

BC TEAL Annual General Meeting

The BC TEAL AGM will be from 12:30 – 1:30 on Saturday, April 13, 2019

Langara College

A194 (A-building) | 100 West 49th Avenue | Vancouver

ALL ARE WELCOME,

pre-registration required for lunch

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 5, 2018 Annual General Meeting
6. Reports of Officers and Standing Committees
 - 6.1 President Karen Densky

 - See written reports:

Treasurer	Cindi Jones
1 st Vice-President / Chair PAAC	Jennifer Walsh Marr
2 nd Vice-President / Co-chair Annual Conference	Shawna Williams
Secretary / Chair Membership Committee	Tanya Tervit
Past President	Currently vacant
Chair PD Committee	Cathy Ebert
Chair Website Committee	Ken Beatty
Social Media Chair	Beth Konomoto
Newsletter Editor	Natalia Balyasnikova
Chair Regional Representatives	Cari-Ann Gotta
Chair TCF Representative	Michael Galli
LINC Representative	Corinne Hamel-Taylor
Private School Representative	Michelle Ronback
Post-Secondary Representative	Lisa Robertson
7. Adoption of Financial Statements Cindi Jones
8. Election of Directors
 - 8.1 Nominating Committee Karen Densky
 - Election of LINC Representative
 - Newly Acclaimed BC TEAL Board of Directors 2019-2020
9. Special Resolutions
Respectful Interactions Guidelines
10. Other Business
11. Next Meeting
To be held at the 2019 Annual Conference, Douglas College, New Westminster date TBC.
12. Adjournment

BC TEAL 2018 Annual General Meeting Minutes

Saturday, May 5, 2018 | 2:00 – 3:00 pm | ORCH 1001
UBC Vantage College | 6363 Agronomy Rd. | Vancouver, BC

1. **MEETING CALLED TO ORDER** at 2:00 pm by Joe Dobson, President.
2. **ANNOUNCEMENT OF QUORUM.** Quorum is 20 members. There were 28 members present. Welcome to the 2018 AGM.
3. **MOTION by** Michael Wicks that Jaimie Evoy (Administrative Manager) be appointed Recording Secretary for the Annual General Meeting. **SECONDED by** Jennifer Walsh Marr. **CARRIED**
4. **MOTION by** Shawna Williams to approve the agenda. **SECONDED by** Natalia Balyasnikova. **CARRIED**
The AGM package was posted on the website and distributed to the membership via email. Michael Wicks wishes to add an item for discussion under Other Business.
5. **MOTION by** Michael Wicks to approve the minutes of the May 5, 2017 Annual General Meeting. **SECONDED by** Courtney Boisvert. **CARRIED**
6. **REPORTS of Officers, Executive Director, and Standing Committees**
7. **MOTION by** Michael Wicks to adopt the Financial Statements. **SECONDED by** Michael Galli. **CARRIED**
Due to good financial management over many years as well as the transfer of funds from LISTN, BC TEAL is in a good financial position.
8. **Election of Directors**
 - 8.1 Nominating Committee – Shawna Williams
This year there are several board members stepping down due to personal commitments.
There were candidates for every available position; one of the first times with no vacancies on the board.

Election of Member-at-Large, Private Sector Representative
We received two nominations for Secretary (Membership Chair) position, Cindi Jones and Tanya Tervit, requiring an election. The nominees' bios were sent out prior to the meeting. Both nominees are given one minute to introduce themselves.
Ballots were handed out to members.
Thank you to both nominees! Regardless of the outcome, we thank you and we'll gladly involve you both!
Ballots were collected by Fiona Shaw.

MOTION by Michael Galli to appoint Laura Blumenthal and Michelle Ronback to count the ballots. **SECONDED by** Cathy Ebert. **CARRIED**

Nominees have the right to appoint scrutineers to oversee the count. Michael Wicks and Jennifer Walsh Marr were selected.
Counters and scrutineers left the room.
Scrutineers/counters returned.
Tanya Tervit is the successful candidate for the Secretary (Membership Chair) position.
Many thanks to Cindi Jones for running.

MOTION by Michael Wicks to destroy the ballots. **SECONDED by** Lesley Hemsworth. **CARRIED**
Ballots were destroyed.

Newly Acclaimed BC TEAL Board of Directors

Karen Densky, President
Jennifer Walsh Marr, 1st Vice-President/ Chair PAAC
Shawna Williams, 2nd Vice-President/ Co-Chair Conference Committee
Beth Konomoto, Social Media Committee Chair
Corinne Hamel-Taylor, LINC Representative

Continuing BC TEAL Board of Directors

Joe Dobson, Past President
Cathy Ebert, Professional Development Committee Chair
Natalia Balyasnikova, TEAL Publications Chair
Ken Beatty, Website Committee Chair (1-year term)
Michelle Ronback, Private Sector Representative
Lisa Robertson, Post-Secondary Representative
Michael Galli, TCF Representative

9. Other Business**9.1 Respectful Communications Policy**

Michael Wicks reads a statement he prepared. There is currently no communications policy or harassment policy nor an ombudsman, Michael recommends that the new board appoint a committee to investigate and report back within 6 months and that the results are shared at the 2019 AGM.

10. Next AGM

At Langara College, Vancouver | April 13, 2019

For those who are not aware, Brenda Lohrenz is stepping down as Executive Director. Brenda worked very hard for BC TEAL, especially while we were without an Administrative Manager. Thank you, Brenda and good luck with your new position.

Karen thanks Joe and acknowledges his service to BC TEAL.

11. MOTION to Adjourn by Michael Wicks. SECONDED by Beth Konomoto. CARRIED

Meeting adjourned at 4:00 pm

Board Officer Reports | 2018-2019

BC TEAL President's Annual Report Submitted by Karen Densky

The past year has flown by, and it seems like only a few months since I was acclaimed as President at last year's AGM. Below I will highlight some of my accomplishments as well as those of various individuals and committees:

- Collaborative development of a Respectful Conduct Policy
- Exploring and updating practices related to the new Societies Act and legal ramifications for NPOs
- Successful regional conferences in Kelowna & Nanaimo
- A well-attended and consistently high caliber Annual Conference
- Establishment of an affiliate agreement with ELTAI (English Language Teachers Teacher's Association)
- Creation of the start of a meaningful relationship with affiliate NYSTESOL
- Participation on the Interprovincial Committee for TESOL organizations
- Exploration of creating an Experts Directory for BC TEAL members
- Applying for IRCC project funding for two five-year projects to support the Settlement Sector
- Discussions of budgets and models for long-term financial sustainability
- Engagement in discussions with TESL Canada about future directions
- Support of TEAL Foundation fundraising events
- Networking and promotion BC TEAL at the TESOL International Convention (Atlanta) and IATEFL (Liverpool)
- Maintenance of a social media presence on Twitter and Facebook
- Coordination of LearnIT2Teach workshops and a speaker's series at UBC-ELI.

BC TEAL is currently in a solid financial situation as a result of the transference of the ELSA-Net assets two years ago. The Board has been working responsibly and diligently to determine the best use of those funds in terms of creating sustainability for the organization while providing enhanced professional development opportunities for all members.

I would like to take this opportunity to thank board members who were willing to step into roles during the year: Cari-Ann Roberts Gotta (Regional Rep Chair) and Cindi Jones (Treasurer).

I would also like to thank board members who were unable to complete their term or are completing their term: Jennifer Peachey (Regional Rep Chair), Ken Beatty (Website Chair), Joe Dobson (Past President), Natalia Balyasnikova (Publications Chair), Catherine Ebert (PD Chair), Michelle Ronback (Private Sector Representative), Lisa Robertson (Public Post Secondary Representative) and Corinne Hamel-Taylor (LINC Representative).

I would like to thank former presidents Shawna Williams, Michael Galli, and Joe Dobson for their support during the steep and ongoing learning curve of new board members including myself. I would like to acknowledge Jennifer Walsh Marr (1st VP) for her leadership in the development of the Respectful Interactions Guidelines.

As I reflect on the work of the board over the past year, I'm feeling proud and satisfied. I look forward to seeing some board members return for a second two-year term as well as to welcoming some new faces as we embark on an exciting year ahead.

I would particularly like to thank Jaimie Evoy, Office Manager, for her tireless work, good humour, and competency. We couldn't do what we do without her!

One of my goals for the past year was to make the experience of participating on a highly active volunteer board a positive experience. From the tone of our meetings, the cooperation and the collaboration I've observed and been part of, I believe that the BC TEAL board is a generative, hard working, and caring group. I thank every board member, committee member, and regional representative for their contributions over the past year. I'm proud to consider you my colleagues and friends!

1st Vice-President and Chair PAAC Annual Report Submitted by Jennifer Walsh Marr

The year past: Respectful Interactions Guidelines
The Advocacy committee coalesced in response to the motion passed at the 2018 BC TEAL AGM to prepare an anti-bullying policy for BC TEAL. After researching what had been prepared by peer organizations and considering our particular needs, I realized this task would be best taken on by more than one individual. After reaching out through my community

contacts, the following members were welcomed to the BC TEAL Advocacy committee: Indi Kaur, Beth Konomoto, Amea Wilbur, Sara Yuen

We met online several times and drafted Respectful Interactions Guidelines, which we then took to the Interior conference in Kelowna and the Island conference in Nanaimo for face to face feedback sessions with conference participants. In an attempt to share them with the broader membership, I also prepared an introduction and submitted them to the BC TEAL Newsletter for further comment. In February the Advocacy committee met again to compile and incorporate the feedback received; the final draft of the BC TEAL Respectful Interactions Guidelines have been submitted for inclusion in the BC TEAL AGM package for (hopeful) ratification at the 2019 conference.

Looking ahead: Operationalizing and expanding our focus. As is, the Respectful Interactions Guidelines do not have much support in the form of implementation and enforcement; this is our next scope of work. There are resources in our extended network who may have such experience, but consideration needs to be given to the operationalizing of monitoring and supporting the guidelines within and by a primarily volunteer-run organization.

We also note that our membership lacks participation from colleagues from the private language school field. Despite a couple of nominations, we still do not have representation from this sector. I would very much appreciate nominations or even contacts to reach out and elicit their input as the Advocacy committee expands its scope and engagement. Beyond the ratification and implementation of the Respectful Interactions Guidelines, the committee will be meeting in May to consolidate issues and strategize our advocacy for our professional membership. Concerns and/or suggestions are most welcome.

2nd Vice President and Co-Chair Conference Committee Report

Submitted by Shawna Williams

BC TEAL's 51st annual conference is being hosted for the first time by Langara College. Sincere thanks to Vicki Vogel and the LEAP team who have contributed a great deal to this year's event.

Shawna Williams and Sandra Boehm are this year's conference co-chairs. They now both work at Langara and both have years of experience with BC TEAL. Conference planning is no small feat, and the co-chairs acknowledge the contributions of the many fabulous members of the conference planning committee. Special thanks go to Jaimie

Evoy at the BC TEAL office and Demi Van, Langara co-op student.

The theme, Intersections in EAL: Interculturalization, Indigenization, Identity, must have resonated with our community, as we have a record number of sessions specifically connected to the theme. We are thrilled to have three speakers who each speak to the theme in their own way. Dr. Shelly Johnson is Canada's first Research Chair in Indigenizing Higher Education; she comes from Thompson Rivers University in Kamloops. Dr. Gabriel Diaz Maggioli is an international leader in EAL teacher education; he comes to us from the Catholic University of Uruguay where he directs the Ludus Center. Tyson Seburn is an up-and-coming figure in the EAL field, finding innovative ways to engage us in professional development. He comes from the University of Toronto where he is the Assistant Academic Director of New College. In addition to their plenary sessions, all three of our keynotes are facilitating PCI workshops.

At the time of writing this report, registration across the two days is a very healthy 500 attendees, 140 of whom are presenting. We will not only welcome participants from B.C., but also from across Canada and the U.S.A. We hope the programming appeals to our diverse audience.

It is rewarding to organize the annual conference, but does entail an immense workload; TEAL staff and the conference volunteers go above and beyond in order to give members a valuable conference experience.

2019 conference by the numbers:

Sponsorship: \$10,000

Sessions: 8 Pre-Conference Institute sessions;
72 breakout sessions, 11 poster presentations; 14 Ed Tech Jam sessions;
10 discussion salons

Presenters: over 140 presenters

Exhibitors: 15 publishers' booked

Treasurer Annual Report Submitted by Cindi Jones

The Treasurer role changed hands this past year for medical reasons. After voting, the board welcomed me to the position at the September Board of Directors meeting. BC TEAL is in a good financial position with solid financial processes, excellent support from our book-keeper, and a

reserve of funds invested. We moved \$150,000 from general funds into an interest bearing GIC giving us total investments of \$336,986.70. Also, in 2018, the temporary Executive Director position ended which will reduce our expenses going forward.

The 2018 Budget forecast a deficit of \$87,235 and the yearend comparison shows that we came in well under that with a deficit of \$54,850.83. The budget for 2019 also forecasts a deficit, \$42,686.69. This deficit, while much less than last year, is still not sustainable in the long term. With this in mind, we have budgeted quite conservatively while still giving ourselves realistic targets based on records from previous years. We will continue to look for opportunities to reduce expenses and increase income with a goal of eventually having a balanced budget.

I have appreciated this opportunity to work with members of the BC TEAL board and would encourage other to answer the call to volunteer when you hear it. It is a valuable experience for both the volunteer and the EAL community.

Secretary & Membership Chair Annual Report Submitted by Tanya Tervit

It has been a pleasure to serve on the BC TEAL board this year in the position of Secretary and Chair of the Membership Chair. My role as secretary has involved some administrative and signing responsibilities, but the main focus has been chairing the membership committee.

The membership committee is currently working on a strategy, which will be launched during the summer, to engage professionals through a variety of EAL sectors, institutions, to inform them of the work BC TEAL does and the benefits of membership. At this time, BC TEAL currently has 710 members and 37 supporting institutions; however, increasing our membership would allow us to advocate more effectively for the profession.

One of my priorities has been developing ways to communicate about membership within our organization so that we can learn more about who our current members and how we can meet their needs. To that end, at this conference I will be presenting on the benefits of membership and involvement in BC TEAL. Additionally, I hope to gain valuable feedback which can inform our membership strategy over the next year.

I would welcome feedback from a variety of sectors on how to build membership and serve member needs. We are also looking for a few individuals to join the membership committee itself.

PD Chair Report Submitted by Cathy Ebert

I am pleased to present this report to the membership on behalf of the Professional Development Committee and present some of the events that the PD committee has been involved with over the past year. It has been my pleasure this year to work with a dedicated group of volunteers without whom none of our events would happen. Thank you to all committee members past and present: Lisa Robertson, Taslim Damji, Eilidh Singh, Beth Konomoto, Julie Schiller-Birch, Ange Quapp, Suzy Nachtsheim, Laura Hadwin, Cindi Jones, Shawna Williams, Corinne Hamel Taylor, Esther Karasova and Carolyn Moi. A very special thank you to Julie Schiller-Birch for co-hosting the Interior Conference, and to Suzy Nachtsheim and Corinne Hamel-Taylor for co-hosting the Island Conference.

Highlights this year have included:

Two regional conferences.

- On October 27th, Okanogan College hosted the Interior Regional Conference “Cultural Dimensions in English Language Learning and Teaching.” This was a very well attended event and featured Dr. Kyra Garson speaking on “Developing Intercultural Capacity: What are Students Learning in Class?”
- On February 23rd, Vancouver Island University hosted the Vancouver Island Regional Conference “Navigating Change: A Balancing Act”. This successful event featured a plenary panel that included Dr. Susan Montabello and Don Maybin.

Partnering with the English Language Institute at UBC on a speaker series that will continue throughout the year.

- On March 7th, the series started with first lecture “Project Based Learning (PBL) in Action” with Jas Gill, Diane Liu Williams, Sylvia Ozbalt, and Cristina Peralejo.

Webinars.

- Topics presented this year have included “Microskills and Foundational Skills for Sociocultural Competency” and “Applying an Indigenous Approach to Language and Intercultural Learning”.

The PD committee is planning events for the coming year, including:

- A series of Webinars starting in May 2019.
- A Mainland Regional Conference.
- ...and much, much more!

The PD committee welcomes participants from across the province. If you are interested in joining the PD Committee, please email Jaimie at admin@bctéal.org, and she will pass on your contact information.

Social Media Report

Submitted by Beth Konomoto

This year BC TEAL was faced with incidents that caused the board and myself to consider creating guidelines to describe the manner of interactions between members and guests of BC TEAL both in person and online. Thank you to Jennifer Walsh-Marr, Sara Yuen, Indi Kaur, and Amea Wilbur and the Advocacy Committee for their work and dedication to the task of creating and sharing these guidelines with the membership and presenting them for ratification at the AGM.

Engagement and participation on social media has been variable as postings have been limited to what is comfortable considering the development of the Respectful Interactions Guidelines. Once we have the Respectful Guidelines for interactions ratified, a plan for more interaction will be put in place. Webinars will also resume after the AGM. The PD Committee will have more details, but feel free to ask me questions as well.

#LINCchat on Twitter went through a transformation to #CdnELTchat to include more voices across Canada and beyond. A big thank you to the creative team who puts these bi-weekly chats together! Jennifer Chow, Bonnie Nicholas, Augusta Avram, and Svetlana Lupasco are regular organizers and moderators, and they are looking for more moderators. They post summaries of the chats directly on the BC TEAL blog. If you haven't joined a twitter chat before, please consider doing so. There are posts on the BC TEAL blog for how to get started.

There are immeasurable opportunities to connect and share with BC TEAL members on social media. Connect with us today!

Twitter: @bctéal

Facebook: [facebook.com/bctéal.org/](https://www.facebook.com/bctéal.org/)

BC TEAL Blog: blog.bctéal.com

Chair Regional Representatives Committee

Submitted by Cari-Ann Gotta

This year the regional representatives continued to promote BC TEAL and to support instructors in small communities across the province. The representatives have been encouraged to plan two events each year – one for EAL week and a second in the spring. Notably successful events have been held in the Okanagan, Thompson, and Kootenay regions. There have been quite a few changes in committee members including:

- Jennifer Peachy resigned from the chair position and Cari-Ann Gotta took over for the period of January - March. A new chair needs to be elected for 2019 -2021.
- Cari-Ann Gotta resigned from the position of regional representative and Jennifer Cliff-Marks has taken over this role.
- The position of regional representative for Thompson is now being co-chaired by Vera Wu and Andrew Dalgleish.
- Jean-Marie MacKinnon took over as the representative for the Vancouver Island region.
- The Fraser Valley and Northern BC regional representative positions are currently vacant. Please contact Jaimie (admin@bctéal.org) if you are interested in becoming a regional representative.

Chair TEAL Publications

Submitted by Natalia Balyasnikova and Scott Douglas

TEAL News Annual Update: 2019

TEAL News is the platform for BC TEAL members to share their work, ideas, and innovations with the wide readership. The main goal of this publication is to shine a spotlight on work done by and for the teachers of English as an Additional Language in British Columbia. Latest issues are distributed to institutions across the province, online through BC TEAL website, and selected articles are shared through BC TEAL Blog and on social media. It can be accessed on the BC TEAL website <https://www.bctéal.org/current-news/newsletters/>.

In 2018-2019 we published three newsletters, which received a positive response from the membership. We continued interviewing experts for the "Conversation with..." section, increased the number of research-based articles, and facilitated practical exchanges between members. In addition, we were able to solicit submissions from colleagues beyond BC.

Going forward, the following issues are planned.

- Spring 2019 (to be published after the Annual Conference) with the theme Intersections.
- Summer 2019 with the theme Pushing the Boundaries.
- Fall 2019, theme TBD.

We are planning to publish more updates on the daily operations of the Board (drawing inspiration from the practice established in 2012) as well as looking at the possibility of reprinting articles from the earlier newsletters. In addition, we are actively looking for creative submissions (art, poetry, essays), book reviews, and short spotlight articles about promising practices and teaching ideas.

The newsletter design and publication has been made possible thank to the tireless work of Shawna Williams and Jaimie Evoy, as well as numerous Board volunteers who have served as proofreaders and editors for the submissions. Thank you both so much!

BC TEAL Journal Annual Update: 2019

The BC TEAL Journal is an open access peer-reviewed publication that promotes scholarship related to the teaching and learning of English as an additional language in British Columbia. The journal publishes on an ongoing basis, with articles gathered into a single issue over the course of one calendar year. The journal publishes research articles (around 7,000 words plus references), theoretical analyses, classroom practice descriptions, and opinion essays (around 3,500 words plus references), and book reviews (around 1,000 words plus references). All articles are published under a Creative Commons license, and authors retain copyright of their work. There are no publication fees and the journal is free to readers. To date, the journal has published three complete issues, with three editorials, 17 articles, and three book reports. The editorials, articles, and book reports have been viewed over 13,550 times and downloaded over 5,850 times.

The BC TEAL Journal is the work of many volunteers, consisting of an editor, copy editor, scholarly communication librarian, advisory board, and review board. In total, 34 volunteers have contributed to three complete issues of the journal so far. Many thanks go out to all of the volunteers, authors, and readers who have made the journal possible.

In the past year, the journal has increased its discoverability by readers. The journal is now indexed by the Directory of Open Access Journals (<https://doaj.org/>) and Ulrich's Periodicals Directory (<http://ulrichsweb.serialssolutions.com>). The BC TEAL Journal has also been recognized as a "North American Professional ELT Journal with Research Content" by the ORE Directory (<https://tinyurl.com/y4pxezg4>).

The BC TEAL Journal continues to solicit submissions to the 2019 issue, and invites BC TEAL members to participate in the work of the journal as authors and peer reviewers. For BC TEAL members who are new to scholarly writing, the journal offers supportive mentoring throughout the publication process. For more information about the journal, please check out the journal website: <https://ojs-o.library.ubc.ca/index.php/BCTJ>.

Chair Website Committee Submitted by Ken Beatty

This past year, there were two main actions. The first was to create a new website for BC TEAL, including some rebranding. This was accomplished and seems to be running smoothly in every way. A future concern for this committee will be around the costs of upgrades and maintenance contracts; whether the security of having the provider Kimbo do so outweighs the possibly higher costs they charge for doing so.

The second initiative was to explore the addition of a Speaker's Bureau. In the end, the cost of doing so and the potential benefits to members did not align. This is an issue that may need further research and the solution for it may not be a web-based one.

LINC Representative Report Submitted by Corinne Hamel-Taylor

This year the Settlement Language Committee went through some changes. We lost a couple of members, but gained some new ones! We have been working on get got know each other and coming together to report on trends, strengths and challenges in settlement language. A couple of the topics were:

LINC representation at BC TEAL conferences: This one inspired LINC instructors to put together proposals for upcoming conferences.

PBLA for Literacy: Committee members recognize Literacy students and their need for continuous support. We also brought forward challenges that Literacy Instructors face.

One outcome is a series of in-house work shop for the Burnaby SD LINC teachers. The LINC TEAL Rep worked with VIU on the Winter conference, with support from the international school and the PD TEAL Rep. What a team! The conference was a very successful event.

Brenda and her team have done a stellar job of organizing the TCF award. This coming year, she hopes to stand down

and hand this project off to the LINC Rep and Settlement Language committee.

This year's annual conference is promising to be a fantastic opportunity for networking, developing professionally, and celebrating. Conferences at TEAL continue to offer the LINC community a way to jump start our professional growth and learning.

Private Sector Report **Submitted by Michelle Ronback**

Overall, 2018 was a challenging year for private EAL institutions in BC. Rising commission rates and increased overheads impacted many schools. They have learned to do more with less in one of the most beautiful, but most expensive regions of Canada.

The impact of the Saudi student withdrawal in August of 2018 was also strongly felt in this sector and reminded us of how closely we are connected to the politics of the countries from where we receive our students. The effect on relationships made on many levels will be a lasting one, as schools had put many years of investment establishing these relationships.

In November of 2018, BC TEAL was represented at a second afternoon of professional development geared towards those employed in the Private Sector. Although it was run through Languages Canada, the BC TEAL representative facilitated a sharing session for teachers, which led to some very lively discussion. Many teachers commented on how valuable this time was and they wanted to have more connection with instructors at other schools. We hope to run longer sessions in the future with follow up meetings to address issues that were discussed.

2018 also saw the creation of the BC TEAL Private Sector Committee. It was formed in response to concerns expressed by BC TEAL members regarding the status and reputation of the Private Sector vis a vis the EAL industry as a whole, with special focus on supporting and recognizing the contributions of those who work for Private Sector schools. The committee is limited to advocacy in relation to professional development and awareness raising of the Private EAL Sector. We are a small committee of three and we would love for more participation. We strongly encourage those who want their voices to be heard to reach out in 2019 and become agents of change. by potentially collaborating with Languages Canada for future events or shared meetings.

In July 2017, a survey was sent out to Languages Canada accredited schools querying whether they would be interested in a joint Languages Canada/BC TEAL PD event. A joint meeting was held in August where we discussed the strong response we received from the survey. Many schools indicated they would support their staff to attend and several offered up space to accommodate the sessions.

In September 2017, a memorandum of understanding was signed between BC TEAL and Languages Canada to collaborate to provide professional development. The result was an incredibly successful "Afternoon of EAL Professional Development" held in November 2017.

Teachers and administrators from 10 different schools participated in several engaging sessions and workshops, but most importantly, were able to connect directly and personally with their professional peers in the private language sector.

While this was a successful start, there are still many challenges to conquer in supporting this section of our industry. Feedback was extremely positive regarding further collaborations, but logistics and conflicting schedules have proved challenging in bringing things to fruition. We need your continued ideas, opinions and support! I strongly encourage anyone who is interested in discussing initiatives, collaborating on potential opportunities or helping build the profile of the private language sector to reach out to the Private Sector Representative (mronback@gmail.com) so we can work together to support our colleagues.

Post-Secondary Report **Submitted by Lisa Robertson**

BC TEAL created the Post- Secondary Sector Representative position to bring trends and issues in the sector to the BC TEAL board and to encourage instructors in the sector to join BC TEAL and participate in PD activities.

Issues and Trends

All but one of the eighteen public post- secondary (PPSEC) institutions offer tuition- free ESL courses to domestic students. In general, ESL in this sector is enjoying a period of relative stability and even modest growth. Although there has been no change in base funding since budget cuts in 2014, the government is continuing with a tuition reimbursement program. The Ministry of Advanced Education provides each institution with combined ESL and Adult Basic Education (ABE) target FTEs (Full Time Equivalent student numbers). Each institution then receives a tuition reimbursement based on the target FTEs.

Province- wide, the number of domestic students taking ESL has increased by about 10% since the tuition- free program was implemented.

Most PPSECs blend international and domestic students in their ESL programs. International Students pay full cost-recovery tuition fees and form anywhere from 55% to 58% of the BC PPSEC ESL student body.

Domestic students may apply for the Adult Upgrading Grant (AUG), which helps with costs related to fees, books, supplies, transportation, and unsubsidized childcare.

Eligibility is based on income and as of April 1, 2019, the AUG program eligibility thresholds increased approximately 22% to 39% (vary by family size).

BC Stats collects data on ESL students in public post-secondary institutions. The data for 2015/16 and 2016/17 should be uploaded soon. Go to <https://catalogue.data.gov.bc.ca/> and enter ESL in the search bar.

The Ministry has no plans to reinstate the Developmental Student Outcomes (DEVSO) Survey. From 2009-2014, former upper level ABE & ESL students evaluated their educational experiences and reported on their transitions to the labour market and further education. Post-secondary institutions and government used the results from this survey for planning, policy development and evaluation.

The reinstatement of the DEVSO survey is a possible advocacy issue for the BC TEAL board.

PD and Membership

The Post- Secondary sector and perspective is well represented on the BC TEAL PD Committee, leading to conference workshops and webinars that meet the specific needs and concerns of this sector.

Currently, BC TEAL does not have statistics on what sectors the members work in. BC TEAL is working on more effective ways to collect data on our members. This data will assist BC TEAL to reach current and new members and better respond to their needs.

My two- year term on the BC TEAL board has drawn to a close and I'd like to thank my fellow board members and the membership in general for the opportunity to serve as Post-Secondary Rep. Lisa Robertson, robertsonL@camosun.bc.ca, 250 370 4952

TEAL Charitable Foundation Report Submitted by Michael Galli

In 1986 members of BC TEAL established the TEAL Charitable Foundation as a registered charitable foundation with Revenue Canada in order to raise funds to support English language educators and learners. This charitable status allows the TCF to provide tax receipts for all donations. The TCF endowments are managed by the Vancouver Foundation, which provides quarterly disbursements from which all of the TCF awards are funded.

The last several years have been very productive for the TEAL Charitable Foundation. With the addition of several new awards, and substantial fundraising, the TCF Committee has been functioning very effectively and efficiently due to the dedicated individuals who volunteer their time and energy to the worthy mission and tradition of this longstanding charitable foundation. However, the TCF would not be able to do this good work without the support of BC TEAL and its members, and for this, we extend our sincere appreciation.

TEAL Charitable Foundation Fundraising Events

The TCF once again held two very successful fundraising events for refugee education in 2018. The Climb for the Cause – Grouse Grind was held on June 3, and Tears to Smiles – Wine and Cheese Fundraiser was held on November 16. Combined with several generous individual donations (e.g. one from the BC TEAL Interior Conference Committee who organized a fundraiser event at the 2018 Interior Conference), the TCF raised over \$20,000 in 2018. These funds may be used to provide additional one-time awards to refugee students who apply for the Taiga Galli Memorial Refugee Award and the TCF Refugee Award. Some of these funds may also be used to initiate a new TCF award.

Upcoming Fundraisers in 2019

The TCF encourages all Members of BC TEAL to join our exciting fundraising events:

- **8th Annual Grouse Grind – Climb for the Cause**
Date: **May 26, 2019**

No experience is needed, but do come ready to stroll up the Grouse Grind to raise money for Refugee Scholarships

- **5th Annual Tears to Smiles Wine & Cheese Fundraiser**
Date: **November 15, 2019**
Place: Creekside Community Centre

This annual Gala event is a highly entertaining evening of wine & cheese, special guest speakers, and a very popular silent auction. If you have not attended before, don't miss it this year.

2018 TEAL Charitable Foundation Award Winners

Andrea Solnes, Diana Jefferies, Mohammed Alsaleh and Taslim Damji have been awarded this year's Aids and Health Education Award valued at \$3000 for their project, 'A Holistic Approach to Refugee Men's Health: An English Language Resource'. The health curriculum will provide appropriate English language resources and information to help and support refugee men to achieve better physical and mental health as well as improve the men's' overall sense of well-being. The results of this project will be shared with the English language professional community at the BC TEAL Conference and in the BC TEAL Journal.

Pacific Immigrant Resource Society has been awarded a 2018 Project Funding Award valued at \$2000. The primary focus of the PIRS project is to help develop a training manual and a curriculum for a 12-week women's leadership class. The curriculum will focus on English language and intercultural competencies for women at a language level of CLB 4 or higher. The curriculum will lead participants to become civically engaged, develop leadership skills and enhance their intercultural competencies.

The 2018 BC TEAL Conference has been awarded a Project Funding Award valued at \$2000 to support the cost of providing three well-recognized and accomplished keynote/plenary speakers at the 2018 BC TEAL Conference. Each year, the BC TEAL Conference brings together the English language professional community for two full days of professional development featured presentations, workshops, panel discussions, networking events, a publishers' display and outstanding international keynote/plenary speakers.

Cari-Ann Roberts Gotta has won the 2018 TEAL/TESOL Award valued at \$1000. Cari-Ann is TEAL's regional representative for the Kootenays. She will use her award to attend the 2018 BC TEAL Conference and share her experience and learning from the conference with English language instructors and colleagues at Selkirk College.

Vera Ziwei Wu has been awarded the 2018 Nan Poliakoff Memorial Award valued at \$750. Vera will use her award to travel to the 2018 BC TEAL Conference and to the 2018 TESOL Conference to present her research on the effectiveness of TESOL programs and career support for TESOL professionals with diverse academic and cultural backgrounds.

Jessica Soomin has been awarded the 2018 David Lam/BC TEAL ELL Scholarship valued at \$2500. Jessica is an outstanding grade twelve student at Centennial Secondary in Coquitlam. Not only has Jessica achieved outstanding academic results but has also been an important contributor to her school's Model U.N and valued volunteer at Places des Arts where she assists teachers, staff and young students. Jessica will use her scholarship to attend university and pursue her dream of becoming a bioengineer.

Maaden Tela has won this year's TCF Refugee Award valued at \$2500. Tela was born in the Sudan in 1998. Her journey as a refugee took her from the Sudan to Eritrea, Egypt, and finally to Israel. She and her little sister spent four years separated from her father before coming to Canada in 2015. Tela has excelled academically and is currently on the Principal's Honour Roll and has received an Outstanding Work Ethic Award at Byrne Creek Community School in Burnaby. She plans to use her award to study nursing. In this way, Tela writes that she will be able to "join [her] two passions: science and helping others"

Boshra Moheq has won this year's Taiga Galli Refugee Award. Boshra was born in Afghanistan in 2000. After escaping from Afghanistan, Boshra spent the first eleven years of her life living as a refugee in Peshawar in Pakistan, Mashhad in Iran, Cairo in Egypt and finally arriving in Vancouver in 2011. Boshra plans to study Social Sciences next year. Boshra feels that a university degree 'will allow me to have the skills necessary to support [refugees] emotionally, mentally socially or economically."

Lava Mohamad has won this year's Taiga Galli Refugee Award valued at \$2500. Lava was born in a small city called Qamishli in Syria in 1999. Lava and her family escaped from Syria by travelling to Kurdistan in Iraq. On April 13, 2017 with the help of the North Lonsdale United Church, Lava's family arrived in Canada. Lava's dream is to become a doctor and she will use her award to begin post secondary studies in science. Lava writes, "The main reason for choosing medicine is that I care about others and I want to help every single person especially if their lives are in danger."

Kue K'nyawmupoe has won the 2018 TCF Education Grant valued at \$1500. Kue came to Canada from a refugee camp in Thailand in 2007. She was the first recipient of the TCF Refugee Award in 2012. For the past five years, She has worked full time and studied part time at Douglas College to achieve her dream of completing her Diploma in Community Social Service Work. Kue writes "After completing my diploma program this year, I plan to work with refugees, new immigrant families and aboriginal people. If opportunity permits, my future goal is to complete a degree program in Social Work."

Taslim Damji is the recipient of the 2018 LISTN Resource Award. Taslim will use her award to create a resource of easy to use interactive task-based activities anchored in intercultural theory. The resource will also apply Native teachings that relate to a four-step framework of Belonging, Independence, Mastery and Generosity. These CLB aligned materials are intended for use in LINC and English language classrooms as well as settlement groups locally, provincially and nation-wide.

Once again, the members of the TCF are very grateful for the on-going support and dedication of the BC TEAL Board of Directors and the Association Members. Your participation and donations to our fundraiser events has made a great difference to the lives of the EAL educators and learners who receive these awards and the work we combine to perform, in our voluntary roles, has deep meaning and value to those we serve.

Acclaimed BC TEAL Board for 2019-2020

President	(2018-2020)	Karen Densky
1 st Vice President	(2018-2020)	Jennifer Walsh Marr
2 nd Vice President	(2018-2020)	Shawna Williams
Treasurer	(2018-2020)	Cindi Jones
Secretary	(2018-2020)	Tanya Tervit
Past President	(appointed)	Vacant
<u>Members-at-Large</u>		
Co-chair, PD Committee	(2019-2021)	Catherine Ebert
Chair, Website Committee	(2019-2021)	Vacant
Chair, Social Media	(2018-2020)	Beth Konomoto
Chair, TEAL Publications	(2019-2021)	Scott Douglas
Chair, Regional Representatives	(2019-2021)	Jennifer Cliff-Marks
Chair, TEAL Charitable Foundation	(appointed)	Michael Galli
LINC Representative	(2019-2021)	TBD
Private Sector Representative	(2019-2021)	Laura Haseley
Post-Secondary Representative	(2019-2021)	Amea Wilbur

BC TEAL Budget vs Actual as of December 31, 2018

	Jan - Dec 2018	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
Advertising (on-line)	838.19	1,000.00	-161.81
Annual Conference 2018	27,899.50	25,000.00	2,899.50
Bank Interest	981.02	2,200.00	-1,218.98
Memberships	30,276.15	38,000.00	-7,723.85
Misc.	100.19	0.00	100.19
PD Plan			
Workshops/Webinars	5,920.48	9,120.00	-3,199.52
Total PD Plan	5,920.48	9,120.00	-3,199.52
Regional Conferences			
Interior Conference	6,734.06	6,000.00	734.06
Island Conference	4,254.14	6,500.00	-2,245.86
Total Regional Conferences	10,988.20	12,500.00	-1,511.80
Rent (sub-lease)	1,200.00	1,200.00	0.00
Sponsor Teacher Appreciation (Income)	0.00	1,200.00	-1,200.00
Total Income	78,203.73	90,220.00	-12,016.27
Gross Profit	78,203.73	90,220.00	-12,016.27
Expense			
Bank Charges	888.73	550.00	338.73
Board PD/Liaising	3,331.86	3,000.00	331.86
Conference Bursaries	975.00	2,000.00	-1,025.00
Consulting Fees	4,732.81	5,000.00	-267.19
Donations (expense)	500.00	0.00	500.00
Insurance	2,536.00	2,500.00	36.00
Marketing/ Adv/ Promotion	227.80	750.00	-522.20
Medical Benefits-HUB Financial	2,640.00	2,800.00	-160.00
Memberships - AAMSA, etc	539.03	650.00	-110.97
Miscellaneous	127.85	750.00	-622.15
Newsletter - general exp	207.40	500.00	-292.60
Office Equip.	951.98	1,000.00	-48.02
Office Equip. Maintenance	0.00	800.00	-800.00
PD Funds (Staff)	503.31	2,000.00	-1,496.69

PD Plan (Members)			
One Stop Workshop	130.00	2,340.00	-2,210.00
Workshops/Webinars	2,554.19	2,515.00	39.19
Total PD Plan (Members)	2,684.19	4,855.00	-2,170.81
Postage	684.05	500.00	184.05
Projects			
Website	14,750.00	11,750.00	3,000.00
Total Projects	14,750.00	11,750.00	3,000.00
Regional Conferences Expense			
Interior Conference	3,271.01	3,200.00	71.01
Island Conference	1,037.51	3,200.00	-2,162.49
Total Regional Conferences Expense	4,308.52	6,400.00	-2,091.48
Regional Representatives	1,182.42	2,800.00	-1,617.58
Rent	7,600.44	7,800.00	-199.56
Salary - Bookkeeper	2,325.17	2,400.00	-74.83
Salary - Executive Director	32,654.21	50,000.00	-17,345.79
Salary - Office Manager	36,655.99	48,000.00	-11,344.01
Sector Networking (Committees)			
LINC	63.43	300.00	-236.57
Private Sector	55.55	300.00	-244.45
Public - Post Secondary	0.00	300.00	-300.00
Total Sector Networking (Committees)	118.98	900.00	-781.02
Sponsor Teacher Appreciation	0.00	2,000.00	-2,000.00
Supplies/Stationery	403.33	1,000.00	-596.67
TCF expenses	2,500.00	2,500.00	0.00
Telephone - SHAW	2,131.33	2,000.00	131.33
Travel - board mtgs	3,144.24	3,500.00	-355.76
Visa/Mastercard	1,733.03	3,000.00	-1,266.97
Web Development	0.00	1,000.00	-1,000.00
Web host/Security/Wk	1,925.58	4,700.00	-2,774.42
Worksafe BC	91.31	50.00	41.31
Total Expense	133,054.56	177,455.00	-44,400.44
Net Ordinary Income	-54,850.83	-87,235.00	32,384.17
Net Income	-54,850.83	-87,235.00	32,384.17

BC TEAL 2019 Budget

Ordinary Income/Expense

	Income	
	Advertising (on-line)	1,000.00
	Annual Conference (Net)	25,000.00
	Bank Interest	3,375.00
	Ed Tech	0.00
	Interior Regional Conference	0.00
	Island Regional Conference	6,500.00
	Lower Mainland Regional Conf	6,000.00
	Memberships	35,000.00
	Rent (sub-lease to TCF)	1,200.00
	Sponsor Teacher Apprec (Income)	1,200.00
	Pd Plan	6,000.00
	Total Income	<u>85,275.00</u>
Gross Profit		85,275.00
	Expense	
	Bank Charges	550.00
	Board Expenses	
	PD/Liaising	3,000.00
	Travel for Meetings	3,500.00
	Total for Board	<u>6,500.00</u>
	Conference Bursaries	2,000.00
	Consulting Fees	5,000.00
	Insurance	2,500.00
	Marketing/ Adv/ Promotion	750.00
	Medical Benefits-Chambers Plan	1,400.00
	Memberships - AMSSA, affiliates	1,000.00
	Miscellaneous	750.00
	Newsletter - general exp	500.00
	Office Equip. & Maintenance	1,500.00
	PD Funds (staff)	1,496.69
	PD Plan (members)	
	Workshops/Events	<u>2,515.00</u>

Total PD Plan	4,011.69
Postage	500.00
Projects	
Special Project Fund	20,000.00
Total Projects	20,000.00
Regional Conferences	
Interior	0.00
Vancouver Island	2,600.00
Lower Mainland	3,200.00
Total Regional Conferences	5,800.00
Regional Representatives	2,800.00
Rent	7,800.00
Salary - Bookkeeper	2,400.00
Salary - Office Manager	48,000.00
Sector Networking (Committees)	
LINC	300.00
Private Sector	300.00
Post-Secondary	300.00
Total Sector Networking	900.00
Sponsor Teacher Appreciation	2,000.00
Supplies/Stationery	1,000.00
Telephone - SHAW	2,000.00
Visa/Mastercard	3,000.00
Web host/Security/Wk	4,700.00
Worksafe BC	100.00
Total Expense	127,961.69
Net Ordinary Income	-42,686.69

BC TEAL Balance Sheet December 31, 2018

	<u>Dec 31, 2018</u>
ASSETS	
Current Assets	
Chequing/Savings	
Business Investor Account	10,027.07
TEAL Conference	4,424.47
TEAL General	47,322.35
Vancity GIC mat Dec 19/20	96,362.28
Vancity GIC mat Dec 19/20A	90,624.42
Vancity GIC mat May 2/19A	<u>150,000.00</u>
Total Chequing/Savings	<u>398,760.59</u>
Total Current Assets	<u>398,760.59</u>
TOTAL ASSETS	<u>398,760.59</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
GST/HST Payable	11,661.56
Prepaid Memberships	6,583.70
Prepaid Memberships - 2 year	904.80
Prepaid Memberships - 3 year	<u>3,720.30</u>
Total Other Current Liabilities	<u>22,870.36</u>
Total Current Liabilities	<u>22,870.36</u>
Total Liabilities	22,870.36
Equity	
Opening Bal Equity	46,380.00
Retained Earnings	387,279.19
Net Income	<u>-57,768.96</u>
Total Equity	<u>375,890.23</u>
TOTAL LIABILITIES & EQUITY	<u>398,760.59</u>

BC TEAL Respectful Interactions Guidelines framework

BC TEAL strives to provide a supportive and stimulating environment for professional development and growth for our various members and community affiliations. As such, we aim to foster inclusive, collegial and respectful interactions and have created the following Respectful Interactions guidelines:

- Engaging in speaking and questioning in respectful and appropriate ways
- Considering the implications that your comments or remarks have on others
- Taking responsibility for your actions
- Acting in a collegial manner
- Supporting a dynamic and engaging dialogue

When defining these terms, BC TEAL recognizes and celebrates the diversity within our field and includes the following factors: life experience, cultural background, religious or political affiliation, gender or sexual orientation, physical or health capacity and employment status. Despite the persistent underlying power differences within society that have privileged certain cultures, languages, genders, abilities and identities, BC TEAL expects respectful and inclusive interactions. As such, we remind ourselves to make space for the backgrounds and opinions of others, even when they challenge our own. We acknowledge that participants in our community may represent different breadth and depth of experience and expertise, and different cultural stances; the principles of humility and openness enhance respectful interactions across differences.

Recognition and exploration of difference can lead to greater insight, empathy and professional growth; we must insist on respectful interactions in all dealings associated within BC TEAL and when representing the organization when engaging with the larger community.

By joining the Association of BC Teachers of English as an Additional Language as a conference delegate or presenter, as a member of the Board of Directors, as a contractual or regular employee, or for any other online or in person event, you agree to abide by and support our Respectful Interactions guidelines.

Conflict is a reality and positive engagement with it can generate deeper understanding and respect. Dismissing the differences and the importance of those differences can unintentionally lead to hurt feelings, silencing, bullying and even harassment. This undermines the principles of inclusion and growth BC TEAL seeks to foster and therefore cannot be condoned through our inaction. BC TEAL is committed to the formative growth of the membership through feedback through respectful interactions. Those who fail to respect and enact these guidelines may be asked to leave the event and/or membership and may be prevented from participating in future BC TEAL associated activities.

Respectfully submitted,

Jennifer Walsh Marr,
Chair, Advocacy committee

March 2nd, 2019