

BC TEAL Annual General Meeting

The BC TEAL AGM will be from 12:30 – 1:30 on Saturday, April 25, 2020

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 April 13, 2019 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	Janice GT Penner
Secretary / Chair Membership Committee	Tanya Tervit
Past President	Currently vacant
Chair PD Committee	Cathy Ebert
Chair Website Committee	Anita Veal
Social Media Chair	Laura Blumenthal
Newsletter Editor	Scott Roy Douglas
Chair Regional Representatives	Jennifer Cliff-Marks
Chair TCF Representative	Michael Galli
LINC Representative	Elke Galter
Private School Representative	Laura Haseley
Post-Secondary Representative	Amea Wilbur
7. Adoption of Financial Statements Cindi Jones
8. Election of Directors
 - 8.1 Nominating Committee Karen Densky
Newly Acclaimed BC TEAL Board of Directors 2020-2021
9. Other Business
10. Next Meeting
To be held at the 2021 Annual Conference, Douglas College, New Westminster May 1, 2021.
11. Adjournment

BC TEAL 2019 Annual General Meeting Minutes

Saturday, April 13, 2019 | 12:30 – 1:30 pm | A194 Employees Lounge
Langara College | 100 West 49th Avenue | Vancouver, BC

1. **MEETING CALLED TO ORDER** at 12:44 pm by Karen Densky, President.
2. **ANNOUNCEMENT OF QUORUM.** Quorum is 20 members. There were 28 members present. Welcome to the 2019 AGM.
3. **MOTION by** Karen Densky that Jaimie Evoy (Administrative Manager) be appointed Recording Secretary for the Annual General Meeting. **SECONDED by** Natalia Balyasnikova. **CARRIED**
4. **MOTION by** Tanya Tervit to approve the agenda. **SECONDED by** Cindi Jones. **CARRIED**
The AGM package was posted on the website and distributed to the membership via email.
Michael Wicks has two motions to add to the agenda.
5. **MOTION by** Michael Wicks to approve the minutes of the May 5, 2018 Annual General Meeting. **SECONDED by** Laura Blumenthal. **CARRIED**
6. **REPORTS of Officers, Executive Director, and Standing Committees**
We'd like to recognize our outgoing board members Natalia Balyasnikova, Michelle Ronback, Lisa Robertson and Ken Beatty. Thank you for your contribution. Thanks also to Jaimie for her work throughout the year.
7. **MOTION by** Jennifer Walsh Marr to adopt the Financial Statements. **SECONDED by** Michael Wicks.
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.
Last year's budget forecasted a deficit, but we came in under-budget. This year we also forecasted a deficit but are hopeful that through our initiatives we will decrease that deficit. **CARRIED**
8. **Election of Directors**
 - 8.1 Nominating Committee – Karen Densky
This year there are several board members stepping down due to personal commitments.
Most positions had single nominations – those nominees are acclaimed. The acclaimed board members are Scott Douglas, Jennifer Cliff-Marks, Laura Haseley and Amea Wilbur.

Election of Member-at-Large, LINC Representative
We received two nominations for LINC Representative position, Anita Veal & Elke Galter, 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 Karen Densky and Jennifer Walsh Marr.

MOTION by Karen Densky to appoint Michael Wicks and Michael Galli to count the ballots. **SECONDED by** Cindi Jones. **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.
One vote difference in votes; Elke Galter is the successful candidate for the LINC Representative position.

MOTION by Tanya Tervit to destroy the ballots. **SECONDED by** Jennifer Walsh Marr. **CARRIED**

Ballots were destroyed.

9. Special Resolution

9.1 Respectful Interactions Guidelines (RIG)

Guidelines were included in the AGM package and were projected at the AGM.

The Respectful Interactions Guidelines are the result of a collaboration with colleagues, Amea Wilbur, Sara Yuen, Beth Konomoto and Inderjit Kaur. This is an opportunity for us to do more and be better.

MOTION by Scott Douglas that the draft of the Respectful Interactions Guidelines be adopted. **SECONDED by** Michelle Ronback. **CARRIED**

We will look into making the document available through Creative Commons so that other organizations can adapt it for their own purposes.

Next we will be working on the scope of work on how to implement guidelines.

10. Other Business

10.1 Implementation Strategy for RIGs

MOTION by Michael Wick that given the ratification of the Respectful Interactions Guidelines, that an implementation strategy be put in place. It would include dealings with situations which breach the guidelines and appointment of an ombuds person or arrangement of communication of implementation strategy to membership. **SECONDED by** Shawna Williams. **CARRIED**

The appointment of an ombuds person would need to be discussed in more detail.

10.2 Inclusivity Strategy

MOTION by Michael Wicks that BC TEAL act to develop a strategy to ensure that members have access to and training for use of materials curricula that ensure appropriate representation of queer + trans people in all our classrooms and also act to pro-actively expect professional development events to support discussion and use of the these materials and training. **SECONDED by** Michael Galli.

Motion is presented to the board as a consideration.

AMENDED MOTION by Michael Wicks that BC TEAL consider developing a strategy to develop a strategy to ensure that members have access to and training for use of materials curricula that ensures appropriate representation of queer + trans people in all our classrooms and also act to pro-actively expect professional development events to support discussion and use of the these materials and training. **SECONDED by** Michael Galli.

MOTION by Susan Sivertson to table the motion. **SECONDED by** Laura Blumenthal. **CARRIED**

Perhaps the motion could be more inclusive to other marginalized groups.

We can move forward with the spirit of the motion.

11. Next AGM

At Douglas College in 2020, dated to be confirmed.

12. Motion to Adjourn by Karen Densky. SECONDED by Michael Galli. CARRIED

Meeting adjourned at 1:31 pm.

Board Officer Reports | 2019-2020

BC TEAL President's Annual Report Submitted by Karen Densky

Dear Colleagues;

I am struggling with mixed feelings as I compose my final AGM report as President. The past year has been an incredibly positive one for BC TEAL in terms of growth in many areas; however, the events of the past months due to Covid-19 have created a shift in global mobility that I worry will take months and possibly years to recover from for those in our profession.

I'll dwell on the positive and share some of the highlights of the past year:

- Board retreat involving strategic planning;
- Successful conferences in the Lower Mainland and on Vancouver Island;
- A unique annual conference in partnership with the Image Conference and the commitment to reproduce the conference at Douglas College in 2021;
- High quality publications that celebrate the work of our members through the BC TEAL Journal and Newsletter;
- An unsuccessful bid for the 2025 TESOL conference, but we did make it into the top two!
- Increase of a part-time office assistant (unfortunately, this position is now on hold);
- Development of a strategy for implementation of the Respectful Interactions Guidelines (RIGs) that focuses on sustainability;
- Higher than predicted income from the 2019 annual conference;
- Exploration into membership benefits and needs;
- Profiling of the RIGs and the work of the TEAL Charitable Foundation in the TESOL Affiliates Newsletter.

As your President, I sit on several national and international committees and over the past year I've represented BC TEAL at the following:

- ATESL Conference & AGM
- TESL Canada AGM
- TESOL Affiliates
- Interprovincial Committee
- TESL Canada Teacher Standards Committee

I would like to thank the following board members who have completed their terms:

- Jennifer Walsh Marr, 1st Vice President
- Cindi Jones, Treasurer
- Beth Konomoto, Member-at-large, Social Media Chair
- Laura Blumenthal, Interim Member-at-large, Social Media Chair
- Tanya Tervit, Secretary, Chair of Membership Committee

BC TEAL remains in strong financial shape, and we will weather the storm. We are looking into relief for non-profit organizations who have lost 30% or more of their annual budget due to Covid-19. We will also begin preparations for a Fall Lower Mainland conference and continue the planning for the 2021 conference. I recognize that professional development budgets may be tight for many in our profession over the next year, and BC TEAL is committed to create opportunities for accessible PD for our members.

A special "thank you" is required for the conference co-chairs from Douglas College. Putting together an annual conference involves hundreds of hours of work and numerous challenges. This year's conference team experienced the postponement of the conference with only six weeks notice, so most of the work had been done. The team was responsive and was able to recoup most expenses as well as reschedule for next year. Thank you Janice Penner, Nathan, Janice Sestan, and Cyndy Reimer.

When I reflect on the work of BC TEAL, I'm amazed at the contributions of the volunteer board, but none of us would be able to share any achievements without the help of Jaimie Evoy, our amazing, capable, and dedicated Office Manager who deserves our collective appreciation. Jaimie keeps me on track and is always one step ahead in anticipating the needs of the organization.

I've been extremely proud and privileged to be part of a board that has been responsive and has always prioritized the safety of our membership whether it be in the creation and implementation of the RIGs or the postponement of the annual conference. I have no doubt that in the months ahead, BC TEAL will continue to provide safe spaces for dialogue, learning, and sharing while we recover and rebuild.

I look forward to supporting the new Board and continuing my service to the BC TEAL community for the next two years as Past President.

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

Respectful Interactions Guidelines: Implementation plans

Upon the unanimous ratification of the RIGs at the 2019 AGM, the Advocacy committee set about with the next stage of their implementation and operationalization.

We sought input from the BC TEAL Board and reached out to contacts to put together proposals for taking the RIGs from policy to culture within the association. JP Baker successfully proposed a series of workshops that would support the Board and the broader membership to achieve the following goals:

- Providing a supporting and stimulating organizational environment
- Inclusivity and professional growth
- Overall engagement and satisfaction among volunteers (including Directors), staff, members, and event participants
- Organizational self-awareness
- BC TEAL's ability to provide organizational leadership

The BC TEAL Board approved JP's budgeted expenses plus additional funds for peripheral related costs. Unfortunately, due to COVID19, the implementation of the workshop series is on hold as the Board reassesses the professional and economic situation of the membership.

It is the committee's hope that the RIGs can be included in any preamble at BC TEAL meetings and event to remind participants of their importance and establish terms of reference for engagement. Specific to BC TEAL conferences, Advocacy and Conference committee members met to incorporate RIGs in conference planning, perhaps an 'I agree' button on our conference scheduling platform.

In response to a request from the TESOL Affiliates newsletter, I prepared an article outlining the process undertaken to draft, revise and ratify the RIGs.

Advocacy outreach: Immigration, Refugees and Citizenship Canada & the Citizenship test:

Instead of co-signing the letter ATESL drafted regarding the restrictive nature of the Citizenship test, the Advocacy committee members Amea Wilbur & Elke Galter and I

drafted our own letter on behalf of BC TEAL to Minister Mendicino & Deputy Minister Tapley. We highlighted our concern about the citizenship test requiring written language proficiency to complete, becoming a barrier to applicants whose language learning opportunities may be limited by several factors beyond their control. The negative impact of not having the protection of Canadian citizenship is disproportionately faced by immigrant and refugee women. We asked IRCC to consider making access to Canadian citizenship more equitable.

The IRCC Citizenship Policy Branch reached out to us for further consultation. The first conversation regarding social policy seemed encouraging, but the subsequent conversation regarding assessment practices was not; it seemed that IRCC didn't have the resources or expertise to really rework the test and had already made a decision. In a separate consultation, the focus was the underlying conceptualizations of citizenship tests: is there any correlation between knowledge of Canadian history, structures and laws and good citizenship? IRCC representatives spoke of making the test more accessible to applicants with limited writing ability, but I asked about making the test more equitable and accessible to all. I told them about UDL (Universal Design for Learning) and in follow up sent a small compilation of research literature on citizenship testing internationally and underlying ideologies.

Advocacy committee membership:

Joining initial members Indi Kaur, Beth Konomoto, Amea Wilbur, and Sara Yuen, we now have Diana Jeffries and Tanya Tervit on the Advocacy committee. These committee members work well together, feel there is minimal hierarchy within the group, and are willing to continue with the committee. As per last year's report, we would warmly welcome representation from the private sector.

Looking forward:

The COVID19 pandemic has wreaked havoc on many aspects of society and upended the economic viability of many schools reliant on international students and travel. There have already been significant job losses in the EAL field, with some schools closing entirely. For those who still have work, the 'pivot' to online instruction has represented a significant shift in responsibilities and typically increase in workload. The upheaval has been profound. It seems it will be a challenge for many BC TEAL members to maintain viable employment in the coming weeks and months, and it will be a challenge for the Board of Directors to manage the pulls in various directions to maintain leadership through the crisis. There will

undoubtedly be a need for advocacy for the profession and our students.

On a personal note, I will not be able to continue with the BC TEAL Board as I turn my attention to more graduate studies beginning in September.

2nd Vice President and Co-Chair Conference Committee Report Submitted by Janice Penner

Douglas 2020 Team: Janice GT Penner, Nathan Hall, Cyndy Reimer & Jan Sestan

Jaimie Evoy: None of our efforts would have been possible without the amazing support of BC TEAL's extraordinary Administrative Manager

Thank you to all the proposal submitters and reviewers. The conference would not happen without your willingness to share.

"Hindsight is always 20/20"

Unique features

- A full 3 day event with The Image Conference on Thur & Fri with BC TEAL on Fri & Sat
- This entailed a MOU and significant communication between us & the IMAGE people
- New Language Solutions to sponsor a Digital Scavenger Hunt (with prizes)
- Full integration of BC TEAL Advocacy Committee RIGS (Respectful Interactions Guidelines)
- One session to broadcast from Germany
- Douglas Vision Centre to collect used glasses on behalf of Third World Eye Care Society

Plenary Speakers

- Kieran Donaghy, The School for Training, Visual Arts Circle, Barcelona
- Sylvia Karastathi, Ionian University Greece & New York College, Athens
- K. David Harrison, National Geographic Fellow & Swathmore College, Pennsylvania

Sponsorship & Exhibitors/Publishers

- \$ 18,000 & "In lieu expenses" of Cengage (Plenary speaker)
- 12 Exhibitors/Publishers = 22 table spaces (will develop an NGO category for 2021)

Relevant Conference Stats

- 31 proposals submitted for IMAGE and 101 for BC TEAL

- 46 BC TEAL Proposal Reviewers (aprox 7 proposals each). Every proposal reviewed 3 times
- 2 The Image Conference Reviewers
- 103 – total number of sessions + 3 three hour sessions for CELPIP, LearnIT2Teach & CAEL
- Thursday n= 15 Friday n = 52 Saturday n=33
- 3 Ed Tech Jams (Sat)
- 5 Posters (Sat)
- 5 Pecha Kucha presentations (Fri)
- 115 unique speakers (needed to count for the presenter gifts anyway)
- 23 TESL Student Volunteer applications

2021 plans (depending on the health of the world)

Who? Same DC Planning team & same Plenary speakers
What? Same theme (but have to figure out how to connect 2021 & Vision)
When? April 29, 30 & May 1, 2021
Where? Douglas College New Westminster
Why? We will not give up! We want to view teaching and learning from the presenter's perspective.
How? 2020 proposal submitters will have option to resubmit (but not reviewed). We have a lot of things to figure out -again. Stay tuned to "see" what happens in spring 2021.

Treasurer Annual Report Submitted by Cindi Jones

BC TEAL had a very productive financial year in 2019. We had a conservative budget and ended 2019 showing a small profit. Our budget for 2020 was prepared before Covid-19 caused the cancellation of our conference. As with 2019, the budget planning process continued to be very conservative.

In 2019, the board adopted a contingency fund policy. This policy sets aside approximately a year of operating expenses from our current surplus. There is specific language around the time frame in which the funds are to be repaid and how they can be used. This policy ensures that we can continue to operate as normal and meet our obligations for one year with no income.

The cancellation of this year's annual conference will have a significant impact on our finances. As a professional organization, our primary source of income is our conferences, which are on hold for some time into the future. However, our financial statements as of December 31, 2019, see the attached Balance Sheet, show that we have \$417,431.57 in assets. This means we can survive the current crisis financially and still be in a fairly strong position.

Secretary & Membership Chair Annual Report Submitted by Tanya Tervit

It has been a busy year, but it continues to be a pleasure to be part of the BC TEAL board again this year. Although there have been a few continuing responsibilities as Secretary, the main focus of my work this year has involved membership. The membership committee has been on a slow but steady pace this last year. Following on from feedback gained from members at last year's conference and refined at last year's board retreat, the membership strategy consists of five prongs:

- Communication – information between BC TEAL and its members
- Benefits – benefits of membership or additional member-only benefits
- Cost and Fees – specifically the cost of membership and events
- Engagement – interactions with members, potential members, or institutional/industry groups
- Marketing – showcasing BC TEAL to members and non-members

This ambitious strategy is obviously not something to be completed in a year but has given shape to the various initiatives the membership committee have tackled this year. Some highlights in these categories are as follows:

Communication

Other major points of the communication piece are the introduction (or re-introduction) of various surveys to enable a continuous flow of information and engagement. You will no doubt have received a survey request either at an event, when renewing your membership, or if you have chosen not to renew your membership. The membership survey is currently available if you have not completed it at <https://ca.surveymoz.com/s3/50062747/BC-TEAL-Member-Survey>

Benefits

The committee has reviewed the current list of benefits and aims to add to them. We started by investigating the possibility of adding Group Benefits which led to an interesting journey into the world of insurance. On the whole, it was decided that it would not be beneficial for members or the organization to pursue this type of benefit for members at this time. If you would like to know more I have written an article in the most recent newsletter called "you asked, we answered" giving more details about the process, the decision, and some suggested approaches if you are looking to acquire Group Benefits independently.

Costs and Fees

The cost of membership has remained the same, but we have added in greater cost-savings for members at BC TEAL events particularly for the Annual Conference. We are also looking for ways to support members impacted by Covid-19 so expect more to come in this area soon.

Engagement

Although plans in this area have been hampered by Covid-19, we did manage to create a new Metro Vancouver Regional Representative position. We are currently looking for someone to fill it, so let us know if you have any aspirations in that direction. A member of the committee also started plans for a regular coffee and networking event downtown, but this has been put on hold at the current time. I have also joined several committees in hopes of making our engagement more consistent across the organization.

Marketing

Not much has happened on this front yet, but BC TEAL has hosted a table at a variety of events throughout the year. We have also started a display table at BC TEAL conferences to showcase the newsletter and journal, and to give a place to engage attendees interested in learning more about BC TEAL and membership.

Following on from last year, we have continued tracking of membership numbers and trends in a way that allows BC TEAL to understand more about membership and its annual fluctuations. The multi-year membership option is becoming increasingly popular, which we take as a sign of commitment by members and continued member support for the organization's decisions. The one-year membership numbers continue to fluctuate. At this time, it is hard to predict the impact of Covid-19 on membership numbers but it is sure to be a factor which will need to be considered.

It has been exciting work to be part of and I have found it especially rewarding to engage with many of you and work alongside you on these projects. I am eager to continue on this work especially in the midst of this current uncertainty and have put my name forward for another term as Secretary and Membership Chair. I continue to welcome feedback from any of the members on how to build membership and serve member needs. Please feel free to contact me directly at tanyatervit@gmail.com, or perhaps consider joining 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, Eilidh Singh, Ginny Chien, Susan Yatsuda, Julie Schiller-Birch, Ange Quapp, Suzy Nachtsheim and Laura Hadwin. A big thank you to LaSalle College and Languages Across Borders for hosting the Lower Mainland Conference, and to Laura Hadwin and Lisa Robertson for co-chairing the Island Conference.

Highlights this year have included:

Two regional conferences.

- On November 16th, LaSalle College College hosted the Interior Regional Conference “Cultural Dimensions in English Language Learning and Teaching.” This was a very well attended event and featured Dian Henderson speaking on “The Heart of Resilience”.
- On February 22nd, Camosun College hosted the Vancouver Island Regional Conference “Navigating Change: A Balancing Act”. This successful event featured a plenary from Li-Shih Huang on “(Mis)using Standardized Tests for Multiple Purposes in Canada: A Call for Criticality, Creativity, and Collaboration in Language Testing and Realignment of Instruction”

Webinars.

- Topics presented this year have included “Learning Tech Innovation in the Adult Settlement Language Training Sector” and “Fostering Scholarship – The Role of the BC TEAL Journal”.

Upcoming events:

Planning for most events is on hold at the moment due to COVID-19. We hope to resume planning as soon as it is feasible.

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

Social Media Report
Submitted by Laura Blumenthal

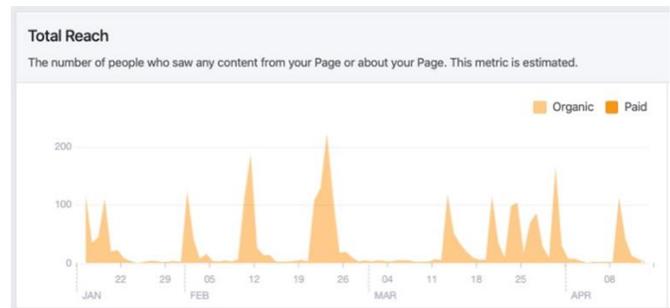
Social Media Report, BC TEAL AGM, April 2020
Chair pro-term: Laura Blumenthal, from October 2019 until the present

Previous chair: Beth Konomoto, until September 2019

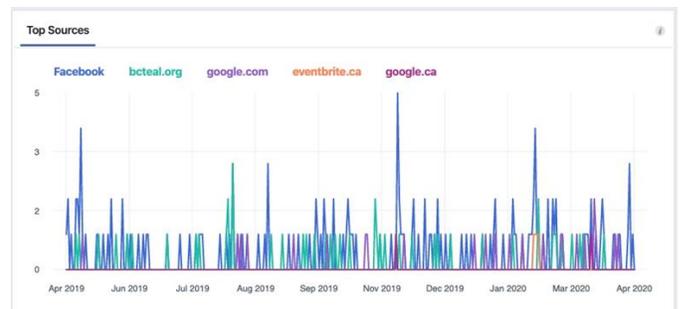
Facebook



670 Followers, 641 Likes (both numbers have shown moderate increases over the previous year)



This shows peaks at certain times when interesting things were posted. For example, webinar and other event announcements, conference-related announcements, Tanya Cowie’s achievement at the UN, newsletter announcements, photos from the TCF event, etc.



If I understand it correctly, this shows that most people come to our page from Facebook (via notification, I assume), and the second most common source is the BC TEAL website. This makes sense and is as it should be, it seems.

Twitter



We are following 792 accounts, and we are followed by 1,795 accounts.

Some of those that we follow and that follow us are other organizations, such as IATEFL, TESL Saskatchewan, JALT, CJAL, TBLT, BrELT, and many more.

Some observations about the differences between Facebook and Twitter:

- Facebook posts remain on the page and can be found even a month or two later.
- Facebook makes it easy to make and post event announcements that can be easily found later.
 - On Twitter, if you know of an event being put on by another organization, it makes the most sense to go to that organization's twitter feed and retweet the announcement put up by their organization rather than making a new one.
- One of the benefits of Twitter is that anyone can increase our profile on Twitter by simply adding the #bctéal hashtag to relevant tweets.
- Facebook notifies people who have liked the page whenever a new post appears.
- Twitter can do this, too, but it also includes tweets by other people who mentioned #bctéal.
- Instagram: There is an account, but it is largely unused at this point.

Changes under my term and going forward

- Making every BC TEAL event a Facebook event, with the advantage that those who click "going" get reminders and calendar entries.
- Idea of having a team – Since different members of BC TEAL have different favourite social media, it makes the most sense for the Social Media chair to be an actual chair, i.e. to have a team of people tasked not only with

helping the chair to make decisions, but also contributing to the posts and tweets. Several BC TEAL members have expressed interest in being on the team, and this info will be passed on to the new chair.

Chair Regional Representatives Committee Submitted by Jennifer Cliff-Marks

I would like to start out by thanking our BC regional representatives who have been actively supporting the work of BC TEAL and EAL work in our province. I am excited to report that we now have a regional representative position for the Lower Mainland.

Several events were held across the province in celebration of EAL Week:

- UFV held an event on November 21st on "Cultural Humility" facilitated by Taslim Damji. There were 40 people in attendance at the event.
- On December 10 BC TEAL Okanagan presented "Seasonal Bites." The event featured short 10-minute presentations on EAL related topics by three graduate students from the University of British Columbia's Okanagan School of Education followed by a social gathering with seasonal goodies and drinks.
- On November 21, a BC TEAL Meet and Greet was held at the Castlegar Campus of Selkirk College. 18 people attended. There is enthusiasm to organize another regional conference in the Kootenays!
- At TRU on November 18th, an event featuring Dian Henderson was held. Dian shared her keynote from the 2019 Lower Mainland conference. 10 people attended.

Chair TEAL Publications Submitted by Scott Douglas

TEAL News is BC TEAL's newsletter published three times a year in an online magazine format. It is also sent in hard copy format to BC TEAL's supporting institutions across the province. The newsletter highlights English as an additional language teaching and learning in British Columbia and beyond, with articles up to 1,000 words on topics of interest to the BC TEAL membership.

Since the last annual report, two issues of the newsletter have been published, with the themes of "Intersections in EAL" and "Pushing the Boundaries." Topics include BC TEAL members writing about their international experiences, reporting on conferences, sharing teaching resources, interviewing key people in the field, looking at trends across Canada, reflecting on professional development, sharing life in graduate school, highlighting

research findings, reviewing books, and many other things.

The latest issue of TEAL News will be published in April 2020 with the theme “20/20 Vision.” The newsletter is the work of many volunteers. In particular, thanks go out to Natalia Balyasnikova for editing the Spring 2020 issue and to Shawna Williams for her expertise as the TEAL News layout editor.

New article submissions are now being accepted for the Fall 2020 issue with the theme “Supporting Learners and Teachers.” All members are invited to contact the publication’s chair with their article ideas. Please see the Spring 2020 issue for the Call for Submissions. Past issues of the newsletter can be found on the BC TEAL website: <https://www.bcteal.org/current-news/newsletters/>.

The BC TEAL Journal is a peer-reviewed publication, promoting scholarship related to English as an additional language teaching and learning in British Columbia. The journal is hosted by the University of British Columbia. It is listed under the Directory of Open Access Journals, and it is indexed by the Educational Resources Information Center (ERIC). To date, we have published five full issues of the journal (the sixth issue is currently in progress), and the journal’s articles have been viewed over 21,400 times and downloaded over 10,600 times.

The journal is open access and licensed under a Creative Commons license, which reflects the journal’s commitment to the open and free dissemination of knowledge. Articles submitted to the journal (except for the book reviews) undergo double anonymous peer review, which means that the identities of authors and reviewers are kept confidential from each other. The journal publishes full research/scholarly articles (around 8,000 words plus references), theoretical analyses, classroom practice descriptions, and opinion essays (around 4,000 words plus references), and book reviews (around 1,000 words plus references).

The 2019 issue saw the publication of one editorial and six articles. Topics included English for academic purposes, post-TESOL certificate employment, manuscript-style doctoral dissertations, first year post-secondary English language proficiency testing, IELTS and international student outcomes, and English as an additional language in higher education.

The 2020 issue has already published two longer articles and one book review. The two articles published so far

look at Storybooks Canada and written corrective feedback.

Many volunteers contribute to the success of the BC TEAL Journal. In particular, thanks go out to our copy editor, Gillian Saunders, as well as the many peer reviewers who donate their valuable time and expertise to making the journal a success.

BC TEAL members interested in peer reviewing for the journal should contact the editor. The names of all of the journal volunteers, as well as more information about the journal and how to submit an article, can be found on the journal’s website: <https://ojs-o.library.ubc.ca/index.php/BCTJ>

Chair Website Committee Submitted by Anita Veal

Greetings!

It has been an exciting and a productive year, and I look forward to be part of the BC TEAL board again this year. Upon taking the website chair position, I have been busy getting familiar with previous projects/developments related to BC Teal website. This is a continuous task, and I am excited to look at other opportunities as to how the committee and I can improve the website contents. The aim is to encourage our members and the community at large to access the website regularly.

Furthermore, a website committee was established in December of last year, and our first meeting took place in January 2020. We are small, but mighty group and I look forward to working with everyone!

Website committee members: The current website committee has the following members: Karen Densky, Jaimie Evoy, Tanya Tervit, Linda Peteherych, Laura Blumenthal and myself. We continue to welcome new committee members. Please spread the word.

Current initiative: Last year we received a notification from our current website provider informing us that the company is going out of business. Therefore, Jaimie and I have reached out to other TESL organizations in the country, and asked for suggestions/referrals. Due to COVID-19, we have not been able to make any decisions. In the meantime, we continue to work with our current website company.

Our Plans: The current website is great, but there have been multiple discussions to add new functionalities for members only. Some examples would be having access to the job board, volunteer positions, new publications, etc. However,

this requires further discussions and reflections that could take months to complete.

LINC Representative Report Submitted by Elke Galter

Please find below the annual report to the BC TEAL membership on behalf of the Settlement Language Committee. I have enjoyed working with a dedicated group of committee members this past year and look forward to continuing as the Settlement Language Chair. Thank you to all committee members past and present: Anita Veal, Astrid Van Der Pol, Karen Alvarez Torres, Karen Densky, Linda Davies, Linda Peteherych, Mark Batt, Sundeep Lail, and Ryan Drew.

Issues and Trends

COVID-19

Due to the current COVID-19 pandemic, Settlement Language LINC classes have moved to online/remote delivery. Most settlement language providers have resumed LINC classes online in some format or another. Organizations are using different methods to deliver their LINC classes. Some include virtual meeting platforms such as Collaborate Ultra, Zoom, Bluejeans, Skype, Go2Meeting, etc. Some online learning platforms include Blackboard, EduLINC, Google Classroom, Moodle, Teams Classroom, etc.

TCF Settlement Language Resource Award

The recipient of the award is Diana Jeffries to support the development of Indigenous Peoples classroom resources. A small subcommittee from the Settlement Committee was formed to follow up with last year's award recipient and to select a recipient for this year's award. The members included from the different language sectors, Ryan Drew (Non-profit), Mark Batt (Private School) and Mary Daniels (Public School).

April 2020 IRCC Contract Negotiations

Most settlement language service providers have finished up their negotiations for the next 5 year contract term (April 1, 2020 to March 31, 2025). Some organizations reporting class cuts or even school closures.

Literacy

Linda P. reports that Burnaby School District LINC is registering more literacy clients and wonders if other providers are experiencing the same. More Literacy Stage 1 LINC literacy classes and more training for literacy instructors is needed. Linda highly recommends the

principles and methodologies of Reading Recovery for adult literacy. She provides in-house Reading Recovery based workshops for BSD LINC and some conferences. She hopes to put on workshops through BC TEAL as well.

LearnIT2Teach

Stage 1 of LearnIT2Teach training was scheduled to take place at the BC TEAL Annual and Image Conference in April 2020, however due to the cancellation of all public gatherings (COVID-19) the conference and training have been postponed.

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

Private Sector Report Submitted by Laura Haseley

Events in the private sector of late have been overshadowed by the COVID-19 pandemic. Many schools are trying to stay afloat by shifting teaching online and at least two schools have closed their doors. In these challenging times, many teachers have had to upskill quickly, to use unfamiliar platforms and limited resources to ensure continuity of education for their remaining students. Many teachers have been laid off. Large numbers of students made the decision to return home before the borders closed and not all those students have opted to continue online. Since it is not clear when students will be able to return to Canada the level of uncertainty in the sector is high. Languages Canada is working hard with sector representatives to lobby the government for support for the sector, however high rents in the city and an inability as yet to access wage subsidies for foreign-owned schools are a great concern.

Post-Secondary Report Submitted by Anea Wilbur

This year the BC TEAL Higher Education Chair started two new initiatives to bring awareness to issues and concerns in the sector.

The first initiative was developed in partnership with SIETAR and Vancouver Community College. The "Self-Studies in Language Instruction and Pedagogy series through an Intercultural and Racially Aware Lens" began May 2019. The sessions ran monthly and covered a wide range of topics and readings aimed at broadening and deepening our reflective practices and relationships as teachers, educators, and administrators in language and intercultural education.

Under BC TEAL Higher Education and Advocacy also created a special interest group around internationalization in higher education and advocacy. We met in early February and will reconvene in a month.

Upcoming issues, the repercussion of COVID-19 will have a significant impact on our profession. Higher Education will be severely impacted as international enrolments plummet. The chair will continue to work with the advocacy committee to support instructors and students.

TEAL Charitable Foundation Report Submitted by Michael Galli

This was another highly successful year for the TEAL Charitable Foundation as we welcomed the single-largest private donation in the Foundation's history, and it came from one of the Founding Members of the TCF, Nicholas Collins. Nick's gift of \$125,000 was set as a matching fund, to which the TCF was able to immediately add \$75,000, and leaving the Foundation with a new goal to fundraise \$50,000 to complete the \$250,000 endowment.

It is with great honour that we received Nick's remarkably generous donation and with it the TCF started our third Endowment with the Vancouver Foundation. The Nicholas Collins Founders Refugee Award will provide financial support to young students who came to Canada as refugees, and who wish to attend post-secondary studies. Our heartfelt thanks go to Nick for his years of service to BC TEAL and the TCF and for this new award which will continue to support EAL students in perpetuity.

The TCF would not be able to do this good work without the support of BC TEAL, and for this, we extend our sincere appreciation.

To provide a brief history for any newcomers to the Board of Directors, 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 2020 TEAL Charitable Foundation Award Winners

Each year BC TEAL offers through the TEAL Charitable Foundation a total of eleven awards for English

language educators and learners. The following award recipients this year were:

Elizabeth Spalding has been awarded this year's Pat Wakefield Scholarship, valued at \$3,000. Elizabeth will use the scholarship to attend the 2020 IATEFL Conference in Manchester, England. At the conference, Elizabeth will focus on her areas of interest, which include Mobile Assisted Language Learning (MALL) as well as curriculum design, project-based learning, and learning technology. Elizabeth will present a workshop summarizing her experience at the 2020 IATEFL Conference at the 2020 BC TEAL Conference and will also submit an article to the BC TEAL Newsletter.

Amran Abdile Hassan wins this year's Taiga Galli Refugee Award valued at \$3,000. Amran was born in Somalia in 2000. In 2002, Amran, her mother, and four siblings fled to Eritrea to escape the civil war in Somalia. The family traveled on foot for three months, eventually reaching a UN refugee camp where they lived for the next ten years. This was a sad and difficult period for Amran. The family was very poor, and Amran was regularly bullied because she was born with only one eye and Microphthalmia Syndrome. In 2013, Amran's family was accepted by Canada as refugees. This spring, Amran will graduate from Bryne Creek Secondary and use her award to study Child and Youth Care at Douglas College, "so I may help youth and families like mine in the future."

Mohammed Atasoy wins this year's Taiga Galli Refugee Award, valued at \$3,000. Mohammed was born in Turkey in 2001. In 2016, there was an attempted military coup in Turkey, and his family was caught in the crossfire. His father was accused of being a terrorist, and the family was forced to flee to Germany. In 2017, Mohammad and his brother were accepted by Canada as refugees and came to live in Burnaby. Both brothers began school with the support of a social worker whom Mohammed described as "literally an angel." Mohammed will graduate from secondary this spring, and he will enter university in Fall. His dream is to become a doctor, as Mohammed explains, "I was the receiver of help, and now I want to help people for the rest of my life."

Nadine Umutesi wins this year's TCF Refugee Award valued at \$3,000. Nadine was born in 2000 and grew up in the Congo with her mother, two brothers, and a sister. Nadine's mother passed away from cancer when Nadine was ten years old. In the same year, war broke out in Congo. One of Nadine's brothers and her sister went missing after the war was declared, thereby forcing Nadine and her remaining brother to make a dangerous and difficult journey to Kenya to escape the war. After six years in Kenya, the UNHCR arranged Nadine to come to live in Canada with her aunt. At the same time, the rest of Nadine's family were reunited and now live in

Kigali, Rwanda. Nadine will graduate from secondary in June and plan to use her award to study for her Diploma in Dental Hygiene at Camosun College in Victoria.

Yu (Dora) Qi wins this year's David Lam / BC TEAL English Language Learner Scholarship. Dora immigrated to Canada from Guanghong Province in China at the age of ten. Dora believes that "education is the only thing that has the power to change one's fate." Her parents were one of the first group graduates after living through the hardships of the Cultural Revolution in China. Dora believes that her parents' generation has changed China. In turn, Dora wants "to be part of the generation that pushes Canada to new heights." Dora will graduate from Moscrop Secondary in Burnaby in June. Dora is not only an excellent student but also an accomplished musician, a member of the Dragon Boat Team, the United Nations Connections Club, and the Leo Club. Her dream is to become a doctor. Dora writes, "I am eager to become someone that is of real value to society."

Shahid Abrar-ul-Hassan wins this year's Mary Ashworth Scholarship valued at \$1000. Shahid will use the scholarship to travel to the 2020 TESOL International Convention in Denver, Colorado. Shahid will present a paper at the conference based on his doctoral studies in English for Academic Purposes and assessment practices and will also exchange his research with his international professional colleagues. Shadid will present a workshop and share his research at the 2020 BC TEAL Conference and/or write an article for the BC TEAL Journal.

Michael Landry has won this year's Mary Ashworth Scholarship valued at \$1,000. Michael plans to use his scholarship to travel to the 2020 TESOL International Convention in Denver, Colorado. He has been accepted as a co-presenter for a poster session exploring the impacts of studying English for Academic Purposes. It will also be an opportunity to network with other doctoral students and review the latest research in the field. Michael will share his TESOL experience in an article in the BC TEAL Newsletter.

The **2020 BC TEAL Conference Committee** has been awarded the 2020 Project Funding Award valued at \$2,500. The BC TEAL Conference Committee will use the award to support the cost of providing three internationally recognized keynote speakers for this year's BC TEAL Conference scheduled for April 23, 24, and 25th at Douglas College. This annual conference attracts over 350 English language professionals and features two full days of professional development featuring presentations, workshops, panel discussions, networking events, publishers' displays, and outstanding international plenary speakers.

Linda Peteherych wins this year's Nan Poliakoff Memorial Award valued at \$1,000. Linda will use her award to present at the 2019 Decoda Literacy Conference, to conduct six workshops on the topics of teaching adult literacy and administrating literacy programs and to attend the 2020 CIRR Literacy Conference. Linda will share her expertise by presenting a workshop at this year's BC TEAL Conference.

Natalie Anderson and Alison Heath have been awarded this year's Health Education Award valued at \$4,000. Natalie and Alison will use their award to develop a PBLA-aligned curriculum for CLB 3 – 8 to help learners to describe their feelings, moods and mental health conditions. The curriculum will include activities to increase access to mental health services in the community and respond to mental health issues of well-being. The project will be shared at the 2020 BC TEAL Conference and in the BC TEAL Newsletter.

Diana Jeffries wins this year's Settlement Language Resource Award with a value of \$3000. Diana will use her award to develop CLB 5+ language lessons focusing on teaching 'Settlement Decolonization in the EAL Classroom.' The lessons will help students understand the complexities of the relationship between indigenous peoples and settler communities in Canada. Diana will share her resource for CLB 5+ at the 2020 BC TEAL Conference.

TEAL Charitable Foundation Fundraising Events

The TCF once again held two very successful fundraising events for refugee education in 2019. The Climb for the Cause – Grouse Grind was held on June 9, and Tears to Smiles – Wine and Cheese Fundraiser was held on November 15. The TCF raised \$ \$26,279.00 in 2019 and these funds were combined with the donation from Nick Collins to establish the new refugee award. 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 2020-2021

President	(2020-2022)	Cindi Jones
1 st Vice President	(2020-2022)	Ange Quapp
2 nd Vice President	(2019-2021)	Janice GT Penner
Treasurer	(2020-2022)	Currently vacant
Secretary	(2020-2022)	Tanya Tervit
Past President	(appointed)	Karen Densky

Members-at-Large

Co-chair, PD Committee	(2019-2021)	Catherine Ebert
Chair, Website Committee	(2019-2021)	Anita Veal
Chair, Social Media	(2020-2022)	Tanya Ploquin
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)	Elke Galter
Private Sector Representative	(2019-2021)	Laura Haseley
Public Post Secondary Representative	(2019-2021)	Amea Wilbur

BC TEAL Balance Sheet as of December 31, 2019

ASSETS

Current Assets

Chequing/Savings

Business Investor Account	10,072.43
TEAL Conference	12,892.43
TEAL General	46,498.63
Vancity GIC mat Dec 19/20	98,385.89
Vancity GIC mat Dec 19/20A	92,527.53
Vancity GIC mat May 2/20	153,375.00

Total Chequing/Savings 413,751.91

Total Current Assets 413,751.91

TOTAL ASSETS 413,751.91

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

GST/HST Payable	11,715.19
Prepaid Memberships	2,864.71
Prepaid Memberships - 2 year	1,628.64
Prepaid Memberships - 3 year	5,339.35

Total Other Current Liabilities 21,547.89

Total Current Liabilities 21,547.89

Total Liabilities 21,547.89

Equity

Opening Bal Equity	46,380.00
Retained Earnings	329,510.23
Net Income	16,313.79

Total Equity 392,204.02

TOTAL LIABILITIES & EQUITY 413,751.91

BC TEAL Budget vs Actual as of December 31, 2019

	<u>Jan - Dec 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Ordinary Income/Expense			
Income			
Advertising (on-line)	1,030.00	1,000.00	30.00
Annual Conference 2019	46,224.02	25,000.00	21,224.02
Bank Interest	3,926.72	3,375.00	551.72
Memberships	34,465.60	35,000.00	-534.40
PD Plan			
Workshops/Webinars	2,500.00	6,000.00	-3,500.00
Total PD Plan	2,500.00	6,000.00	-3,500.00
Regional Conferences			
Island Conference	4,130.49	6,500.00	-2,369.51
Lower Mainland Conference	5,931.01	6,000.00	-68.99
Total Regional Conferences	10,061.50	12,500.00	-2,438.50
Rent (sub-lease)	1,200.00	1,200.00	0.00
Sponsor Teacher Apprec (Income)	0.00	1,200.00	-1,200.00
Total Income	<u>99,407.84</u>	<u>85,275.00</u>	<u>14,132.84</u>
	99,407.84	85,275.00	14,132.84
Expense			
Bank Charges	643.30	550.00	93.30
Board PD/Liaising	5,508.45	3,000.00	2,508.45
Conference Bursaries	945.00	2,000.00	-1,055.00
Consulting Fees	2,120.00	5,000.00	-2,880.00
Insurance	2,665.00	2,500.00	165.00
Marketing/ Adv/ Promotion	479.74	750.00	-270.26
Medical Benefits	557.20	1,400.00	-842.80
Memberships - AAMSA, etc	1,036.55	1,000.00	36.55
Miscellaneous	734.73	750.00	-15.27
Newsletter - general exp	350.96	500.00	-149.04
Office Equip. Maintenance	250.10	1,500.00	-1,249.90
PD Funds (Staff)	1,496.69	1,496.69	0.00
PD Plan (Members)	0.00	2,515.00	-2,515.00
Postage	442.72	500.00	-57.28
Regional Conferences Expense			
Island Conference	2,148.31	2,600.00	-451.69
Lower Mainland Conference	1,658.98	3,200.00	-1,541.02
Total Regional Conferences Expense	3,807.29	5,800.00	-1,992.71

Regional Representatives	931.24	2,800.00	-1,868.76
Rent	7,736.76	7,800.00	-63.24
Salary - Bookkeeper	1,933.01	2,400.00	-466.99
Salary - Office Assistant	1,014.01	0.00	1,014.01
Salary - Office Manager	46,096.86	48,000.00	-1,903.14
Sector Networking (Committees)			
LINC	0.00	300.00	-300.00
Private Sector	0.00	300.00	-300.00
Public - Post Secondary	0.00	300.00	-300.00
Total Sector Networking (Committees)	0.00	900.00	-900.00
Special Project Fund	0.00	20,000.00	-20,000.00
Sponsor Teacher Appreciation	425.00	2,000.00	-1,575.00
Supplies/Stationery	272.62	1,000.00	-727.38
Telephone - SHAW	2,098.49	2,000.00	98.49
Travel - board mtgs	1,217.30	3,500.00	-2,282.70
Visa/Mastercard	1,045.84	3,000.00	-1,954.16
Web host/Security/Wk	2,474.84	4,700.00	-2,225.16
Worksafe BC	55.09	100.00	-44.91
Total Expense	86,338.79	127,461.69	-41,122.90
Net Ordinary Income	13,069.05	-42,186.69	55,255.74
	<u>13,069.05</u>	<u>-42,186.69</u>	<u>55,255.74</u>

Workshops/Events	2,515.00
Postage	500.00
Projects	
Special Project Fund	20,000.00
Total Projects	20,000.00
Regional Conferences	
Interior	3,200.00
Vancouver Island	2,600.00
Lower Mainland	0.00
Total Regional Conferences	5,800.00
Regional Representatives	2,800.00
Rent	8,515.68
Salary - Bookkeeper	2,400.00
Salary - Office Assistant	8,640.00
Salary - Office Manager	50,592.00
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	141,662.68
Net Ordinary Income	-56,387.68