

**The BC TEAL AGM will be from 3:15 - 4:15 on Friday, April 29, 2016  
at SFU Surrey Campus | 250 - 13450 – 102nd Avenue | Surrey, BC  
Westminster Savings Credit Union Lecture Theatre (Rm 2600)**

**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 22, 2015 Annual General Meeting
6. Reports of Officers and Standing Committees
  - 6.1 President Shawna Williams
  - 6.2 1<sup>st</sup> Vice-President / Chair PAAC Joe Dobson
  - 6.3 2<sup>nd</sup> Vice-President / Co-chair Annual Conference Nathan Hall & Alex Bale
  - 6.4 Treasurer vacant
  - 6.5 Secretary / Chair Membership Committee Michelle Ronback
  - 6.6 Past President Michael Galli
  - 6.7 Co-chairs PD Committee Sheila Mattila & Eilidh Singh
  - 6.8 Chair Teacher Inquiry Groups Diana Jeffries
  - 6.9 Chair Website Committee Jack Massalski
  - 6.10 Chair Social Media Laura Blumenthal
  - 6.11 Newsletter Editor Scott Roy Douglas
  - 6.12 Chair Regional Representatives Karen Densky
  - 6.13 Chair Outreach Committee Michael Wicks
  - 6.14 Chair TCF / TESL Canada Representative Jennifer Pearson Terell
  - 6.15 LISTN Representative Alison Whitmore
7. Adoption of Financial Statements
8. Election of Directors
  - 8.1 Nominating Committee Michael Galli
  - Election of Treasurer
  - Newly Acclaimed BC TEAL Board of Directors 2016-2018
9. Other Business
  - 9.1 Policy and Action Advisory Committee Joe Dobson
  - Position Statement on the Needs and Rights of Refugees
10. Next Meeting  
To be held at the 2017 Annual Conference, Vancouver Community College, Broadway campus. Date to be determined.
11. Adjournment

## BC TEAL Annual General Meeting – Minutes

Friday, May 22, 2015 | 11:15 am – 12:15 pm | Swing 121  
University of British Columbia | 2121 West Mall | Vancouver, BC

1. **MEETING CALLED TO ORDER** 11:20 am by Shawna Williams, President.
2. **ANNOUNCEMENT OF QUORUM.** Quorum is 20 members. There were 57 members present. Welcome to the 2015 AGM.
3. **MOTION by** Brian Wilson that Sandra Boehm (Administrative Manager) be appointed Recording Secretary for the Annual General Meeting. **SECONDED by** Michael Wicks. **CARRIED**
4. **MOTION by** Cathy Ebert to approve the agenda. **SECONDED by** Laura Blumenthal. **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 May 23, 2014 Annual General Meeting. **SECONDED by** Amea Wilbur. **CARRIED**
6. **MOTION by** Michael Wicks to accept the reports of the officers and standing committees. **SECONDED by** Scott Douglas. **CARRIED**
  - Reports were posted online.
  - Prepared PowerPoint presentation to share this year's highlights.
    - Reached 1000 members! Very exciting, especially seeing the growth over the past few years.
    - Changed name from Institutional Members to Supporting Institutions to avoid confusion. Steady growth in this area as well. More to come with Michael Wicks as Outreach Chair.
    - Completed the endowment for the TCF Refugee Award. Have committed another \$50,000 for the Taiga Galli Memorial Refugee Award.
    - PAAC – active and on a learning curve. Hired a communications consultant, met with the Minister of Advanced Education, submitted letters regarding Bill-7. There is an information meeting at 12:15 today.
    - PD – BC TEAL does this well. Members are engaging in the regions. The conference in Nelson was a great success. Thank you to the Regional Representatives and PD Co-chairs. So far, the 2015 conference is fantastic.
    - Karen Rauser, Regional Rep Coordinator served with passion and energy. Shawna and Karen
    - co-presented at TESOL regarding regional member engagement and received a lot of positive feedback.
    - Thank you to outgoing reps – Yvonne Jones, Michelle O'Doherty, and Beth Konomoto.
    - Welcome to new/returning reps – Tyler Ballam, Jeanie Ortis, Roberta Long, Janet Les, and Jennifer Peachey.
    - Social Media – trying to keep up with the times and stay engaged with members and others.
    - LINC – Moved from ELSA to LINC in April 2014. Looking at reduced funding and higher demand. An exciting discussion is taking place regarding a broad-based ESL framework (federal, provincial, territorial project). Join the National Network Advisory on Tutela.
    - TCF – doing incredible work. Thank you to everyone who attended Tears to Smiles. The event was fantastic and more successful than anticipated. May be held again next year.
    - Climb for the Cause (Grouse Grind) is coming up September 20th.
    - Michael Wicks (Outreach chair) has gone above and beyond. He is connecting with members and asking how to improve BC TEAL. He is also connecting with supporting institutions to make sure they understand the benefits available.

- o Newsletter – the latest special issue of learner success was phenomenal.
- o President – honoured to be involved in the work of BC TEAL. It was a tough year for ESL.
- o Learning to work with government and making difficult decisions at the board level regarding TESL Canada.

7. **MOTION** by Joe Dobson to adopt the Financial Statements. **SECONDED** by Jennifer Martin. **CARRIED**

## 8. Election of Directors

### 8.1 Nominating Committee, Michael Galli

Election of Member-at-Large, Outreach Chair

- Thank you to Shawna who has done an incredible job, making previous presidents pale in comparison.
- Most board members were acclaimed into their position.
- We need two elections: Member-at-Large, PD Committee Co-chair and Member-at-Large, Teacher Inquiry Groups Chair.
- Thank you to those who run for the positions. It is difficult to place your name into a competition.
- Only BC TEAL members can vote. Please check one box on each ballot.
- Nominee information was sent out ahead of time in an email and posted on the website.
- Question: What happens if the same individual wins both seats? Let's wait and see.
- Six volunteers were selected as scrutineers: Janice GT Penner, Ryan Drew, Lawrence McAllister, Alex Bale, John-Paul Baker, and Brian Wilson. Exited the room to count.
- Thank you for your patience with the process. We're on a learning curve.
- Count was completed and new board members were announced. Welcome to Elidh Singh (PD Committee Co-chair) and Diana Jeffries (Teacher Inquiry Groups Chair). Thank you to the candidates.
- The full list of acclaimed board members was read out.
- Thank you to all board members for your amazing contribution.
- Thank you to TEAL's Administrative Manager.
- To candidates who didn't win: We'll still be knocking at your door!
- We are a volunteer board and can do more with more involvement.

## 9. Other Business

- Sessions regarding TESL Canada and BC TEAL Accreditation are scheduled for this afternoon (2:15 to 3:00 in CSB 216 & CSB 217).
- It is unlikely that LISTN (umbrella organization for LINC in BC) will be moving forward in the next round of call for proposals for settlement funding.
- LISTN Executive approached the BC TEAL Executive with a proposal. Both boards had separate and joint meetings and have agreed on the following joint statement:  
*The boards of LISTN and BC TEAL have agreed on initial terms of reference envisioning for BC TEAL to create a LINC community within BC TEAL and for the transfer of LISNT assets to BC TEAL. We are continuing our discussion regarding the details and timing of this transition for the mutual benefit of our shared professional community.*
- It means big changes. Some sad news on one end, but amazing opportunities on the other.
- Please speak with Shawna or Alison Whitmore, president of LISTN, if you have any questions.

## 10. Next AGM

Date TBD | Tentative Venue: SFU Surrey

## 11. Adjournment

**MOTION to Adjourn** by Kathryn Rockwell at 12:10 pm. **SECONDED** by Jennifer Pearson Terell. **CARRIED**

## Board Officer Reports 2015-2016

### BC TEAL President Report | Shawna Williams

As expected, the past year has kept me busy as the BC TEAL President. This, my fourth and final year, has been filled with many highlights and challenges. I have enjoyed working with the many committee chairs, all of whom work tirelessly to plan events, advocate for the profession, engage to the membership, spread the word about who we are and what we do, and—indeed—to Build Community.

As part of the Tri-TESOL planning committee, I was very pleased to join with members of our partner associations WAESOL and ORTESOL to deliver two days of PD in Des Moines, WA, that *transcended boundaries and interwove perspectives* in October. Given the poor exchange rate at the time, there were fewer participants from BC than we had anticipated; however, their enthusiasm was exceptional. We tentatively set the date for the next Tri-TESOL conference for 2019 to be held in Vancouver, BC.

The TESL Canada conference was also held in October. We were able to have meetings of current and incoming chairs/presidents from Ontario, Alberta, and Manitoba. It is my sincere hope that the Community of Practice for Canadian TEAL/TESL Associations will continue, as the opportunities to learn from one another are so valuable and important.

In December, Alison Whitmore and I met with key individuals at Immigration, Refugees, and Citizenship Canada to discuss what BC TEAL could do in response to the Syrian refugee situation. They were particularly pleased to hear about the Refugee Tutoring Project spearheaded by Jennifer Pearson Terell.

We became the first Canadian IATEFL Associate in the fall of 2015. This partnership should prove to be of great benefit to us, as we can learn and share with another international association. We continue to be an active affiliate of TESOL International. Earlier this year, I was approached by the TESOL Affiliates Council to see if BC TEAL would lead this year's Affiliates Day at the 50<sup>th</sup> Convention in Baltimore. While I was unable to attend, I was thrilled that board members Karen Densky and Scott Douglas were able to lead a half-day session, "Actions that

Connect with Membership: A Case Study Reflection," with participants from TESOL Affiliates all over the world. I am deeply honoured that we were asked by TESOL to share our expertise. To share IATEFL and TESOL events and opportunities for BC TEAL members, I set up groups in the Community section of the BC TEAL website (be sure to log in). These collaborations are to benefit the Association as a whole, but also for individual members.

In February, Scott Douglas and I represented BC TEAL at the University of Victoria Applied Linguistics Fair and I was very honoured to present a mini-session on the topic of "Real World PD: Considerations for Ongoing Teacher Development".

Our Memorandum of Agreement with TESL Canada expired in September 2015 as we were unable to come to a new, mutually agreeable arrangement. We anticipated that membership might decline as a result of the cessation of the relationship, though in comparison with last year at this time, membership has decreased by less than 10%.

On the housekeeping side of things, I have spent a great deal of time working to update the BC TEAL board manual and handbook, an ongoing project. I met with our lawyer several times to discuss our MOA with TESL Canada, updating our bylaws to align with the changes to the Societies Act, and the possibility of electronic voting. I contributed to discussions about the LISTN transition and the upcoming appointment of an interim executive director. As well, I connect regularly with Sandra Boehm, our Administrative Manager, who runs the day-to-day operations of the Association.

Events in the news continue to impact our profession. Changes to PCTIA will have an effect on the many private language schools in BC, and we are interested to see how those changes will affect that area of our sector. LINC funding continues to be cut, with the result of growing wait lists at many organizations and the layoffs of many LINC instructors. Funding cuts from the province in 2014 continue to have an impact on EAL instruction at many of our

colleges. There is always something to keep us on our toes.

I must extend my sincere thanks to my fellow board members, who all volunteer their time for the advancement of the EAL profession.

Thankfully, many of the current directors will remain on the board, with several changing roles. **Joe Dobson** will be our new President and will adeptly continue with the good work of BC TEAL and take on new challenges with a calm determination; **Alison Whitmore** will move to be 1<sup>st</sup> Vice President and chair the PAAC, and she is the perfect fit for this role, **Alex Bale** is signing up for another round as conference co-chair and will be joined by **Heather Barclay**, newly acclaimed, to organize our 2017 event; **Scott Douglas** has been amazing as the chair of TEAL publications, producing incredible newsletters and launching the *BC TEAL Journal*; **Eilidh Singh** will continue as PD Chair, having organized several successful PD events, she will be joined by **Don Bury** who is returning to the board; **Jack Massalski** will stay on to bring his web expertise to make continual improvements to our website; **Michael Wicks** will begin his second term as 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 the TCF chair, and spearheading the Refugee Tutoring Project.

### 1<sup>st</sup> Vice-President Report | Joe Dobson

This report highlights some of the activities and accomplishments of the past year.

#### Policy and Action Advisory Committee (PAAC)

The PAAC had a number of notable accomplishments this past year. The committee convened a number of times and in December conducted a member survey to help guide committee activities and goals and ensure work was in line with member needs. In November, as part of EAL Week celebrations, TEAL issued a press release on funding issues November 19, 2015 ([www.bctéal.org/wp-content/uploads/2015/11/BC-TEAL-News-Release-November-19-2015-EAL-Week.pdf](http://www.bctéal.org/wp-content/uploads/2015/11/BC-TEAL-News-Release-November-19-2015-EAL-Week.pdf)). The committee continues to work on these issues and some members are looking at how to best move forward on this in the coming months.

As with every year, we will bid adieu to some of our board. **Carly Carson**, Treasurer, and **Fiona Shaw**, 2<sup>nd</sup> VP, both had to end their terms early. I am grateful for their contributions and commitment to the board. **Sheila Mattila** has been on the board for many years and her thoughtful demeanour and organizational wizardry will be missed; **Laura Blumenthal**, who co-chaired two annual conferences and then stepped into the Social Media role, is always ready to go above and beyond; finally, **Michael Galli**, our Past President who left some very large shoes to fill, will now step down after ten years on the board. Michael has been such an inspiration and model for what it means to be a committed professional.

Upmost thanks go to BC TEAL's Administrative Manager. **Sandra Boehm** continues to go above and beyond. Sandra is the epitome of professionalism, efficiency, and grace. Without her, none of what we do could be done as well as we have managed thus far.

Over the past four years, it has been my incredible honour to be the president of BC TEAL. I have worked alongside the extraordinary professionals who sit on the Board and committees of BC TEAL. I have also met and conversed with hundreds of members across BC, and I am in awe of what remarkable individuals make up our membership.

Additionally, the Committee drafted three new position statements to bring to the BC TEAL membership for ratification at the AGM. These reflected feedback provided by members in the PAAC survey. These are as follows:

- 1) Position Statement: The Roles of Professional English as an Additional Language Teachers and Volunteers in British Columbia
- 2) Position Statement: The Importance and Need for Professional Equity for the Field of Teaching English as an Additional Language
- 3) Position Statement on the Needs and Rights of Refugees



Highlights of other accomplishments and work as 1st Vice-President

I have been working with Martha Savage (WAESOL) as co-editor of the Tri-TESOL 2015 Conference Proceedings and we anticipate publication of these in June 2016.

I served on the planning committee for the Tri-TESOL 2015 conference

I proposed and helped move forward the idea of the Pre-Conference Institute which will be held for the first time this year the Thursday immediately prior to the conference.

I worked with our Administrative Manager, Sandra, to put into place a survey for non-renewing members in order to give BC TEAL insight into reasons some members do not renew and how we can better serve and retain members.

I have chaired the ad hoc committee which is overseeing the transition of LISTN's assets (financial, physical, intellectual) to BC TEAL. LISTN approached BC TEAL over a year ago in this regard as that association has made a difficult decision to dissolve and felt that BC TEAL was best positioned in BC to serve its stakeholders in the LINC community.

I chaired the negotiation committee which discussed and communicated with TESL Canada a number of issues in line with direction and a mandate from our board of directors.

I proposed the first Educational Technology showcase to be held at the BC TEAL Annual conference and worked with the conference co-chairs to help materialize this idea which will bring together approximately a dozen presenters concurrently presenting in the Ed Tech Jam Session. In future years, it may be a more formal part of the conference, depending on feedback from members and the conference organizers.

Along with Shawna Williams, BC TEAL president, I met with leaders from other Canadian provincial associations at the TESL Canada conference in a Community of Practice meeting to share ideas and approaches, which was followed up with other meetings with some associations to share ideas and how to serve members.

I met, along with Nathan Hall and Shawna Williams, with representatives with ATESL (Alberta) to discuss a proposal from ATESL on hosting a joint conference on educational technology in language learning at some point. Subsequently, BC TEAL and ATESL conducted a joint survey to determine the level of interest and ideas for this possible event. Discussion with ATESL continues on this potential inter-provincial collaboration.

I chair an ad hoc BC TEAL committee which is looking at identifying several key priorities for focus on in the next several months.

**2<sup>nd</sup> Vice-President / Annual Conference Report | Nathan Hall and Alex Bale**

As second vice presidents we have been fully engaged in the day-to-day activities of the BC TEAL board. We will let others speak to the many achievements and challenges that the board has encountered this year in their reports, as for the last few months our energy has been heavily focused on the BC TEAL 48<sup>th</sup> Annual Conference.

Nathan Hall joined the board at the 2015 AGM and immediately began working with Fiona Shaw to start planning the 2016 conference. Fiona stepped aside from the co-chair position in the fall of 2015 and Alex Bale stepped in to continue where she left off, although Fiona has continued to help significantly. BC TEAL president, Shawna Williams, has also provided

invaluable guidance and indeed taken on an enormous amount of work herself.

The conference is being co-hosted by the Centre for English Language Learning, Teaching and Research (CELLTR) at SFU, and Saskia Stille took the lead in coordinating their significant contribution with able assistance from Joel Hartse. The conference is being held at the state-of-the-art SFU Surrey campus and they have been extremely accommodating throughout the process.

A major innovation this year was the addition of the Pre Conference Institute as proposed by Joe Dobson, to be held on the Thursday before the conference starts. The idea of this is to bring world-renowned presenters to BC and give

them a longer-format platform to explore their themes. Offering 7 unique presentations on a wide variety of topics, so far registrations have matched predictions and we have every expectation that this will be a hugely successful addition to the conference schedule – one we plan to continue in the future.

Another innovation this year is the Ed Tech Jam, organised by Joe Dobson. 12 groups will bring cutting-edge education technology ideas and techniques to the conference in an interactive environment.

It was decided to expand our offering to 3 invited speakers this year. Shelley Sanchez Terrell will be bringing her vast knowledge of e-learning and tech to the conference, presenting at both the PCI and the main conference. Lindsay Clandfield has managed to gain both breadth and depth to his knowledge and will discuss “critical teaching in these critical times”. Our 3<sup>rd</sup> invited speaker, Laurel Pollard, will also present at both the PCI and main conference, and her focus is on helping busy, exhausted teachers re-energise and get inspired, following on nicely from other BC TEAL conference themes in recent years.

Building on the success of last few years, the wine and cheese and Pecha Kucha will once

again make an appearance, being held at nearby Surrey City Hall. Also continuing is the gala dinner, though in keeping with our desire to make the event accessible and “bring back the fun”, it is now more of a celebratory dinner than a gala!

Several committees were formed to oversee various aspects of the conference, and have done a sterling job in all departments. These include but are not limited to catering, proposal review, volunteer coordination, venue liaison, book and poster design – the list is seemingly endless. For a list of all committee members please see the conference program. We would like to take a moment to extend a heartfelt thanks to each and every member of those committees for making our jobs so much easier.

Here is a summary of the conference numbers as of April 13, 2016:

- 253 attendees for Friday, 174 for Saturday
- 21 publishers tables booked
- 22 volunteers
- 6 different organizations are participating as sponsors
- Around 70 presenters will join panels and round tables or present sessions and posters.

## Treasurer Report | Vacant (filled by Carly Carson until January 2016)

This position is currently vacant. However, BC TEAL did have a Review Engagement, and the

financial documents from this exercise are available in the appendix.

## Secretary / Membership Committee Report | Michelle Ronback

This past year has been one of discovery in my role as Secretary and Membership Chair with the role having been vacant for a period of time. I would like to extend my gratitude to the Board for helping guide me on this path with special thanks to our Outreach Chair, Michael Wicks.

A new Membership Chair position description has been created for 2016 which addresses what was an overlap in duties between the Outreach Chair and the Membership Chair.

### Membership Numbers

While our institutional members have increase from 32 to 34, membership has decreased from

1000 to 932. The Board has been very active in discussing ways to attract more interest in membership, especially from the private sector as well as focusing on what has brought some members not to renew. This was done by actively soliciting feedback from current, past and non-renewing members.

### Membership Activities

EAL week from November 15-21 included

- a Volunteer Appreciation Brunch held on November 15 to recognize the hard work put in by our excellent volunteers.
- an Open Space workshop held on November 18<sup>th</sup> at Kaplan International

- a Teacher inquiry and Research – Share and Connect Session at ISSofBC
- regional events in Prince George, Abbotsford and Kamloops

## Past President Report | Michael Galli

The Nominations Deadline for all vacant positions for the 2016 Board of Directors was on Friday, April 8, 2016. Single nominations have been received for all vacant Directors positions except the Treasurer. An election will therefore be held at the 2016 AGM for the Treasurer's position.

Congratulations to all Directors who have been thus acclaimed and best wishes to the two candidates for the Treasurer position.

Shawna Williams, our current BC TEAL President, has completed two terms of service and has done a remarkable job in steering the Association on an ever more progressive course. She is now set to make way for a new president and after a decade serving on the BC TEAL Board of Directors, my own role as Past

## Newsletter Report | Scott Roy Douglas

Building on the great work of past editors of the newsletter, it has been a busy year for the publications committee, with everyone working hard to bring out two issues of the newsletter, with one on the way in June. The past year also saw the launch of BC TEAL's new scholarly publication, the BC TEAL Journal.

The BC TEAL newsletter is published three times a year on the following schedule:

Issue	Call for Submissions	Deadline for Submissions	Publication
Fall	June	August	October
Winter	October	December	February
Spring	February	April	June

There has been a steady amount of submissions to the newsletter, with the fall issue featuring 14 articles related to the theme of "Professional Development", and the winter issues featuring 16 articles related to the theme of

## Membership projects

A new information postcard with testimonials from current members is in the final stages of production. The focus is on the benefits of membership and how becoming a member has positively impacted the members showcased.

President now comes to an end as I will be handing over the Past President's responsibilities to Shawna.

Serving on the BC TEAL Board of Directors has been one of the most gratifying professional experiences I have had, and the individuals I have served alongside have been truly exemplary professionals who have given, and continue to give their volunteer time and energy to an Association that has an absolutely wonderful history of serving our community. It has been a privilege to serve with and for all the professionals in our Association of Teachers of English as an Additional Language, and I will continue to stay connected through the TEAL Charitable Foundation.

"Transformation". The spring issue is scheduled to come out in June with the theme of "Building Community" to match the annual conference theme. Many thanks go out to Shawna Williams, Vania Ganacheva, and Alison Truelove for their help and support in bringing the newsletter to publication during the past year. All BC TEAL members are invited to consider writing an article for the newsletter, and the editor can be contacted via the website. More information and previous issues can be found here: [www.bctéal.org/newsletter/](http://www.bctéal.org/newsletter/).

The past year has also seen the launch of the BC TEAL Journal (ISSN: 2369-4211). The BC TEAL Journal is the peer reviewed scholarly publication of BC TEAL. It exists to promote scholarship related to the teaching and learning of English as an additional language in British Columbia, with articles explicitly reflecting the various contexts and settings of the BC TEAL membership. The journal invites the submission



of previously unpublished contributions, such as research articles or theoretical analysis, classroom practice, and opinion essays, from all sectors and experiences levels represented by the BC TEAL membership. Novice scholarly writers are mentored through the academic publication process. Submissions are accepted throughout the year, with papers that have completed the review and editing process being posted on the website as they are ready. The journal publishes on an ongoing basis, with articles gathered into a single issue over the course of one calendar year. The journal is

online, open access, and freely available under a Creative Commons License. For more information, please check out the website: <http://ejournals.ok.ubc.ca/index.php/BCTJ>. To date, one paper has been accepted for publication, one paper is in the revision process, and one paper is undergoing peer review. Members who are interested in being part of the peer review board or publishing their work in the journal are encouraged to contact the editor via the website. Volunteers for the review board are most welcome.

### PD Committee Report | Sheila Mattila & Eilidh Singh

The BC TEAL Professional Development Committee has put together several successful events throughout the province this past year and is busy planning for upcoming events in the fall. Events for the past year are as follows:

#### 2015-2016 PD Events:

The Lower Mainland Regional Workshop Series:

- A special one-day workshop with the renowned speaker and cross-cultural expert, Lionel Laroche "Bridging the Cultural Gap in the EAL Classroom" was held on Saturday, September 19, 2015 at the English Language Institute, UBC. Over 20 people attended the event.
- A special workshop "Balanced Listening Instruction" with Beth Sheppard from the University of Oregon was held on Saturday, October 17, 2015 at Global Village English Centres Vancouver. Approximately 30 people participated in the event.
- A special workshop "Pronunciation Activities that Make a Difference" with Emma Hatfield of Corpus Academics was held on Saturday, November 21st, 2015 at ELS Language Centres Vancouver. Over 30 people attended the event

- A special workshop "Teaching Using Principled Technology-Enabled Instructional Methods" with Brian Wilson (UBC-Vantage), Nathan Hall (LISTN), and Eilidh Singh (UBC-ELI) was held on November 21, 2015 at ELS Language Centres Vancouver. Approximately 10 people participated in the event.

The 2016 Vancouver Island Regional Conference was held on Saturday, February 20th at the Inter-Cultural Association (ICA) of Greater Victoria. The conference focused on Real World Learning: Building Transformative Communities. We were honoured to have Carolyn Kristjánsson, Associate Professor of Linguistics at Trinity Western University, as the plenary speaker. Over 65 people attended the event.

#### Upcoming PD Events:

The 2016 Interior Regional Conference will be held on Friday, September 30 and Saturday, October 1 at Thompson Rivers University in Kamloops, BC.

The 2016 Lower Mainland Regional Workshop Series will be held throughout the fall. Stay tuned to the BC TEAL website for more information about these events.

### Teacher Inquiry Groups Report | Diana Jeffries

In May 2015 the Teacher Inquiry and Research Group coordinated a series of workshops on "Developing a Research Project: From Idea to Design to Dissemination". This three-workshop

series aimed to introduce BC TEAL members to action research and support them in the eventual design of their own action research projects.

In November 2015 the Teacher Research and Inquiry Group organized a teacher sharing session to facilitate sharing of resources and ideas in round table discussion groups to help teachers establish best teaching practice skills. This share session was designed to support LINC instructors navigate through the changing needs and expectations in LINC programs.

**Website Committee Report | Jack Massalski**

The BC TEAL website first launched in its present form back in October of 2011. Since its major revamping, the website's importance of keeping the Membership connected and informed has increased significantly. As a result, the present website continues to serve as the main hub of communications with BC TEAL's members.

Some of the most important and the most utilized features of our website continue to be the 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 continued changes to the way members receive BC TEAL electronic communications. As

**Social Media Report | Laura Blumenthal**

This year has proven to be another challenging one as the Social Media Chair. First of all, we came to the realization that the job of tweeting as BC TEAL needed be done by a team, not by one person, particularly not by one person who really is not a Twitter user. Thus four of us kept the tweets going, and the Twitter presence has grown by leaps and bounds. We're now up to 615 followers, from 428, representing a rise of 44%, and activity and interactivity, particularly during conferences, is very high. However, the number of active Twitter users among our membership is still fairly low in comparison to other sectors.

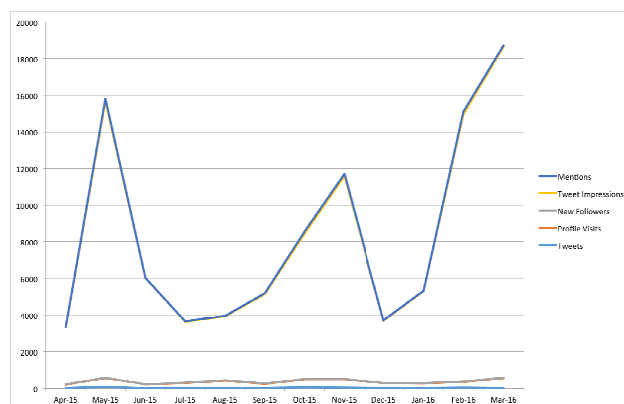
Thanks to Eilidh Singh and Nathan Hall for helping me to use Twitter Analytics; below is a graph of our Twitter stats for the past year—you can see the clear spikes at conference times - May 2015 and April 2016 for the Annual

In January 2016 the Teacher Inquiry and Research Group facilitated a panel discussion "Is Pursuing a Master's Degree Right for You?" with four leading professionals in the EAL field to help teachers interested in pursuing master's programs related to the EAL profession.

a result, our Members are now able to flexibly choose the type of communications they wish to receive. In addition, the email messages we send to members have undergone major improvement changes in terms of esthetics. Finally, the website now hosts a space for our conference presenters to conveniently publish their presentation materials and conference proceedings.

This coming year is going to be particularly busy as the Website Committee is faced with having the website transferred to a new server and undergoing a number of code upgrades associated with the move. As these changes get implemented, we welcome your feedback and any suggestions for further website improvements.

Conference, and October-November 2015 for Tri-TESOL.



Facebook likes have grown from 321 to 420, a growth of 30%, with political stories getting the most hits. One of our stated goals from last year's AGM was to get more interaction happening on the Facebook page, but that

simply does not seem to happen much. This may be due to the public nature of the page,

which may make people a bit shier about contributing.

### Regional Representatives Report | Karen Densky

2016 has been a busy year in the regions! The team of Regional Representatives have been active in most parts of the province. There have been several "Open Spaces" events, workshops on technology, a survey of members in one region, and a writing contest to name just a few of the activities. Most of these events coincided with EAL Week in November.

Regional Representatives have a two-year term, and the majority of Reps will be entering their second year as follows:

First Year Reps:

- Vancouver Island - Jennifer Peachey
- Thompson - James Gjaltema
- Fraser Valley - Janet Les
- North - Roberta Long

Second Year Reps:

- Kootenays - Tyler Ballam
- Okanagan - Jeanie Ortis

I would like to thank Tyler Ballam for his work in the Kootenay region over the past couple of years. The position of Rep for the Kootenay region is currently vacant, so some recruiting is necessary.

The Regional Reps will meet during a Round Table discussion during the annual conference to discuss issues and make plans for the upcoming year.

I would like to thank the current group of representatives for all of their work and commitment to ensuring that BC TEAL represents the entire province by providing opportunities for professional development and networking for all members.

It's been a sincere pleasure to work with this group over the past year, and I'm optimistic that the upcoming year will be even better!

### Outreach Committee Report | Michael Wicks

During the last year, I followed up on the Supporting institutions in order to connect with their teachers. This effort was not as successful as hoped, yet new initiatives to meet teachers for the next year will likely solidify those connections.

I coordinated EAL Week, which was successful, with the regional reps hosting events all over BC during that week. "Open Space", a unique discussion event, was promoted and taken up by several groups., while others had sharing times and focussed workshops

I attended almost all of the conferences and workshops, and connected with members to

determine their perspectives on the benefits of membership with BC TEAL.

I was active in assisting other board committees: participating in the priority setting for the Executive Director position, the negotiations with TESL Canada, the review of the policy and procedures document, and the review of outgoing communications.

I also coordinated with the membership chair (and will continue to do so) on the new introduction card, and other membership issues and fee structures that will be studied and implemented in the coming year.

### TEAL Charitable Foundation Report | Jennifer Pearson Terell

This year marked the 30<sup>th</sup> anniversary of the year in which the TEAL Charitable Foundation was established. In 1986, the members of BC TEAL registered the TEAL Charitable Foundation as a charitable foundation with Revenue Canada. TEAL members made this decision in

order to be able to better raise funds to support English language teachers and learners by establishing an endowment fund with the Vancouver Foundation. Since 1986, the annual interest from the TEAL Charitable Foundation endowment has been used to fund TCF awards,

scholarships and bursaries for English language teachers and learners across the province.

#### The 2016 TCF Award Winners

- Cristina Peralejo wins the 2016 Nan Poliakoff Memorial Award
- Natalia Balyasnikova wins the 2016 Mary Ashworth Scholarship
- Shahid Abrar-ul-Hassan wins the 2016 BC TEAL/TESOL Bursary
- Buela Say wins the 2016 TCF Refugee Award
- Madeleine Wong wins the 2016 David Lam ESL Scholarship
- Joan Acosta wins the 2016 Project Funding Award
- BC TEAL Conference wins the 2016 Project Funding Award
- Pacific Immigrant Resources Society wins the AIDS and Health Education Fund Award

#### The 2015 Climb for the Cause – Grouse Grind

This 2015 Climb for the Cause – Grouse Grind was held on Sunday, September 20 and was a real success. There were more participants than

ever before and all funds raised by the 'climbers' were donated to the Taiga Galli Refugee Award.

#### The 2016 Climb for the Cause – Grouse Grind

The years 'Climb for the Cause – Grouse Grind' will be held on Sunday, May 29 at 10 o'clock. All funds raised will again be donated directly to the Taiga Galli Refugee Award. Please mark May 29 on your calendar and join this year's 'Climb for the Cause' and support refugee education in our province.

#### The 2016 Tears to Smiles – Wine and Cheese Reception.

In the fall, the TCF will again host its highly successful 'Tears to Smiles – Wine and Cheese Reception'. This is an evening for all TEAL members to meet and visit with friends and colleagues while supporting refugee education. Watch for more information about this popular event in the coming months and plan on attending.

### **LISTN Representative Report | Alison Whitmore**

The past year has been a difficult one for the LINC service providers who have relied on the support and networking opportunities provided through ELSA Net and then LISTN for the past 15 years. We will miss the wonderful staff of LISTN and their assistance through the many changes our programs have had to undergo. We will miss the regular engagement of our LINC organizations, with the ongoing exchange of information that enables us to offer more standard teaching and learning experiences for our clients across the province.

Despite the difficult times, LISTN has continued in this final year with regular Regional and Board meetings. Our concerns have been voiced and relayed to the stakeholders. Brenda has spent time in Ottawa, talking to people who are at the heart of decision making and provided us with timely information. The LISTN organization has continued to provide its members with outstanding PD opportunities. In fact, this year, in response to current national trends, LISTN is moving ahead with a project to support teachers with refugees in their classrooms.

We are moving on with hope and determination to maintain a voice as language professionals through BC TEAL. To that end, the LISTN Board has been actively working towards a successful move of our assets and Executive Director to BC TEAL. We hope to create a LINC community within the TEAL umbrella, to maintain those connections that have been created over the years. We look forward to LINC teachers being more engaged with their professional organization, BC TEAL.

### Acclaimed BC TEAL Board for 2016-2017

President	(2016-2018)	Joe Dobson
1 <sup>st</sup> Vice President	(2016-2018)	Alison Whitmore
2 <sup>nd</sup> Vice President	(2016-2018)	Alex Bale
2 <sup>nd</sup> Vice President	(2016-2018)	Heather Barclay
Treasurer	(2016-2018)	TBD
Secretary	(2015-2017)	Michelle Ronback
Past President	(appointed)	Shawna Williams
<u>Members-at-Large</u>		
Co-chair, PD Committee	(2015-2017)	Eilidh Singh
Co-chair, PD Committee	(2016-2018)	Don Bury
Chair, Teacher Inquiry Groups	(2015-2017)	Diana Jeffries
Chair, Website Committee	(2015-2017)	Jack Massalski
Chair, Social Media	(2016-2018)	Nathan Hall
Chair, TEAL Publications	(2015-2017)	Scott Douglas
Chair, Regional Representatives	(2015-2017)	Karen Densky
Chair, Outreach Committee	(2016-2018)	Michael Wicks
Chair, TEAL Charitable Foundation	(appointed)	Jennifer Pearson Terell
LISTN Representative	(appointed)	TBD



## **POSTION STATEMENT ON THE NEEDS AND RIGHTS OF REFUGEES**

Canada resettles about one out of every 10 of the approximately 100,000 refugees resettled every year around the globe. We have a long history of compassion, fairness, and acceptance for refugees from all parts of the world escaping persecution, risk to their lives, or cruel and unusual treatment. Admitting such people to our country comes with great responsibility.

Many refugees lack the resources required for accommodation, basic needs, transportation, and childcare. They may rely on the assistance of government and/or private sponsors to help meet these needs. Beyond such needs, refugees may need assistance accessing language learning, education, skill development, employment, healthcare, and forging community connections. However, many refugees find it difficult to gain such assistance in a timely fashion and may experience long wait lists for language training and resettlement services. This can have a negative impact on their health and well-being, their employability, and their overall integration into Canadian society.

It is BC TEAL's position that—in keeping with our country's commitment to compassion and fairness—governments, educational institutions, and community agencies must ensure appropriate support, services, and programming, as well as adequate funding for and timely access to language training and settlement services. Long wait lists, prohibitively complex procedures for accessing services, as well as inadequate facilities and training resources are unacceptable as they undermine the humanitarian goals of Canada's refugee program. In particular, BC TEAL supports robust language support for refugees since language is a cornerstone of cultural and economic integration.

## BC TEAL Budget – 2016

		2016		
<b>Ordinary Income/Expense</b>				
<b>Income</b>			<b>Newsletter - general exp.</b>	100
Advertising - website	1,000		<b>Office Equipment</b>	500
Annual Conference	18,655		<b>Office Equipment Maintenance</b>	250
Bank Interest	1,233		<b>PD Funds (office manager)</b>	1,000
Conferences - Interior Regional	4,000		<b>Postage</b>	300
Conferences- Island Regional	4,000		<b>Printing</b>	200
Conferences - Tri-TESOL	0		<b>Refugee Tutoring Project</b>	500
Conferences - Lower Mainland Regional	4,000		<b>Regional Representatives</b>	3,000
Memberships – Regular, Supporting Institutions	30,000		<b>Rent</b>	7,000
Misc./Other	200,000		<b>Salary - Bookkeeper</b>	2,050
Newsletter Advertising	250		<b>Salary - Executive Director</b>	30,000
Workshops	1,200		<b>Salary - Office Manager</b>	39,000
Rent (sublease)	1,000		<b>Sponsor Teacher Event</b>	2,000
Sponsor Teacher Event	4,000		<b>Sponsorship Expense</b>	0
Workshops			<b>Supplies, Stationary</b>	1,000
<b>Total Income</b>	<b>269,338</b>		<b>TCF Endowment Match</b>	25,000
<b>Gross Profit</b>	<b>269,338</b>		<b>TCF Expenses</b>	2,500
<b>Expense</b>			<b>Telephone SHAW</b>	2,000
Bank Charge - other	550		<b>Teacher Inquiry Groups (POD)</b>	2,000
Conference Bursaries	1,500		<b>TESL Canada memberships</b>	0
Conferences - Interior Regional	2,000		<b>TESL Canada Sponsorship</b>	0
Conferences- Island Regional	2,000		<b>TESOL Affiliate Membership, etc.</b>	600
Conferences - Tri-TESOL	0		<b>Travel - board meetings</b>	3,000
Conferences - Lower Mainland Regional	2,000		<b>Visa/Mastercard</b>	2,500
Consulting Fees (retreat, etc.)	5,000		<b>Volunteer Appreciation Event</b>	1,000
Food	500		<b>Web Development</b>	5,000
Insurance	2,200		<b>Web host/security/maintenance</b>	2,500
Marketing/Promotion	3,000		<b>Worksafe BC</b>	50
Medical Benefits (Hub Financial)	3,000		<b>Workshop Expenses</b>	2,500
Memberships (AAMSA, etc.)	150		<b>Total Expense</b>	<b>157,950</b>
Misc.	500		<b>Net Ordinary Income</b>	<b>111,388</b>
			<b>Net Income</b>	<b>111,388</b>

**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE**

**FINANCIAL STATEMENTS**

**(UNAUDITED)**

**DECEMBER 31, 2015**

**BRUYNEEL & CO.**  
CHARTERED PROFESSIONAL ACCOUNTANTS

**BRUYNEEL & CO.**  
CHARTERED PROFESSIONAL ACCOUNTANTS

**Alan M. Bruyneel, CPA, CA**  
Suite 810  
1111 Melville Street  
Vancouver, B.C. V6E 3V6  
Fax: (604) 683-2984  
Tel: (604) 669-7222

**REVIEW ENGAGEMENT REPORT**

To: **The Members**  
**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE**

We have reviewed the statement of financial position of The Association of British Columbia Teachers of English as an Additional Language as at December 31, 2015 and the statement of operations and changes in net assets for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements, and accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

Chartered Professional Accountants

Vancouver B.C.  
April 12, 2016

**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE  
STATEMENT OF FINANCIAL POSITION  
(UNAUDITED)  
As at December 31, 2015**

	<u>2015</u>	<u>2014</u>
<b>ASSETS</b>		
Current		
Cash and cash equivalents	\$ 33,882	\$ 114,589
Short-term investments <i>(Note 3)</i>	181,285	127,480
Goods and services taxes refund	104	165
Prepaid expenses	<u>1,655</u>	<u>-</u>
	<u>\$ 216,926</u>	<u>\$ 242,234</u>
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	\$ <u>2,199</u>	\$ <u>-</u>
<b>NET ASSETS</b>		
Unrestricted	<u>214,727</u>	<u>242,234</u>
Commitments <i>(Note 4)</i>	<u>\$ 216,926</u>	<u>\$ 242,234</u>

Approved on behalf of the Board:

\_\_\_\_\_ Director

\_\_\_\_\_ Director



**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE**

**STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS**

**(UNAUDITED)**

**Year Ended December 31, 2015**

	<u>2015</u>	<u>2014</u>
<b>Revenues</b>		
Conference (Schedule)	\$ 58,186	\$ 57,873
Memberships	52,809	55,682
Workshop	5,802	4,772
Interest income	5,371	1,064
Regional conference	3,513	9,817
Rental sub-lease	1,200	1,200
Sponsorship	952	952
Advertising	845	1,101
Newsletter	160	531
Other income	-	1,152
	<u>128,838</u>	<u>134,144</u>
<b>Expenses</b>		
Accounting and legal	4,146	-
Advertising and promotion	3,195	3,532
Bank charges	3,136	3,210
Charitable foundation	13,509	8,885
Conference bursary	1,046	804
Conference (Schedule)	34,594	26,504
Consultants	5,810	-
Insurance	734	883
Memberships	21,126	14,137
Miscellaneous	687	5,384
Office expenses	834	860
Regional conference expenses	4,764	3,764
Regional representative	1,904	1,502
Rent	6,012	5,939
Salary and benefits	35,580	30,048
Sponsorship	1,704	3,360
Telephone	1,960	1,839
Travel	2,625	2,163
Website	6,902	4,054
Workshop	6,077	4,748
	<u>156,345</u>	<u>121,615</u>
Excess (deficiency) of revenues over expenses for the year	<u>(27,507)</u>	<u>12,529</u>
<b>Net Assets - beginning of year</b>		
As previously reported	242,234	218,362
Prior period adjustment ( <i>Note 6</i> )	-	11,343
As restated	<u>242,234</u>	<u>229,705</u>
Net Assets - end of year	<u>\$ 214,727</u>	<u>\$ 242,234</u>

**BRUYNEEL & CO.**

**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE  
STATEMENT OF CASH FLOWS  
(UNAUDITED)  
Year Ended December 31, 2015**

	<u>2015</u>	<u>2014</u>
Operating Activities		
Excess (deficiency) of revenues over expenses for the year	\$ <u>(27,507)</u>	\$ <u>12,529</u>
Add: non-cash items affecting operations		
Goods and services tax recoverable	61	(224)
Prepaid expenses	(1,655)	-
Accounts payable and accrued liabilities	<u>2,199</u>	<u>-</u>
Cash from operations	<u>(26,902)</u>	<u>12,305</u>
Investing Activities		
Decrease (Increase) in term deposits	<u>(53,805)</u>	<u>51,163</u>
Net Increase (Decrease) in Cash and cash equivalents	<b>(80,707)</b>	63,468
Cash and cash equivalents - beginning of year	<u>114,589</u>	<u>51,121</u>
Cash and cash equivalents - ending of year	<u>\$ 33,882</u>	<u>\$ 114,589</u>

**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE**

**NOTES TO FINANCIAL STATEMENTS**

**(UNAUDITED)**

**December 31, 2015**

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**1. Purpose of Organization**

The Association of British Columbia Teachers of English as an Additional Language (the "Association") was incorporated without share capital under the Company Act (British Columbia) as a not-for-profit organization. It is an association of members interested in the promotion and teaching of English as an additional language.

**2. Summary of Significant Accounting Principles**

The financial statements of the Association have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. Those policies that are considered to be particularly significant are outlined below:

a) Fund accounting

In order to ensure observance of limitations and restrictions placed on the use of resources available to the Association, the accounts of the Association are maintained in accordance with the principles of "fund accounting". Under these principles, resources are classified for accounting and reporting purposes into funds that are in accordance with specified activities or objectives.

The operating fund of the Association accounts for assets, liabilities, revenue and expenses related to the ongoing operations of the Association. The general fund accounts for the Association's program delivery and administration activities. The fund reports unrestricted resources.

b) Revenue recognition

The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection is reasonably assured.

Membership and conference revenues are recognized when performance has been achieved and collection is reasonably assured.

Interest revenues are recognized when earned, on a time proportionate basis.

**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE  
NOTES TO FINANCIAL STATEMENTS  
(UNAUDITED)  
December 31, 2015**

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c) Contributed goods and services

The Association does not recognize donations of goods or services in its financial statements.

d) Cash and cash equivalents

Cash and cash equivalents consist of cash on deposit and short-term investments with maturity dates of less than 90 days. These cash equivalents consist of term deposits.

e) Capital assets

Office equipment purchases are not capitalized, but are recorded as an expense in the year of acquisition. Website development costs are also recorded as an expense during the year.

f) Use of estimates

The preparation of the financial statements of the Association, in conformity with Canadian accounting standards for not-for-profit organizations, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the statement of financial position, and the reported amounts of the revenues and expenditures during the reporting period. Actual results could differ from these estimates. Estimates for the year include accrued liabilities.

g) Financial instruments

The Association's financial instruments consist of cash, goods and services refund and accounts payable and accrued liabilities. The Association recognizes all of its financial instruments at fair value initially, and subsequently measures all of its financial instruments at amortized cost.

**3. Short-term investments**

Short-term investments consist of term deposits with maturity dates ranging from September 2016 to August 2017. The term deposits bear interest at rates ranging from 1.35% to 1.45%.

**4. Commitments**

The Association rents office premises which expires November 30, 2017. Minimum annual rental payments for 2016 are \$3,210.

**THE ASSOCIATION OF BRITISH COLUMBIA TEACHERS OF ENGLISH AS AN  
ADDITIONAL LANGUAGE**

**NOTES TO FINANCIAL STATEMENTS**

**(UNAUDITED)**

**December 31, 2015**

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**5. Comparative Figures**

The comparative figures for the year ended December 31, 2014 were compiled by the Association and were not reviewed by another firm of Chartered Professional Accountants.

**6. Prior Period Adjustment**

The prior year's figures have been adjusted to reflect an adjustment to the Goods and Services Tax previously recorded as owing. An increase in net assets in the amount of \$11,343 and a corresponding decrease in the accounts payable are reflected in the year ended December 31, 2014.

**7. Financial Instruments**

(a) Fair value

The carrying values of cash and cash term deposits, and accounts payable and accrued liabilities approximate their fair values due to the short-term maturity of these financial instruments.

(b) Credit risk

The Association's financial assets that are exposed to credit risk consist of cash and term deposits. The risk associated with cash and term deposits is minimized to the extent that they are placed with major Canadian financial institutions.

(c) Interest rate risk

Interest rate risk consists of two components:

- (i) To the extent that payments made or received on the Association's monetary assets and liabilities are affected by changes in prevailing market interest rates. The Association is exposed to interest rate cash flow risk.
- (ii) To the extent that market rates differ from the interest rates on the Association's monetary assets and liabilities, the Association is exposed to interest rate price risk.

The Association is exposed to interest rate price risk on its term deposits to the extent the market interest rate differs from the interest rate of the investments, and the Association considers the interest rate risk is not significant.

(d) Liquidity Risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk on its accounts payable balance. The Association does not have a significant exposure to liquidity risk and manages its liquidity risk by monitoring its cash flow from operations on a continuous basis.



**The Association of British Columbia Teachers of English as an Additional Language**  
**Schedule of Conference Revenues and Expenses**  
**(Unaudited)**  
**Year Ended December 31, 2015**

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	<u>2015</u>	<u>2014</u>
Revenues		
Registration	\$ 45,144	\$ 46,158
Sponsorship	8,047	4,952
Publishers	<u>4,995</u>	<u>6,763</u>
	<u>58,186</u>	<u>57,873</u>
Expenses		
Food and entertainment	21,633	17,534
Plenary speakers	6,921	5,458
Plenary gifts	1,672	131
Bank charges	25	15
Printing and stationery	2,762	1,887
Travel	500	300
Miscellaneous	<u>1,081</u>	<u>1,179</u>
	<u>34,594</u>	<u>26,504</u>
Excess of Revenues over Expenses	<u>\$ 23,592</u>	<u>\$ 31,369</u>