journal, SHARE, and the TESL Canada Bulletin for its members across Canada.

TESL Canada Conference

The 2015 TESL Canada National Conference hosted by ATESL will take place at Chateau Lake Louise from October 29-31. The conference theme is "**Elevating Language Learning to New Heights.**" Registration opened in April 2015.

LISTN Representative Report | Brenda Lohrenz

There has been a significant transformation in the settlement language sector since the end of the Canada- BC Immigration Agreement. In April 2014, BC transitioned from ELSA to LINC (Language Instruction for Newcomers to Canada) following Citizenship and Immigration Canada's aim to establish a national model for settlement (with the exception of Quebec).

This transition has brought changes such as an administrative environment focused more on fiscal vigilance and less on programming standards and operational consistencies. Nationally, we are tapping in

to best practices where we can, such as through Tutela – an online repository and community of practice for ESL and FSL. But we are also facing what could at times be termed an information vacuum as we work to better understand the national landscape. Contract agreements (CAs) assigned through a grant system work on a fiscal basis, so there is less opportunity to be proactive with dollars over the length of a 2 to 3 year contract. Surprisingly, there is also a less centralized communication mechanism with everything being funneled through individual settlement officers.

One of the primary focuses for LINC providers this year has been the pending implementation of Portfolio-Based Language Assessment (PBLA). A number of lead teachers across the province have been in training since fall 2014, and will in turn be bringing the PBLA model back to organizational staff for in-house training and implementation in the fall of 2015. This process has brought with it a certain amount of anxiety as it represents significant transformation in the classroom. As there has been little by way of communication with LINC administrators, they are feeling under-supported and left out of the loop. As LISTN (the provincial settlement language umbrella) has not been invited to the training table, we are only able to support on the peripheral. This is one of the downsides of a national program – centralized implementation with diminished ability to voice concerns or affect change at a provincial level.

Another recent travail for LINC organizations was an across the board 7% cut to funding for BC on April 1, 2015 due to decreased allocations. Our yearly budget is set through a complex formula based on number of

provincial landings – as AB and SK immigrant landings increase, other provinces are witnessing decreases. Unfortunately this does not take into account cross-provincial migration, which many will recognize as an important factor for us on the west coast. We have also seen a drastic reduction in provincial support to other ESL options – so with growing numbers and declining resources, circumstances have led us to a challenging state of affairs. A new and fairly identifiable syndrome termed ‘administrative fatigue’ appears to be setting in. With another call for proposals (CFP) for federal funding looming in the near future, there is much to be wary about.

Those that work in LINC seem, by nature, to be a resilient and committed group. Aware of the need, they do not seem to shy away from a challenge. Hopefully this change-environment will not come to crisis proportions before it turns around. In the meantime, the settlement language sector continues to collaborate in its efforts to positively impact the lives of newcomers who choose to settle in BC.

Acclaimed BC TEAL Board for 2015-2016

President	(2015-2017)	Shawna Williams
1 st Vice President	(2014-2016)	Joe Dobson
2 nd Vice President	(2014-2016)	Fiona Shaw
2 nd Vice President	(2015-2017)	TBD
Treasurer	(2015-2017)	Carly Carson
Secretary	(2015-2017)	Michelle Ronback
Past President	(appointed)	Michael Galli
Members-at-Large		
Co-chair, PD Committee	(2014-2016)	Sheila Mattila
Co-chair, PD Committee	(2015-2017)	TBD
Chair, Teacher Inquiry Groups	(2015-2017)	TBD
Chair, Website Committee	(2015-2017)	Jack Massalski
Chair, Social Media	(2014-2016)	Laura Blumenthal
Editor, TEAL Newsletter	(2015-2017)	Scott Douglas
Chair, Regional Representatives	(2015-2017)	Karen Densky
Chair, Outreach Committee	(2014-2016)	Michael Wicks
TESL Canada Representative	(appointed)	Jennifer Pearson Terell
Chair, TEAL Charitable Foundation	(appointed)	Jennifer Pearson Terell
LISTN Representative	(appointed)	Kathryn Rockwell

Appendix A: BC TEAL Financial Reports

Budget vs Actual December 2014

	Jan - Dec 14	Budget	\$ Over Budget		Jan - Dec 14	Budget	\$ Over Budget
Ordinary Income/Expense				Marketing/ Adv/ Promotion	3,000.00	3,000.00	0.00
Income				Medical Benefits-HUB Financial	1,311.60	1,500.00	-188.40
Advertising (on-line)	1,101.14	400.00	701.14	Memberships - AAMSA, etc	125.00	100.00	25.00
Annual Conference 2014	29,492.00	33,000.00	-3,508.00	Miscellaneous	5,382.88	5,500.00	-117.12
Interior Regional Conference	5,162.24	2,500.00	2,662.24	Newsletter - general exp	0.00	100.00	-100.00
Lionel Laroche Workshop	4,772.00	0.00	4,772.00	Office Equip.	253.50	500.00	-246.50
Lower Mainland Regional Conf	4,655.49	2,500.00	2,155.49	Office Equip. Maintenance	0.00	250.00	-250.00
Memberships	55,682.24	45,000.00	10,682.24	PODs - mtg/ conf support	0.00	2,000.00	-2,000.00
Misc.	1,152.09	500.00	652.09	Postage	195.40	300.00	-104.60
Newsletter	270.00	500.00	-230.00	Printing	21.40	0.00	21.40
Rent (sub-lease)	1,200.00	1,200.00	0.00	Regional Representatives	1,501.90	2,000.00	-498.10
Sponsor Teacher Apprec (Income)	952.40	1,500.00	-547.60	Rent	5,938.99	8,000.00	-2,061.01
Total Income	104,439.60	87,100.00	17,339.60	Salary - Bookkeeper	1,766.64	2,000.00	-233.36
Gross Profit	104,439.60	87,100.00	17,339.60	Salary - Office Manager	25,254.72	25,350.00	-95.28
Expense				Sponsor Teacher Appreciation	1,859.65	2,200.00	-340.35
Bank Charges	452.60	550.00	-97.40	Sponsorship Expense	0.00	200.00	-200.00
BC TEAL Service Award	0.00	100.00	-100.00	Supplies/Stationery	390.36	1,500.00	-1,109.64
Conference Bursaries	804.00	1,500.00	-696.00	TCF endowment match	5,135.38	5,000.00	135.38
Food	0.00	500.00	-500.00	TCF expenses	3,749.92	2,500.00	1,249.92
Insurance	859.00	1,000.00	-141.00	Telephone - SHAW	1,839.42	1,500.00	339.42
Interior Regional Conf Exp				TESL Canada memberships	14,012.00	13,600.00	412.00
Accommodations	615.96	350.00	265.96	TESL Canada Sponsorship	1,500.00	1,500.00	0.00
Meals	99.74	100.00	-0.26	TESOL Affil Mebrshp, etc	0.00	600.00	-600.00
Miscellaneous	236.30	100.00	136.30	Travel - board mtgs	2,162.81	2,000.00	162.81
Travel	436.65	275.00	161.65	Visa/Mastercard	1,823.34	1,600.00	223.34
Total Interior Regional Conf Exp	1,388.65	825.00	563.65	Volunteer Appreciation Event	531.51	1,000.00	-468.49
Lionel Laroche Workshop expense	4,748.18	0.00	4,748.18	Web Development	3,874.35	5,000.00	-1,125.65
Lower Mainland Region Conf Exp				Web host/Security/Wk	178.49	2,600.00	-2,421.51
Meals	1,300.55	100.00	1,200.55	Worksafe BC	24.00	50.00	-26.00
Miscellaneous	1,074.86	100.00	974.86	Total Expense	92,461.10	96,125.00	-3,663.90
Total Lower Mainland Region Conf Exp	2,375.41	200.00	2,175.41	Net Ordinary Income	11,978.50	-9,025.00	21,003.50
				Net Income	11,978.50	-9,025.00	21,003.50

BC TEAL Budget – 2015

		<u>2015</u>		
Ordinary Income/Expense			Office Equip.	500.00
Income			Office Equip. Maintenance	250.00
Advertising (on-line)	1,000.00		PD Funds (office manager)	500.00
Annual Conference 2015	25,000.00		Postage	300.00
Island Regional Conference	5,000.00		Printing	50.00
Lower Mainland Regional Conf	5,000.00		Regional Representatives	3,000.00
Memberships	50,000.00		Rent	7,000.00
Misc.	1,000.00		Salary - Bookkeeper	2,000.00
Newsletter	500.00		Salary - Office Manager	29,796.00
Rent (sub-lease)	1,200.00		Sponsor Teacher Appreciation	2,000.00
Sponsor Teacher Apprec (Income)	1,000.00		Supplies/Stationery	1,500.00
Tri-TESOL Conference	7,000.00		TCF endowment match	50,000.00
Workshops	<u>5,000.00</u>		TCF expenses	2,500.00
Total Income	<u>101,700.00</u>		Teacher Inquiry Groups (POD)	2,000.00
Gross Profit	101,700.00		Telephone - SHAW	1,750.00
Expense			TESL Canada memberships	16,000.00
Bank Charges	550.00		TESOL Affil Mebrshp, etc	600.00
BC TEAL Service Award	100.00		Travel - board mtgs	2,750.00
Conference Bursaries	1,500.00		Tri-TESOL Conference expense	3,000.00
Consulting Fees	15,000.00		Visa/Mastercard	1,700.00
Food	500.00		Volunteer Appreciation Event	1,000.00
Insurance	1,250.00		Web Development	5,000.00
Island Regional Conference Exp	1,500.00		Web host/Security/Wk	2,500.00
Lower Mainland Region Conf Exp	1,500.00		Worksafe BC	50.00
Marketing/ Adv/ Promotion	3,000.00		Workshop expenses	<u>2,500.00</u>
Medical Benefits-HUB Financial	1,500.00		Total Expense	<u>165,346.00</u>
Memberships - AAMSA, etc	100.00		Net Ordinary Income	<u>-63,646.00</u>
Miscellaneous	500.00		Net Income	<u><u>-63,646.00</u></u>
Newsletter - general exp	100.00			

BC TEAL Balance Sheet as of April 30, 2015

	<u>Apr 30, 15</u>
ASSETS	
Current Assets	
Chequing/Savings	
CIBC GIC 2.0% mat Aug 17/15	90,000.00
ING GIC 1.45% mat Sep 17/16	37,479.68
Scotia GIC 1.38% mat Aug 18/16	50,000.00
TEAL Conference	19,313.90
TEAL General	<u>80,550.96</u>
Total Chequing/Savings	<u>277,344.54</u>
Total Current Assets	<u>277,344.54</u>
TOTAL ASSETS	<u>277,344.54</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
GST/HST Payable	<u>13,808.94</u>
Total Other Current Liabilities	<u>13,808.94</u>
Total Current Liabilities	<u>13,808.94</u>
Total Liabilities	13,808.94
Equity	
Opening Bal Equity	46,380.00
Retained Earnings	184,511.13
Net Income	<u>32,644.47</u>
Total Equity	<u>263,535.60</u>
TOTAL LIABILITIES & EQUITY	<u>277,344.54</u>