



elan

english language
arts network

AGM Package

2020-2021 Annual Report

17th Annual General Meeting August, 23rd, 2021

Connect. Support. Create.

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Land Acknowledgment

ELAN is an official minority language organization within the context of a country that only recognizes two languages as official. Our celebration today is hosted in Tiohtiak:ke, which is the original name for Montreal in Kanien'kéha, the language of the Mohawk — also known as Mooniyang, which is the Anishinaabeg name given to the city by the Algonquin.

We would like to acknowledge the important work being done by First Nations to revive the traditional languages of these territories, and their advocacy for the official status of Indigenous languages. Kanien'kéha and Anishinaabeg are but two of the original languages of this province, in which English and French are colonial languages. While we are based in this city, our projects have taken place in many regions across the province that we know as Quebec — which is an amalgamation of the traditional territories of the Innu and Inuit nations, Algonquian nations, as well as the Mohawk nations of the Haudenosaunee Confederacy. Atikamekw, Cree, Inuktitut, and Innu-aimun are among the many Indigenous languages spoken across Quebec as majority languages — and well before French and English.

In our work across the province, we are grateful for the generosity and openness of the people we've worked with, who have shared insight into their own communities and needs, and offered hope for future collaborations — most recently through our State of the Arts regional consultations and Activation Conference. We have made available live notes from Nadine St-Louis's talk on reclaiming Indigenous narratives within colonial spaces, and encourage you to read as we continue sharing these valuable resources. As we begin to acknowledge both the land we work on, and the first languages that existed in this province before English and French, we are committed to shaping ELAN's programming and mandate on the principles of inclusion. Beginning this new phase for ELAN and our community of artists, we commit to building our understanding and respect of the traditional territories and cultural protocols of the places where we live and work, and building ethical relationships with Indigenous artists and communities.

AGENDA
17th ANNUAL GENERAL MEETING
August 23, 2021 – 5:30 -7:30 PM
Zoom meeting

1. Welcome members and visitors, appoint minute-taker - Li Li
2. Approval of agenda - Li Li
3. Approval of minutes from 2020 AGM - Li Li
 - 3.1 Matters arising from the minutes
4. President's Report
5. Executive Report – Executive Committee
6. Report on 2020-21 activities
 - 6.1 Operations – Deborah Forde
 - 6.2 Communications – Max Holzberg
 - 6.3 Membership - Emily Enhorning
 - 6.4 Projects overview - Swati Khanna
 - 6.4.1 ArtEd ACE/ArtistInspire Grants - Christie Huff
 - 6.4.2 ARTS2U, PNAEMF, ArtsCast - Dan Webster
 - 6.4.3 Quebec Relations and COVID Relaunch - Nick Maturo
 - 6.4.4 We're all in this Together – Swati Khanna for Bobbi-Jo Krals
 - 6.4.5 Waves of Change – Guy Rodgers
- 7 News
- 8 Questions
- Five Minute health break**
- 9 Review of 2020-21 financial results Angie Cheng and Deborah Forde
 - 9.1 approval of auditor for next year
- 10 Ratification of all acts and resolutions of the board 2020-21 – Li Li
- 11 Presentation of board candidates and slate for elections– Li Li
 - Explanation of board structure and nomination process
 - Presentation of candidates standing for election
 - Election process
- 12 Election of the Board Vice-President and Treasurer – Li Li
- 13 Report on current and planned activities 2021-22
- 14 Budget 2021-22- Angie Cheng and Deborah Forde
- 15 Farewell to departing board and staff members – Li Li & Patrick Lloyd Brennan
- 16 Adjournment 2021 AGM

2020 Meeting Minutes. August 24th 2020, 4:30 – 6:30 PM, Zoom.

In Attendance:

ELAN Board: Li Li, Kakim Goh, Paul Bracegirdle, Patrick Lloyd Brennan, Karen Cho, Angie Cheng, Isak Goldschneider, Blair Mackay, Anna Leventhal, Timothy Piper, Deirdre Potash, Victoria Sanchez, Lori Schubert, Quinten Sheriff, Roger Sinha, Bettina Forget-Past President.

ELAN Staff: Guy Rodgers, Sufia Duez, Emily Enhorning, Deborah Forde, Swati Khanna, Nick Maturo.

ELAN Members: Lesley Bramhill, Diane Cardill, Del Chatterson, Chuck Childs, Lise Tanguay Chowdhury, Lisa Kimberly Glickman, Betty Esperanza, Bobbi Jo Hart, Christie Huff, Brigitta Kocsis, Guillaume Jabbour, Laura Teasdale, Amy Macdonald, J.P. Mortier, Homeira Mortazavi, Edmund Nash, Jane Needles, Kathryn Kirkpatrick, Angela Leuck, Geremia Lorenzo Lodi, Michelle Eaton-Lusignan, Hugh Maynard, Rachel McCrum, Christopher McMullen, Rachel McCrum, Marinella Montanari, Elise Moser, Tatyani Quintanilha, Alyssa Rae, Kalina Skulska, Cecile Sly, Wendy Thomas, Brian Perron, Craig Sim Webb, Daniel Webster, Graeme Welch, Peter Zhuang,

1. Welcome members and visitors; appoint minute taker

Li Li welcomed all and called the meeting to order.

She explained voting procedures for the evening. She also invited members to ask any questions via the chat function, or orally during the question period.

Jessica Brown was accepted as minute taker for the meeting.

2. Approval of the Agenda

Motioned: Edmund Nash Second: Isak Goldschneider Carried

3. Approval of the Minutes of the 2019-20 AGM

Questions/Comments/Corrections: None

Motion Chuck Childs Second: Bettina Forget Carried

- Matters arising: none.

4. Guy Rodgers - Executive Director's report

Guy thanks all for coming.

- a. All ELAN arts in education activities are now being carried out under the ArtEd rubric.
- b. We also have a group of projects linked under the Arts2U banner.
- c. Most of the funding ELAN receives is non-arts related funded. Of the little over one million that ELAN received this year, more than \$700 000 is non-arts funding, which ELAN is redistributing into the community through our projects.
- d. Thanks to new core funding, ELAN has been able to expand the core team. In 2018-19 we added the positions of Communications Coordinator and Membership Coordinator. This year we added Deborah Forde as Admin and HR Manager, and she has been revamping our financial and HR systems.
- e. ELAN, through the work of Sufia Duez, offers communications support services, not just for ELAN and ELAN projects, but also for members (Facebook, Instagram, Twitter, etc.). This is building an information hub within ELAN. She will tell you more about what we have been doing for the past year.
- f. The Membership Coordinator. Emily spends a lot of her time on the phone with members, connecting them with resources and new projects. has helped to extend services for members, including consultation and referrals. She will be providing further details of her work a little later.
- g. ELAN has been blessed with Board members who join us and stay for the maximum allotted time of 6 years allowing for continuity in the work and the build-up of institutional knowledge. Looking back at the original ELAN board, all were boomers and came from a European background. Diversity was only a consideration when it came to artistic practices. Over the last 3 years, the entire board has changed– demographic has changed, more diverse (age/ethnicity); Last year we said goodbye to our long-standing Board President, and this year we say goodbye to our Vice-President and Secretary. It will take a while to build back up the expertise and the memory, but the new board is dynamic, dedicated, and very diverse including our first-ever millennial as our new President.
- h. 15th anniversary; created videos with veteran members talking about the past, and younger members speaking about their hopes for the future. We also published an anniversary booklet and documented ELAN's history. We held our 15th anniversary party after our AGM, with artists and entertainers.

Challenges:

- i. Disturbances within the QGCN – elected a new president who attacked the Secretariat for Relations with the English-speaking Quebecer. Then he got into a conflict with the CHSSN, an important partner who have been allies for years. He also got into conflict with many of the regional members around Quebec, resulting in most of the regional, most of the arts and culture, healthcare members, and half the board quitting the QCGN. This has left the organization in disarray, which is bad for the community and so we are hoping that saner heads will prevail.

Connections:

- j. ELAN created an Arts, Culture, and Heritage Working Group 10 years ago; usually about 25 community members and 25 people from government institutions (CBC, NFB, Montreal Arts Council, etc.). We are trying to establish a similar group for Quebec, but as there are no similar minority-language laws in Quebec, so there is no impetus to get such off the ground.

COVID -19

As this year's reports focus on April 2019- March 2020, there was not much activity yet in this area. Later in the meeting, we cover some of this in planned activities for 2020-21

- k. Reminder to all that when we planned last year's budget we planned for a \$15 000.00 deficit. Guy encourages all to note this when we review the financial report for 2019-20.

5. Report on 2019-20 activities:

Deborah Forde -Admin and HR Manager Report

Having just closed out her freshman year on the job, Deborah reports about how she has made the job her own and how she has worked to support the team. She sees her primary responsibility as that of fostering an environment that makes it as easy as possible for ELAN core staff and extended project teams to do their jobs.

- a. To ensure staff cohesiveness, we continue bi-weekly staff meetings and individual check-ins, and we have added casual staff lunches.
- b. Once the pandemic hit, and we started to work remotely, we instituted daily morning check-ins to keep us all connected. This also allowed Deborah to keep an eye on staff well-being. In some ways, this has left us feeling more connected than before, when we were spread across three offices and came and went on varied schedules.

- c. As she had previously participated in the ACH working Group before joining ELAN, she is also pleased that she will be taking on the role of Liaison for ELAN in the planning of the annual meeting and facilitating the Co-leadership process.

4.3 Sufia Duez - Communications report

- Focus was updating communications resources, on-boarding Lital Khaikin who replaced her during her maternity leave
- Our summer intern, Aysha White, revitalized ELAN's presence on Instagram, doubling our followers.
- Yonger Xie, our summer intern, developed a video series celebrating ELAN's 15th
- Lital Khaikin designed our collector's ELAN 15 booklet
- Lital also worked on redesigning the website and adding French translations, made the website more accessible, continuing to do so
- Sufia returned to ELAN in February; focus shifted to listening to artists during pandemic – created links, news resources, etc.
- Outreach focused on encouraging members to connect with ELANews, and started to develop and publish on our website a comprehensive listing of resources and sources of information to assist members navigating pandemic related challenges.

4.4 Emily Enhorning - Membership Services report

Emily reported activities related to membership support and development, including:

- reinstated member drop-ins
- Developed a resources listing
- Expanding services based on member feedback: eg. Promoting members online, member showcase, etc.
- Templates for auditing accessibility
- Schmoozers
- Continue to offer capacity-building workshops including:
 - Writing Our Futures: a writing workshop series for disabled artists
 - Delivered workshop series Creative Resilience: exploring the intersection of arts and health, precarious labour in the arts; shared stories and reflections, resource library available online
 - Developed new series called MEETs – member “coffee-house” drop-in (now online)
 - Speed-mentoring

- Shifting focus to more COVID-focused programming
- Have contacted each member to get feedback on how to help during COVID

4.5 Swati Khanna - Program Manager report

- Inclusion is an important part of ELAN's mandate and focuses the work on 5 priorities:
 - Communications, Human Resources, membership, governance, and advocacy.
 This year:
- Communications: statement on bill 21, statement in support of Conseils des arts de Montreal's report on systemic racism, publish ELAN's inclusion plan on the website, published ELAN's Land Acknowledgment
- Human Resources: Improved our recruitment, hiring practices and evaluations to make them less formal and more transparent.
- Membership: Supported the Writing Our Futures workshop series.

4.6 Christie Huff - ArtEd ACE/AIG reports

- 5 years ago, Guy and Christie had a conversation where they mused about the need to connect arts to education and get more English Artists into schools.
- Have now increased artist visibility and paid work, supported them with professional development, and decreased their isolation
- Arts Community Education (ACE) Initiative – supported by the Secretariat for Relations with the English-Speaking; Originally a 2-year program, funding period has been extended as a result of challenges posed by COVID
- Received funding from Community Health & Social Services Networks to support youth mental health and the arts; had to pivot during COVID
- ArtistsInspire Grants provides \$1500 grants for every English public school to engage artists in English public schools in the province.
- Built a website focused on promoting English artists and arts organizations
- More than 2/3 of registered English artists got paid work as a result of ArtistsInspire grants.

4.7 Dan Webster - ARTS2U, PNAEMF, hackathon reports

- Arts2U is a digital feed of arts events built to increase the value of artist created digital products.
- Have found producers don't have time to input info to the many hundreds of media outlets

- Want to address devaluing of artists' digital work
- Created a process to automate the collection and posting of arts events information
- Created a model to advance the connection between artists and audience; free for everyone
- Events are in one place for the media, artist info is available free, 24/7
- Built-in media player
- Once the pandemic hit, there were no real-world events for the foreseeable future; virtual events existed but most of that was free; project staff pivoted to create ARTSCAST, providing data for ARTS2U, but moreover, providing support for artists to move their work into a digital form and monetize it.
- The challenge of ARTSCAST is to create value and quality for independently produced live broadcasts – working to discover best practices and guides to share with artists
- Rebranding is happening now, launching in a few days
- Live Broadcast series happening this week: artists being paid to perform in venues live, then streaming it; good bridge program for next 6-12 months;
- ARTS2U team has expanded to include more members

4.8 Nick Maturo - Québec Relations report

- Three-year project funded by the Secretariat for Relations with the English-Speaking Community
- The goal of the project is to increase the English-speaking arts community's use of provincial funding. This is done through:
 - A comprehensive review of available funding, identifying available grants, translating documentation from French to English to create one sheet briefing documents, and posting them online for community access.

In addition, project staff sought to understand what barriers the community faced, and provide the support needed to apply for funds. This was done via:

- The distribution of surveys to the community as a part of needs assessment;
 - from this, selected a group of respondents for more in-depth focus groups
- Began offering one-on-one funding consultations and grant writing support to facilitate the process and develop grant-writing skills
- Now going into the final year of the project, COVID has forced activities to shift to Zoom, which has allowed us to offer more workshops and support for the community

5. Q&A

In chat- How to get involved in the ELAN coffee-house? Emily says to contact her as dates have not been fixed as yet.

Five-minute health break

6. Review of 2019-20 financial results and approval of audit - Kakim Goh and Deborah Forde

- Pay what you can membership fees are holding
- Maintained budget but made some shifts
- Canadian Heritage allowed us to pay out all pending contracts that were negatively impacted because of the pandemic.
- We lost some funding from projects that were not renewed but acquired new funding that led to a bump in funding
- Overall, we are in a very good financial place. We planned for a \$15 000 deficit to cover the costs of our celebration in August of last year, but could not have foreseen the expenses related to COVID. We were however able to swiftly pivot and manage expenses so that we end of the year with a deficit of \$15,459.00

8. Ratification of all acts and resolutions of the board 2019-20 - Li Li

Motion to ratify: Patrick Lloyd Brennan Second: Isak Goldschnieder Carried

9. Appointment of auditor for 2020-21 - Kakim Goh and Deborah Forde

Motion to appoint DLS CPA as auditor for next year: Dan Webster Second: Chuck Childs Carried

10. Presentation of slate and board candidates – Li Li

10.1 Explanation of board structure and nomination process

Li Li explained that as there are no challenges in nominations this year, the slate of candidates is accepted by acclamation, only requiring a ratification vote by membership.

10.2 Presentation of candidates standing for election

New to the Board:

Brian D'Oliveira: Music Rep

Emmanuel Hessler: Film/TV Rep

Anna Scollan: Corporate Rep

Standing for re-election:

Li Li; Theatre Rep

Kakim Goh: Visual Arts Rep

Roger Sinha: Dance Rep

Angie Cheng: Dance Rep

Isak Goldschneider: Music Rep

Elise Moser: QWF Rep*

Anna Leventhal: AELAQ Rep*

Patrick Lloyd Brannan*

**Elan sister organizations have permanent seats on the board. The representative that they delegate are acclaimed by ELAN Board and members.*

10.3 Election process

Motion to ratify the slate elected board members: Lori Schubert Second: Christopher McMullin Carried

10.4 Presentation of 2020-21 Board of Directors – Li Li

Executive committee:

Li Li – President

Kakim Goh: new Vice President

Angie Cheng: New Treasurer

Quinten Sherriff- Secretary

Board Members:

Paul Bracegirdle (Writing)

Patrick Lloyd Brennan (Theatre – QDF)

Brian D'Oliviera (Music)

Emmanuel Hessler (Film and Video)

Isak Goldschneider (Music)

Anna Leventhal (Publishing – AELAQ)

Blair MacKay (Presenting Organization)

Elise Moser (Writing – QWF)

Tim Piper (Regions)

Deirdre Potash (Regions)
Victoria Sanchez (Film and Video)
Roger Sinha (Dance)
Anna Scollan (Corporate)

Bettina Forget: Past President

11. Report on current and planned activities 2020-21 – Guy Rodgers

- From April 1st until August 24th – everything has been impacted by COVID-19, will continue to impact for the rest of the year; initial shut down affected all of our activities; directed spare time to working on the COVID dossier; created a webpage with resources, ways to help others, educational and fun activities; participated in information sessions with all funders and relayed that information to members ASAP; ELAN is concerned about the stability of the community
- Priorities: figuring out a return to live performances, and figure out a way to generate online revenue
- All ACE/ArtistInspire Grants projects cancelled
 - April-June Christie ran 50 online workshops and 1500 participants to maintain artists in schools
 - Will depend on homeschool/in-person schooling
- Artscast project starts Aug 25-September 26. Pilot project; 6 venues, 11 artists, 8 broadcast events
- Applied to CALQ for funding for 94 artists, 12 venues
- Redirected Quebec Relations to respond to COVID; listed all government funding available; conducted private consultations; hoping to extend funding for 3 years; have funding until March 30th; hoping to connect English-speaking artists to QC government like never before
- Inclusion: everybody needs to have a voice in all the decisions, big and small; team is determined to make ELAN always better
- Succession: Guy spoke about his history with the organization, and sister organization, his roots in Montreal and the Montreal arts community; the hope is to build bridges with Francophone community;

12. Budget 2020-21 - Kakim Goh and Deborah Forde

- Core budget will see modest increase, thanks to CCA; not only have we covered unexpected expenses, but we have additional funds in case we need it for a second wave
- New projects have offset any projects lapsing this year

- We expect interest rates to stay low this year, so we anticipate lowered income from this source.
- Modest increase in staff salaries
- Rent slightly up due to new storage space rental
- Equipment is up slightly due to needing to equip remote offices
- AGM cost is down, due to COVID
- Increase in workshop expenses: new pilot project being tested which will allow members access to professional (legal, accounting, marketing, grant writing) one-on-one consultation, underwritten to allow access at a nominal fee.
- Overall, core budget is limited – 74% of all income goes into projects and frontline work, 16% is held for the core/admin.

13. Farewell to departing board members:

Li Li offered thanks to out going board members Karen Cho, Louise Campbell, Purna Bhattacharya, Lori Schubert and Keith Henderson.

Chuck Childs celebrated and thank Guy Rodgers as this is his last AGM as Executive Director.

Bettina Forget penned a salute to Guy that was read on her behalf by Swati Khanna.

Li Li led the group in offering our thanks to Guy.

14. Adjournment 2020 AGM

* Adjourned at 6:32pm

Executive Director's Report - Executive Committee

The 20-21 year saw ELAN responding to the COVID-19 crisis, adapting to the needs of our membership and community, advocating for greater recognition of and support for the English speaking arts community in Quebec, and internally preparing for the future as we transitioned to new leadership and succession.

The ongoing pandemic revealed the dreadful precarity of the arts and culture sector. While resilient and resourceful, an overwhelming majority of English speaking artists in Quebec and beyond are operating as contractors in the gig economy and consequently were the hardest of the hardest hit. ELAN, its sister organizations, and partners, successfully advocated for eligibility criteria that would allow freelance artists to gain access to emergency funding like CERB, CRB and EI. Our organizational members found themselves facing barriers to accessing provincial emergency funding due to language based differences in practice, work methods, unions, and a lack of venues. This has laid bare the English-speaking arts community's continued dependency on federal funding and aid – work is ongoing with our provincial funders and the Ministry of Culture and Communications to increase awareness and resources to address our specific needs.

Our team, who continued to work primarily from home throughout last year, prioritized flexibility in their approach to their roles and departments. Thanks to their excellent work ELAN was able to:

- Increase core teams' support on projects allowing the projects to morph, expand and attain their goals and objectives;
- Pivot the activities of the Quebec Relations project to the gathering and dissemination of essential information and resources for members, producing webinars and advising on grant applications at a time when it was needed most;
- Diligently maintain and increase member services and communications;
- Maintain a sense of community and combat isolation through initiatives like MEETS and online Schmoozers
- Engage in urgent consultations with governing bodies, funders and partners

With succession on the horizon, shifts in responsibilities within the current team and long time staff members moving on to new adventures, ELAN saw great change internally as well. The board, committees and senior staff, rode this wave of change with great care and enthusiasm. Together they focused on the development and strengthening of policies, organizational systems and internal communication all leading to a stronger, healthier ELAN.

Operations Report 2021 – Deborah Forde, Director Of Operations

The covid-19 pandemic hit Montreal in March 2020. Thanks to multiple sources of program funding, ELAN was able to continue to provide full-time employment for all of its staff. By April 1st, ELAN staff formalized working from their respective homes, with daily zoom meetings to maintain morale and redirect ELAN's energies to help the arts and cultural community respond to the covid-19 crisis.

With the emergency financial assistance of the Canada Council for the Arts for arts organizations, we were able to not only equip our teams so that we were able to continue full operations, but we were also able to support ongoing projects by pivoting regular activities to meet their needs. This was supported by expanding our digital infrastructure with multiple zoom accounts, and funders who allowed us to tailor our activities to the emerging needs. As a result, not only did our projects have a very good year, but we also provided avenues of revenue for more artists and attracted new funding to support the creation of digital art content delivered to assist seniors in isolation during COVID. You will hear all the glorious details of this in later presentations.

Despite the pandemic, ELAN was still able to provide paid internship opportunities for youth, through summer job funding opportunities. Once the summer was over, and we were sure that of our capacity to support such work remotely, we applied for and received funding under the Emploi Quebec Subvention Salariale program.

This year also saw much change at the staff level. Ms. Sufia Duez, our long-time Communications and Outreach Coordinator made a move to France to be with family. Thankfully she was able to work remotely for some time, lending us much support through her transition.

In addition, we completed the last stages in the succession planning for the departure of our founding Executive Director, Guy Rodgers. A selection committee was mandated by the Board and carried out nationwide recruitment. After extensive interviews, they recommended the engagement of Patrick Lloyd Brennan to the Board, which was gladly accepted. . Patrick comes to us not only with broad experience in the arts community (Segal Centre, Fringe Montreal, Quebec Drama Federation) but also with an understanding of the ELAN community, having served on its Board of Directors and Human Resources Committee. Patrick assumed the post on April 1, 2021, with a significant onboarding process provided for.

In addition, we said goodbye to our long-time bookkeeper Claire Robitaille. As this was a planned retirement, she was able to be wonderfully supportive during the onboarding process of her successor, Dael Foster.

Last year we implemented a new comprehensive human resources manual for staff. This year's focus was on developing a comprehensive anti-harassment policy, which was approved by the Board at the June Board meeting. In addition, we reviewed, updated, and implemented all governance documentation relating to the Board and its committees. We put the work into this, not only for the good governance of ELAN but also so that we may share these vital documents as a model for organizations that do not have the resources to put into developing such.

All in all, in a year marked by significant change and uncertainty, ELAN's recipe of a small and strong core that extends its capacity for service through projects, proved to be the right combination to weather the storm and buttress our members.

(more reporting continued on the next page)

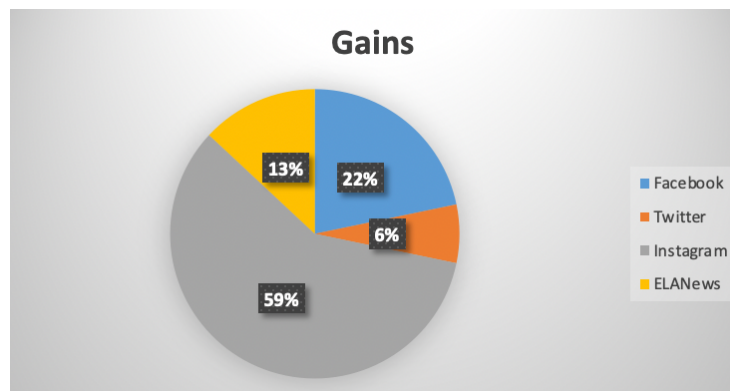
2020-21 Communications Report – Sufia Duez (former Communications Coordinator), presented by Max Holzberg (summer Communications Intern)

Department activities focused on:

- **Project support:**
 - The Communications department continued to provide support to ELAN's various projects including two new projects that were launched in 2020: We're All In This Together and Waves of Change.
- **COVID-19:**
 - As it did for all other arts and cultural organizations, Covid-19 transformed all of ELAN's activities in 2020. Communications pivoted its activities to best serve its community in a time of a major health crisis. Along with ELAN staff, Communications amassed as many resources and important local Covid related news and created the Covid-19 resource page, regularly updated. Categories of resources included Health & Safety; Funders, Emergency Funds, and Job Opportunities; Discipline Specific Support & Resources, Housing, Delivery Services, Legal Services, Food Services, and Miscellaneous; Ways to Help; Education & Learning; Fun & Lighthearted.
 - Communications prioritized sharing job opportunities, emergency funding opportunities, free and/or public services, and health [including mental health] resources via social media. Communications also prioritized promotions of ELAN events, which were all free and dedicated to helping artists navigate Covid-19 (Membership MEETS series; Artists Capacity Building Clinics; QR webinars; Accounting workshops, and more].
 - Communications took significant time reading about different issues, precarious, and general matters affecting artists in Quebec via the news but also via social media groups. Learning about these matters provided communications a better scope into the needs of artists during Covid-19.
- **Public Statements:** In June, 2020 after the murder of George Floyd ELAN published a public statement declaring its alliance with the BLM movement. Led by ELAN's Inclusion Committee, ELAN also published articles promoting some of Quebec's talented Asian Artists and Artists with Disabilities.

- **Current objectives**

- Communications aims to explore new ways to reach its audience via social media;
- Continue to work closely with other departments to best align ELAN's key objectives with communications;
- Communications, along with ELAN staff, hopes to revisit the goals outlined in ELAN's Inclusion Plan published in 2019;
 - Revisit statements that were published in 2019 - BLM, Bill 101; inclusion articles
- Push for a website redesign that prioritizes transparency and accessibility;
 - Content should be easier to navigate on the website
 - Content clearly reflects ELAN's mission
 - Content should be accessible to users who are differently abled.



Membership Report – Emily Enhorning, Membership Coordinator

The 2020-2021 period lined up almost exactly with the onset of the pandemic, with all membership activities immediately moving online. Despite this, the membership department was more outward facing than ever, hosting 28 events, speaking at or collaborating on an additional 10, instating new member benefits, and launching the Artists Capacity Building Clinics.

We began the period with a bi-weekly writing workshop to foster connection and creative exchange between artists working remotely. Shortly after, we launched MEETS - a sister activity to ELAN's Schmoozers - intended to bridge the gap between larger networking events and one-on-one member consultations. MEETS has continued to provide a casual space for members to meet each other, meet the team, and share resources, as well as for ELAN staff to pilot workshop ideas. Set to continue as a monthly office open-house when safe to do so, MEETS can be anticipated as a regular part of ELAN's future programming.

Other activity highlights from the 2020/2021 period include workshops on taxes, marketing, artists' financial literacy, writing an artists' bio, organizing accessible events, and career planning. We deepened long-time partnerships with YES Montreal and McGill CaPS to host two artists' speed-mentoring events, and initiated new partnerships with CEDEC and Art Volt to host four COVID financial relief webinars and two professional development workshops, respectively. We outreached to new artists by presenting on ELAN at various partner networking events, and guest-spoke about COVID-19 relief at various community gatherings. Finally, we ended the period with the launch of the Artists Capacity Building Clinics, which connected 40 members to subsidized, private consultations with professionals in arts accounting, marketing, publicity, grant-writing, and legal support. Response to this series has been overwhelmingly positive, and we plan to carry it forward as a core feature of membership.

Under new constraints, the membership team focused less on perfectly replicating our regular activities, and instead used the opportunity to create new services in response to the pandemic. In place of our usual AGM phone drive, we spent a large portion of summer 2020 calling our 460 members to discuss their individual needs and broader hopes for ELAN's future programming. A year later, we have incorporated almost all of the suggestions made during those initial conversations, either through membership programming or via ELAN's various projects. Now, we are focusing our attention inwards to strengthen our member-communications, launch the upcoming "Member Bytes" video series, and support a new wave of staff transition and growth.

ELAN PROJECT REPORTS

ArtEd Report – Christie Huff

ELAN's Artists, Communities and Education (ACE) Initiative began in 2016 to meet the overarching goal of enabling English-speaking Quebecers to engage in arts and culture in their regions, enhancing personal development, individual well-being, and community vitality.

That initial project has developed into an ArtEd program that supports Teaching Artists to connect with facilitation opportunities with learners of all ages. The ArtEd Team has expertise in supporting schools to collaborate with qualified artists to deliver projects that engage students, educators, and school communities in learning about, in, and through the arts.

Youth Mental Health

For example, because of well-established evidence base for the benefits of creativity to mental health in youth and adults, the Community Health and Social Services Network (CHSSN) offered ELAN financial assistance from Health Canada to support youth mental health.

In 2021 CHSSN provided \$17,000 for the ArtEd Team to facilitate Learning Communities involving 20 Teaching Artists who facilitated arts & culture experiences with over 5000 youth from January – June 2021. Participation in the learning community conversations facilitated by Alyssa Kuzmarov, Teaching Artist - Productions Oracle & Dawson College instructor in Social Services, explored the application of the evidence-base Researcher Tiina Kukkonen summarized in Supporting Youth Mental Health in and through the Arts. Artists reported feeling supported, connected, empowered and more confident when they applied their learning to their work with students.

Artists, Communities and Education (ACE)

The ACE Initiative was developed with funding by the Department of Canadian Heritage and enabled to continue thanks to funding for 2018-20 received from the Secretariat for relations with English-Speaking Quebecers. 2019-20 was expected to be the final year of ELAN's ACE initiative but the pandemic disruption delayed the completion of most of the projects planned for that year and they were extended into 2020-21. Each school received on average \$5,000 for their first project, plus considerable planning support from ELAN's project team. Following the Connect, Collaborate, Create, & Celebrate model, project plans are developed with teachers, integrating artmaking in projects that meet education goals and include community outreach by creating art with and/or for the community to experience.

From the twelve schools that began their planning in 2018-19, ten completed projects and nine of those received support from the ArtEd Team in 2019-20 to find funding from other sources and developed new projects, achieving our sustainability goals.

During 2019/20 ten new schools received funding to complete their first project, including two that were incomplete from Year 1. Only three of the projects were complete when the Coronavirus pandemic struck. Seven of the projects were interrupted and while every effort was made to support them in continuing, the pandemic conditions made that very difficult. The project has been extended into the 2021-22 school year. The ACE Initiative of the website will be updated with project descriptions in the fall of 2021.





School Name	# Schools Board	Name of the Artist
Cookshire Elementary	ETSB	Lisan Chng
Franklin Elementary	NFSB	Adele Reeves
Hemmingford Elementary	NFSB	Alyson Champ
Good Shepherd Elementary	RSB	Deanna Smith
Jimmy Sandy Memorial School*	CQSB	Brandon Hecht
Ste-Agathe Academy*	SWLSB	Guillaume Jabbour
St. Michael's High School	WQSB	Jimmy Baptiste and Gregory Paul Stone
Kegaska School	Littoral	Emily Rose Michaud
Portneuf Elementary	CQSB	Tina Tucker-Bye
St. John's School	RSB	Alyssa Kuzmarov

ArtistsInspire Grants Results

In 2019, ELAN's ArtEd Program launched the ArtistsInspire Grants project with multi-year micro-grant funding to promote Arts and Culture in minority language public schools across the country from the Government of Canada's Department of Canadian Heritage.

For Quebec the funding available is:

ANNUAL FUNDING FROM 2019-2023:

-  \$1500/English public school (elementary/secondary)
-  To connect with qualified artists from Quebec's English-speaking communities
-  To facilitate learning experiences during the school day
-  Plus travel costs for rural/remote schools

Consultation with Arts, Community, and Education leaders in Quebec informed the ArtEd Team's focus on strategic priorities essential to the project's successful development:

Priority 1: Profile artists from Quebec's English-speaking communities who have experience facilitating high quality hands-on creative arts and culture experiences. We continue to expand our list of qualified Artists, reaching out to contacts across the province and actively working to ensure we are inclusive and represent the diversity of eligible Teaching Artists in the province.

Priority 2: Identify partners who work with educators and communities to reach schools in the twelve eligible English-language boards to achieve our goal of supporting artists and schools to Connect, Collaborate, Create & Celebrate.

LEARN, InPath and Youth Fusion partnerships were established to reach schools in all twelve eligible school boards. Through its provincial programming, including online courses, homework support, pedagogical consultants, and the Community Learning Centre Initiative, LEARN's connections and administrative capacity made them an ideal partner for the nine Quebec English School Board Association School Boards and the Littoral School Board.

Inpath with its MikwChiyâm Arts residency program in Quebec's eligible Cree Schools was able to include more local Artists in their program with our funding, providing them with mentoring and support to develop in their ArtEd practice.

We were unable to re-establish our partnership with Youth Fusion for the Kativik schools in 2020-21. The region's characteristics made the pandemic even more challenging than for less remote and vulnerable populations. We hope to reach the Kativik schools in the final two years of the project.

We experimented with directly funding additional non-profit arts organizations directly rather than through LEARN in 2020-2021. Unfortunately, rather than increasing efficiency and decreasing costs as we had hoped, this approach was more confusing for schools and created administrative confusion so it will not be repeated.

The program is well positioned to achieve its goals, having demonstrated to educators that the program and Artists are easy to work with and the experiences facilitated are consistently high quality. Feedback on completed ArtistsInspire experiences: Average satisfaction rating for Artist's facilitation and program administration 4.75/5!

By the end of the 2020-2021 School Year, we had facilitated connections with:

- 144 Schools
- 185 x \$1500 Grants (second grants were offered to schools that had not applied in their first year)
- 63 -Artists
- Over 15 000 Students-Maintained High Satisfaction ratings with both in-person and virtual facilitation in a pandemic!

The ArtEd team has developed extensive expertise: capacity building with educators and artists; matchmaking between artists, schools, school boards and community organizations; communications and storytelling; and cross-sector collaboration. The ArtEd Team in 2020-21 included self-employed Consultants with specialized knowledge and experience including:

- Christie Huff oversaw ArtEd strategy, program management, collaborations, partnerships, and reporting to funders
- Guillaume Jabbour, ArtEd Coach – a musician and teacher, Guillaume vetted Artists, supported Artists to create their profiles and helped schools to Connect with Artists
- Jason Campbell, Red Carpet Web, Inc. – ArtistsInspire.ca website design including graphic design and branding (with Denis Piquette), website maintenance/update

- Louise Campbell, Public Relations Consultant for communications & social media strategy
- Paula Knowles facilitates ACE Projects– engaging educators, artists and community organizers in planning and implementing their projects

Sign up for Mailchimp updates: artistsinspirecomms@quebec-elan.org

Follow us on Facebook & Instagram: @elanarted #artistsinspiregrants #artedinspires

Watch videos showing why and how ArtEd makes a difference on ELAN's YouTube channel

Contact us: 438-979-1171

Email us: elanarted@quebec-elan.org

ARTS2U Report – Dan Webster

Background

The continuing challenge for artists to connect with audiences began to be a serious problem when the cultural weeklies (Mirror, Hour, Voir and ICI) ceased to publish almost a decade ago, accompanied by a decline in all the traditional media. Social media filled the gap, in part, and at a price. While social media giants traffic in arts to build their user bases, local cultural producers are left with diminished value for digital assets and less meaningful connections with their audiences. It is increasingly difficult for the general public to find arts events. The number of online sites offering arts event information is myriad, and patrons have difficulty combing through venue, producer and social media sites to find out where an artistic production is happening. A third problem is the time it takes for producers to upload information to all of the outlets including social media and traditional media along with sector specific blogs and listings sites.

To help resolve the above problems faced by the Arts Community, ELAN started the Initiative ARTS2U where Information about arts events is compiled into a structured database and fed to media for display on their websites, and directly to arts audiences, saving producers time and bypassing marketing intermediaries.

ARTS2U began with two research projects to examine the problem and potential solutions. Digital Shift, funded by Canada Council (2015), was followed by Digital Solutions Research (2016), funded by Industry Canada. In 2018/19 ELAN conducted additional research with Prototype Digital Solutions, funded by Innovation Science Economic Development Canada (ISED) and Canada Council.

Canada Council's Digital Strategic Fund (DSF) found that ELAN's earlier research made an important contribution to work that other organizations across Canada were doing to solve the artists/audience disconnect. In 2019/20 the DSF funded ELAN's Developing Connections & Collaborations among digital initiatives (DCCADI) project to investigate the requirements of a national metadata repository for arts events from which Canadian artists and producers may derive benefits. Four years of research, prototypes and collaborations are now identified as ELAN's ARTS2U initiative.

Highlights of ARTS2U work in 2020/21:

- 1st April 2020 - 28th February 2021, the project PNAEMF Prototype National Arts Events Metadata Feed, Funding by Canada council was done. The PNAEMF initiative aimed at a multidisciplinary bilingual national digital art listings platform for producers, media and the public.
- ARTSCAST – Pilot project funded by ELAN: Keeping the new challenges of COVID and developments in mind, ARTS2U came up with ARTSCAST, which is a series of broadcasts hosted by small arts venues, ticketed, and sold online. ARTSCAST enabled more relevance with the arts community ecosystem. The new look of the website and interfaces was adapted to suit the new brand identity. The ARTSCAST offering added higher value for digital media content created by artists and producers, which has been a central focus of the project since the beginning.
- A webinar was conducted in association with Québec Relations on March 3rd the ARTS2CAST team shared the wealth of information they gathered in launching their ARTSCAST Live Broadcast Series, the webinar explained the fundamentals and walked through the process of setting up a live stream step-by-step. A very well received webinar.
- ARTSCAST- Community Access – Confirmed at the finish of the 2020-year end, and funded by the Anglo Secretariat, aims to further enhance the learnings, accessibility, and technology of the Artscast program. Some of the work included Webinars to help artists learn the basics of live performances and one-on-one consultations with the team, Technology development - Website Back End Tip Jar functionality and sign up in the ARTSCAST website.
- ARTSCAST Post Pandemic Action Research, has recently achieved funding by Innovation Science Economic Development Canada. Though it is a 2021 project, the effort will connect the preceding projects and direct the ARTSCAST initiative forward as we emerge from the realities of the pandemic. Focusing on the data derived from live streaming events ARTSCAST is helping the arts sector develop and monetize digital art products. ARTSCAST is set to test and deploy a range of digital products that have been created in collaboration with artists. Research and lessons learned from the next phase

will be shared with the arts sector and ISED to help foster growth and monetization of digital media including streams, Video on Demand (VOD) sales in Canada. ELAN has been successful in helping artists create added value to their digital products from a capture and archival point of view. With the new efforts, we will engage audiences and increase discovery, findability, and interoperability with external systems in a post pandemic world.

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

Instagram: <https://www.instagram.com/artscast.ca/>

Website: <https://artscast.ca/en/search/>

Québec Relations Report – Nick Maturo

In the final year of the initial three-year phase of the project, Québec Relations pivoted from a research focus to provide key services and resources to the community during Covid-19. Most significantly, we began offering funding consultations and free referrals for grant assistance following the launch of our funding platform in March 2020. Consultations provide an opportunity to better understand a potential applicant's funding needs and then help them identify relevant funding sources. For any eligible artists or organizations interested in assistance with a provincial grant (e.g. CALQ, SODEC), they are referred via email to project grant writing consultant June Park. Overall, 120 consultations were offered, with 66 of those leading to referrals for grant assistance, a referral rate that speaks to the clear need for hands-on support with applications once funding programs have been identified. This rate was even higher amongst individual artists, who tended to be less experienced than their counterparts working in arts organizations.

In order to maintain contact with the community during Covid-19, we also offered a series of webinars via Zoom. Initially developed as a way of making people aware of our existing resources, community feedback and observations of artist needs during the pandemic led us to offer sessions on a range of themes that fell under the broader heading of capacity-building. Between May 8, 2020 and March 3, 2021, we offered 11 one-hour webinar sessions, as well as an additional webinar hosted by the Secretariat for Relations with English-speaking Quebecers in October 2020, with an average attendance of approximately 29 participants. Archived webinars can be viewed on the ELAN YouTube account.

Building on the previous year's focus group research, we held a 90-minute Community Stakeholder Group session in March 2021 via Zoom, featuring representatives from five organizations representing different disciplines within the English-speaking arts and culture community. The purpose of this discussion group was to validate key findings from our research and identify emerging needs and issues, with a particular focus on the impact of Covid-19. Future sessions will take place on a biannual basis as a way of maintaining an ongoing dialogue with key stakeholders.

Finally, the initial phase of the project concluded with the preparation of the Québec Relations Project Summary Report and Action Plan, a 30-page document summarizing activities and key findings and presenting recommendations for future phases of the project. Québec Relations has now been renewed for an additional two years with increased funding from the Secretariat for Relations with English-speaking Quebecers in recognition of project's impact thus far.

We're All in this Together (WAITT) – Bobbi Jo Hart

With a shared mission to connect with, inspire and entertain isolated, English speaking senior citizens during the pandemic, "We're All In This Together" (WAITT) is a community outreach initiative developed as a bi weekly web series of 23 episodes of video content created and produced as a collaboration between The English Language Arts Network (ELAN) and Seniors Action Quebec (SAQ). This project has been funded by Canadian Heritage for a duration of 2 years. (2019-2021)

A focus group of seniors consults with WAITT Director/Project Manager Bobbi Jo Hart on a regular basis to help guide content focus. With respect for diversity and inclusion, episodes thus far include music performances, author conversations, horse therapy, Indigenous hoop dancing, health advice, drag queens, bird watching and tutorials on cooking, gardening, tango and more!

Ep1: Holiday Baking with Hainya & Linda

Ep2: Holiday Concert Special at Martha Wainwright's Ursa

Ep3: Art Therapy with Sarah

Ep4: Movement & Mindfulness with Mariko

Ep5: Author Conversations with Louise Penny

Ep6: Creative Writing with Christian: Character Development

Ep7: Laughter Yoga with Liliana

Ep8: Flower Arranging with Lyudmila

Ep9: Gardening in Small Spaces with Graham

Ep10: Animal Fostering with Cindy

Ep11: Eating Healthy on a Budget with Crystal

Ep12: Bird Watching with Joël

Ep13: Medicinal Hoop Dancing with Makhena

Ep14: Horse Therapy with Karina

Ep15: Wine Pairing with Ana

Ep16: The Fabulous World of Drag with Barbada

Ep17: Making Summer Jam with Susan

Ep18: Tango Dancing with Mireille

WAITT has received a lot of media attention, including TV, radio and print press across Quebec, with overwhelmingly positive reactions from our seniors focus group and audiences.

WAITT Episodes Breakdown & Analytics

Episode Duration: 30 min – 1 hour

Season: Bi-Weekly; Dec 2020 through Oct 2021

Total number of episodes: 23

Average views: 1,696.65

Social Media Comments: Nearly 900 comments on YouTube alone

Followers/Subscribers: A total of 1942 on all platforms (YouTube + IG)

A dedicated, publicist, Sarah Grenier, was hired in December 2020, who co-created and co-manages a dedicated WAITT Facebook page and assisted in creating and co-manages our dedicated WAITT YouTube page as well. Innumerable, positive comments on our WAITT Facebook pages as well!

<https://www.facebook.com/WereAllInThisTogetherQuebec/>

<https://www.youtube.com/channel/UCcQpJgDPI7X95JPthKjDOoA>

The media have been very supportive of WAITT thus far, with many print, TV and radio coverage, including: Gaspé spec / Montreal Gazette / Montreal Times / Quebec Chronicle Telegraph / Sherbrooke Record / The Suburban / CBC -All In a Week and + Daybreak / CJAD The Andrew Carter Show + The Natasha Hall Show / CityLIFE Outaouais on MaTv

Team:

Director/Project Manager: Bobbi Jo Hart

Executive Producers: Vanessa Herrick, Guy Rodgers, Patrick Lloyd Brennan

Associate Producers: Swati Khanna, Katia Toimil-Bramhall

Director of Photography: Sam Trudelle, Claire Sanford, Antoine Benhini

Editors: Lorne Brass, Nick Jewell

Publicist: Sarah G. Laforce

Content Consultant: Ruth Pelletier

WAITT Theme Song: Andrea Lindsay

Waves of Change – Guy Rex Rodgers

Project Manager: Guy Rex Rodgers; Project Coordinator: Betty Esperanza; Director of Photography Youssef Shoufan.

Funded by the Secretariat for relations with English-speaking Quebecers, Waves of Change is part of a community project about identity and belonging in collaboration with: Concordia University, Quebec Anglophone Heritage Network, Black Community Resource Centre, LEARN, Seniors Action Quebec and Youth 4 Youth.

The production team considered possible ways to explore questions of identity and belonging for English-speakers living in Quebec. Commission original works of art expressing identity and belonging? Stimulate community conversations based on books, plays, films, songs and other works of art? Conduct group interviews about shared experiences? Record individual Interviews about personal experiences? The challenge was how to engage in a meaningful conversation with the extremely diverse English-speaking communities of Quebec. We finally hit upon the idea of creating group discussions based on waves of immigration. Everyone in the English-speaking communities remembers when their family arrived and where they came from.

Then we created discussion groups based upon five waves of immigration because social, political and economic conditions have changed dramatically within the span of living memory. Waves of Change became a 200-year (1820-2020) oral history of Quebec's English-speaking community, recorded on the 50th anniversary of the FLQ crisis. We filmed six discussion groups despite the major challenge of bringing people together in a room during a global pandemic. The benefit was that the conversation was much richer as participants added their different, yet similar, perspectives.

Group 1 – Colliding Solitudes featuring families that arrived prior to 1945 and lived mainly in a linguistic isolation until the turbulent 70s and 80s.

Group 2 – Le Vote Ethnique with immigrants and refugees who arrived in Quebec between 1945 and 1970, mostly speaking neither English nor French. The Catholic Church pushed many into the Protestant school system.

Group 3 – Classe d’accueil. Families that arrived 1970-1995 during the incendiary FLQ and referendum years.

Group 4 – Crashing the Party. Families that arrived 1995-2010 during a period of new beginnings.

Group 5 – Invisible Hoops. People who have arrived between 2010 and 2020 and are still discovering the unwritten rules of Quebec and trying to figure out where they belong.

Almost a third of Quebec’s English-speakers live in community outside Greater Montreal. We created a sixth video to examine the regional experience.

Group 6 – You Just Have to Find Them! These interviews features 10 engaging personalities from the Eastern Townships, Lanaudière, Outaouais, Megantic County, Baie Comeau, Abitibi-Temiscamingue, Gaspé, Magdalen Islands and the Lower North Shore sharing the experiences of English-speaking communities that live in dramatically different circumstances from one another and from the metropolis of Montreal

The six videos can be seen at: <https://wavesofchangequebec.ca/>

What’s Next?

MAtv will broadcast the six original videos in extended 28-minute versions as of September 2021. In addition, the six videos in a French subtitled version will also be aired on MAtv.

Year two of the identity and belonging project funded by the Secretariat for relations with English-speaking Quebecers will create a feature length documentary based on the 20 hours of interviews plus additional content.

ENGLISH LANGUAGE ARTS NETWORK - QUEBEC
FINANCIAL STATEMENTS
MARCH 31, 2021

SUMMARY

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INDEPENDENT AUDITOR'S REPORT

To the Directors of
ENGLISH LANGUAGE ARTS NETWORK - QUEBEC

Opinion

We have audited the financial statements of ENGLISH LANGUAGE ARTS NETWORK - QUEBEC (the organization), which comprise the balance sheet as at March 31, 2021, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

ENGLISH LANGUAGE ARTS NETWORK - QUEBEC**STATEMENT OF OPERATIONS****FOR THE YEAR ENDED MARCH 31, 2021**

	<u>2021</u>	<u>2020</u>
REVENUES		
Grants (schedule A)	\$ 1,303,459	\$ 1,041,127
Partnership	97,124	40,000
Membership fees	7,688	7,835
Other revenues	<u>6,065</u>	<u>5,611</u>
	<u>1,414,336</u>	<u>1,094,573</u>
EXPENSES		
Salaries, employee benefits and honorariums	355,364	320,628
Contractors	855,361	639,180
Rent	58,900	41,723
Publicity	12,889	2,607
Translation	7,880	6,839
Project expenses	73,341	-
Workshop expenses	(178)	12,608
Travel and representation	573	10,742
Communications	5,795	7,226
Website and maintenance	11,189	11,973
Printing and mailing	3,191	8,156
Office and general	12,639	19,531
Meetings and general	65	7,739
Membership	400	355
Professional fees	7,143	11,349
Training	-	3,491
Insurance	1,342	1,294
Interests and bank charges	1,032	1,182
Amortization of capital assets	<u>5,558</u>	<u>3,409</u>
	<u>1,412,484</u>	<u>1,110,032</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ 1,852</u>	<u>\$ (15,459)</u>

ENGLISH LANGUAGE ARTS NETWORK - QUEBEC

STATEMENT OF CHANGES IN NET ASSETS

FOR THE YEAR ENDED MARCH 31, 2021

	<u>Invested in capital assets</u>	<u>Unrestricted</u>	<u>2021 Total</u>	<u>2020 Total</u>
BALANCE, BEGINNING OF YEAR	\$ 14,281	\$ 34,205	\$ 48,486	\$ 63,945
Excess (deficiency) of revenues over expenses	(5,558)	7,410	1,852	(15,459)
Investment in capital assets	<u>4,486</u>	<u>(4,486)</u>	<u>-</u>	<u>-</u>
BALANCE, END OF YEAR	<u>\$ 13,209</u>	<u>\$ 37,129</u>	<u>\$ 50,338</u>	<u>\$ 48,486</u>

ENGLISH LANGUAGE ARTS NETWORK - QUEBEC**BALANCE SHEET****AS AT MARCH 31, 2021**

	<u>2021</u>	<u>2020</u>
ASSETS		
CURRENT ASSETS		
Cash - Operating account	\$ 20,561	\$ 11,763
Enhanced Business Account, 0,25% (1% in 2020)	337,012	104,581
Accounts receivable (note 3)	53,638	22,562
Contributions receivable	21,318	38,628
Prepaid and deposits	<u>14,627</u>	<u>5,818</u>
	447,156	183,352
CAPITAL ASSETS (note 4)	<u>13,209</u>	<u>14,281</u>
	<u>\$ 460,365</u>	<u>\$ 197,633</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (note 6)	\$ 84,855	\$ 36,818
Deferred revenues	4,576	-
Deferred contributions (note 7)	<u>320,596</u>	<u>112,329</u>
	<u>410,027</u>	<u>149,147</u>
NET ASSETS		
INVESTED IN CAPITAL ASSETS	13,209	14,281
UNRESTRICTED	<u>37,129</u>	<u>34,205</u>
	<u>50,338</u>	<u>48,486</u>
	<u>\$ 460,365</u>	<u>\$ 197,633</u>
COMMITMENT (note 8)		

APPROVED BY,**DATE**

ENGLISH LANGUAGE ARTS NETWORK - QUEBEC**NOTES TO FINANCIAL STATEMENTS****AS AT MARCH 31, 2021****7. DEFERRED CONTRIBUTIONS**

The deferred contributions represent unused resources received during the year. The amount shall be considered as income in the following year. Changes in deferred contributions balances are:

	<u>2021</u>	<u>2020</u>
Opening balance	\$ 112,329	\$ -
Less : amount recorded as income	(112,329)	-
Plus: amount received for the following year	<u>320,596</u>	<u>112,329</u>
Closing balance	<u>320,596</u>	<u>112,329</u>
Deferred contributions		
Canadian Heritage - Micro-Grants	261,894	112,329
Canadian Heritage - English Seniors	34,120	-
Secretariat for Relations with English-speaking Quebecers - ACE 2.0	7,127	-
Secretariat for Relations with English-speaking Quebecers - Québec Relations	10,000	-
National Assembly of Québec	<u>7,455</u>	<u>-</u>
	<u>\$ 320,596</u>	<u>\$ 112,329</u>

8. COMMITMENT

The commitment of the organization under a lease agreement aggregates to \$197,130. The instalments over the next years are the following:

2022	\$ 36,380
2023	\$ 38,580
2024	\$ 38,580
2025	\$ 38,580
2026	\$ 38,580
Others	\$ 6,430

ENGLISH LANGUAGE ARTS NETWORK - QUEBEC

ADDITIONAL INFORMATION

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
SCHEDULE A		
GRANTS		
Canadian Heritage - Micro-Grants	\$ 399,060	\$ 422,421
Canadian Heritage - The First Spark Initiative	-	5,000
Canadian Heritage - Program funding	162,000	162,000
Canadian Heritage - English Seniors	176,050	-
Canada Council for the Arts - DCCADI	-	43,750
Canada Council for the Arts - PNAEMF initiative	203,195	-
Canada Council for the Arts - Covid-19 Emergency Support Fund	47,200	-
Canada Council for the Arts - Program funding	48,500	35,000
National Assembly of Québec	12,545	-
Innovation Science and Economic Development Canada - Digital Solutions	-	24,185
Secretariat for Relations with English-speaking Quebecers - ACE 2.0	4,225	108,193
Secretariat for Relations with English-speaking Quebecers - Québec Relations	150,000	140,000
Conseil des arts et des lettres du Québec - Program funding	75,000	75,000
Conseil des arts de Montréal - Inclusion	12,500	12,500
Canada Summer Jobs	4,211	3,984
Young Canada Works	6,405	4,183
Emploi-Québec	<u>2,568</u>	<u>4,911</u>
	<u>\$ 1,303,459</u>	<u>\$ 1,041,127</u>

Board Resolutions 2020-2021

Motions carried by the ELAN Board of Directors 2020-21

07-10-2020-01(By email)

The board of directors of ELAN (the English Language Arts Network) authorizes our Executive Director, Guy Rodgers, to apply to the Department of Canadian Heritage for the E-Share project, and to sign any related documents.

Moved by: Paul Bracegirdle Seconded by: Patrick Lloyd Brennan Carried

08-06-2020-01 (by email)

Motion to accept the 2019-20 audited financial statements.

Motioned by Patrick Lloyd Brennan Seconded by: Deirdre Potash Carried

10-06-2020-1 (by email)

Motion to mandate Fortner Anderson to represent ELAN on the Board of Culture Montréal.

Moved by: Kakim Goh Seconded: Isak Goldschneider Carried

Motion 10-14-2020-01 (by email)

ELAN's board of directors approves an application for – Lancement public de la plateforme ARTSCAST (Public launch of the ARTSCAST platform)

Funder- Quebec Ministry of Culture

Amount requested - 453 630,00 \$

Moved: Elise Moser Seconded: Deirdre Potash Carried

Motion 10-29 2020- 01 (By email)

Motion to mandate Deborah Forde as principal administrator for the Desjardins AccèsD portal.

Motioned by: Anna Leventhal Seconded by: Deirdre Potash Carried

Motion 10-29-2020-02 (by email)

Motion to mandate Deborah Forde as the primary contact for all transactions related to the ELAN Visa account.

Motioned by: Anna Leventhal Seconded by: Deirdre Potash Carried

Motion 12-14-2020-01 (by email)

Motion to have our ex-board member Kakim to rejoin the current board.

Motioned by: Deirdre Potash Seconded by: Elise Moser Carried

Motion 08-02-2021 -01 (by email)

Motion to accept funding from The Secretariat for Relations with English-Speaking Quebecers for:

1. Support for community post-COVID relaunch
2. Com-Unity SELFIES project Phase II

And:

Allow Guy to continue work started with - Com-Unity SELFIES project Phase 1, via consultation contract.

Moved: Deirdre Potash Second: Isak Goldschneider Carried

Motion 23-03-2021-01(by email)

Motion to sign NASO letter advocating for the extension of the CRB

Moved: Angie Cheng Seconded: Anisa Cameron Carried

BUDGET 2021-2022

ENGLISH LANGUAGE ARTS NETWORK	Previous Year	Last Year Preliminary	
	Actual	Budget	Budget
	y 2019/20	y 2020/21	y 2021/22
Core Revenue			
PCH program funding	\$162,000.00	\$162,000.00	\$162,000.00
CCA program funding	\$35,000.00	\$48,500.00	\$48,500.00
CALQ program funding	\$75,000.00	\$75,000.00	\$75,000.00
CAM program funding	\$12,500.00	\$12,500.00	\$12,500.00
Earned revenues - Interest	\$2,985.00	\$2,885.27	\$3,000.00
Earned revenues - Membership	\$7,835.00	\$7,668.00	\$7,500.00
miscellaneous	\$2,626.00	\$3,180.00	\$0.00
YCW, CSJ, Emploi Québec	\$13,078.00	\$12,335.65	\$26,485.00
Total - Core Revenue	\$311,024.00	\$324,068.92	\$334,985.00
Project Revenue			
PCH ArtistsInspire Grants	\$422,421.00	\$399,060.36	\$813,829.00
PCH We're All in this Together	\$0.00	\$176,050.37	\$236,170.00
CHSSN		\$11,700.00	
CCA COVID Relief Funds	\$0.00	\$47,200.00	\$0.00
ISED ARTS2U Digital Research	\$24,185.00	\$0.00	\$0.00
CCA ARTS2U Digital Research	\$48,750.00	\$0.00	\$0.00
CCA ARTS2U PNAEMF	\$0.00	\$203,195.00	\$0.00
Secretariat - AtrcsCasts		\$12,554.78	\$0.00
Secretariat ACE	\$148,193.00	\$4,224.62	\$7,127.00
Secretariat Relaunch		\$0.00	\$475,000.00
Secretariat Québec Relations	\$140,000.00	\$150,000.00	\$260,000.00
Secretariat Waves of Change	\$0.00	\$86,281.95	\$90,000.00
Total - Project Revenue	\$783,549.00	\$1,090,267.08	\$1,882,126.00
TOTAL REVENUE	\$1,094,573.00	\$1,414,336.00	\$2,217,111.00
EXPENSE			
Core wages + Social Benefits			
Staff salaries	\$248,725.00	\$258,755.98	\$257,160.00
Salary overheads (10.2%)	\$20,701.00	\$22,236.03	\$26,230.00
CSST	\$2,220.00	\$2,138.65	\$1,852.00
Total Wages & Social Benefits	\$271,646.00	\$283,130.66	\$285,242.00
Core Admin Expenses			
Contract labour	\$8,476.00	\$8,007.50	\$12,000.00
Rent and insurance	\$28,084.00	\$35,168.63	\$35,604.00
Maintenance & Repair	\$9,947.00	\$1,400.00	\$6,600.00
Equipment and Depreciation	\$3,409.00	\$5,558.00	\$5,500.00
Office Supplies	\$2,835.00	\$1,729.03	\$4,000.00
Photocopies	\$217.00	\$0.00	\$0.00
Telephone, Internet	\$3,740.00	\$2,364.57	\$3,500.00
Email costs	\$764.00	\$805.32	\$1,000.00
Postage & Courier	\$798.00	\$810.08	\$1,000.00
Training and Professional Development	\$3,385.00	\$0.00	\$6,000.00
Publicity	\$1,586.00	\$120.05	\$3,500.00
Printing	\$1,017.00	\$22.74	\$1,200.00
Web Site (maintenance, development)	\$9,351.00	\$1,125.48	\$10,000.00
Translation (website, PR)	\$4,341.00	\$1,543.75	\$4,500.00
15th anniversary	\$16,349.00	\$0.00	\$0.00
A.G.M. (fall)	\$6,203.00	\$315.00	\$7,000.00
Travel costs	\$0.00	\$29.07	\$300.00
Travel (regional reps)	\$229.00	\$0.00	\$1,500.00
Meetings (board)	\$1,560.00	\$64.97	\$2,200.00
Professional Fees (accounting, audit)	\$6,446.00	\$5,488.13	\$4,600.00
Memberships and Subscriptions	\$2,253.00	\$5,122.76	\$5,600.00
Bank Charges, Tax, other	\$1,662.00	-\$2,636.73	\$1,200.00
Total - Administration	\$112,652.00	\$67,038.35	\$116,804.00
Total - Core Expenses	\$384,298.00	\$350,169.01	\$402,046.00

Project Expenses

Advocacy	\$1,650.00	\$1,242.43	\$2,500.00
Workshops	\$4,755.00	\$5,649.75	\$7,000.00
Inclusion	\$4,483.00	\$1,563.52	\$3,000.00
ArtsCast- Community Access	\$0.00	\$38,554.99	\$0.00
PCH Artists Inspire Grants	\$422,990.00	\$399,060.36	\$806,329.00
PCH We're All in This Together		\$176,050.37	\$215,830.00
ISED ARTS2U Digital Research	\$23,072.00	\$0.00	\$0.00
CCA ARTS2U Digital Research	\$42,847.00	\$0.00	\$0.00
CCA ARTS2U PNAEMF	\$0.00	\$203,637.76	\$0.00
CCA-COVID Relief		\$21,031.08	
CHSSN		\$11,570.00	
Secretariat ACE	\$147,481.00	\$4,224.62	\$7,127.00
Secretariat Relaunch		\$0.00	\$423,279.00
Secretariat Québec Relations	\$78,456.00	\$114,276.51	\$260,000.00
Secretariat Waves of Change	\$0.00	\$85,452.81	\$90,000.00

Total - Project Expenses	\$725,734.00	\$1,062,314.20	\$1,815,065.00
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TOTAL EXPENSE	\$1,110,032.00	\$1,412,483.21	\$2,217,111.00
NET SURPLUS (DEFICIT)	-\$15,459.00	\$1,852.79	\$0.00

Current & Planned Activities April 1, 2021 to March 31, 2022 – Patrick Lloyd Brennan & The Executive Committee

On April 1st, ELAN welcomed its new Executive Director Patrick Lloyd Brennan. A comprehensive onboarding plan was implemented including training sessions with former ED Guy Rodgers, briefings with all staff and project managers, as well as a series of meetings with key stakeholders, partners, and funders.

As we have recently and are currently experiencing a period of staff renewal, the team has taken time to look inward and take stock of our systems and structures. Through a series of staff retreats we have explored transparency and inclusive workspaces; revisited our mandate, mission, and values in relation to our respective roles and departments; and unpacked core topics around membership. The data and discussion items gleaned from these retreats along with the introduction of new staff members will inform ELAN's organizational structure moving forward.

In the same vein, ELAN's Executive Director and soon to be reinstated Governance Committee will be moving into the final stages of its strategic planning process. As ELAN's team and available resources are currently at full capacity, we will use this opportunity to look deeper at our values and pillars. This will leave us well positioned in the coming years to move forward with new projects and services.

The Spring and Summer seasons have brought grave concerns around language rights to the forefront. The Government of Canada released *English and French: Towards the Substantive Equality of Official Languages in Canada*, a policy paper on revising the federal approach to Canada's Official Languages, on Friday, February 19, 2021. The English-Language Arts Network shared the English-Speaking Communities of Quebec's perspective that the policy paper released by the Canadian government goes well beyond simply revising the Official Languages Act in a brief submitted to the Senate Standing Committee on Official Languages. The government is proposing a fundamental change in its approach to official languages, with French at the core. It can only be surmised that the abandonment of federal responsibilities in relation to the English-speaking communities of Quebec and the increase of measures that will further reduce their access to services will cause our English speaking arts community to require more support from federal public funds, from sources of federal public funding that will no longer be invested in our communities. The proposed reforms to the Official Languages Act paves the way for an expansion of the oppressive language measures our community already experiences – it will leave our English speaking artists in Quebec and the entire Official Language Minority Community destabilized and vulnerable.

At the provincial level, ELAN continues to closely monitor Bill 96 and its potentially devastating impacts on our community's vitality and future. In the Fall, the bill will move into its consultations and hearings phase; ELAN will be collaborating with sister organizations and key partners on a brief outlining our position on the bill. We will be seeking public awareness, media attention, and overall community and member engagement on the matter in the coming months and will keep you informed and consulted via webinars and open Q&A sessions.

ELAN's longstanding commitment to equity, diversity, and inclusion remains a holistic priority. There continues to be increased and justified demands for accountability and meaningful change in our sector. This past Spring, ELAN's was honoured to have been nominated for a Grand Prix du Conseil des arts de Montréal, *Nos indispensables* Award in the Equity category - we wish to thank staff, board, and particularly our Inclusion Committee members past and present for their dedication to this important work.

As our sector cautiously inch our way out of this generational crisis and move closer and closer into a pandemic recovery phase, some of ELAN's actions and objective for the year include:

- Funding program consultations with funders at all levels – promoting increased accessibility/eligibility, assistance with adapting to a digital shift, and more.
- Public discussions around salary disclosure – while ELAN has developed clear policies around salary, unfortunately the cultural sector can still only manage to pay modest wages.
- Taking a cross-sectoral approach centred around the breadth of knowledge and skills being born out of ELAN's many projects.
- Rebuilding an economically viable model that can provide sustainable support and opportunity for all players in the sector.
- Returning to our core services and rebuilding our community with refreshed communications and other member services, activities, and opportunities to gather safely and comfortably.

Slate of Nominees for the 2021-22 ELAN Board of Directors:

New board nominees:

Music rep: Simon Wayland

Writing: Deanna Smith

Regional: Lisan Chng

Standing for re-election:

TV/Film: Victoria Sanchez

Visual Arts Rep: Kakim Goh

Regional: Deirdre Potash

Producer: Blair MacKay

Acclaimed*:

QDF Rep: holly Greco

AELAQ Rep: Rebecca West

****ELAN's sister organizations have permanent seats on ELAN's board. The representatives that they delegate are acclaimed by ELAN's board and members.***

Ratification vote of Executive:

Vice- President: Angie Cheng

Treasurer: Kakim Goh

ELAN Staff and Board Biographies

ELAN Staff

Patrick Lloyd Brennan— Executive Director

Patrick Lloyd Brennan has been an active member of the theatre and dance communities for over fifteen years engaging in performance, choreography, research, and artistic direction, and holds a BFA in Contemporary Dance from Concordia University. As a cultural worker, he has an extensive profile including Just For Laughs, Les Grand Ballets Canadiens de Montréal, Parts+Labour_Danse, Centaur Theatre Company, the Segal Centre for Performing Arts, and the Quebec Drama Federation. He has lent his policy, board and committee experience to organizations including Le Conseil québécois du théâtre, Canadian Arts Coalition, MainLine Theatre & the St-Ambroise Montreal FRINGE Festival, AIDS Community Care Montreal (ACCM), La Machinerie des arts, English Language Arts Network (ELAN), Centaur Theatre's Artistic Diversity Discussion and Parts+Labour_Danse.

Sufia Duez – Communications Coordinator (*Left position February 2021*)

Sufia is a graduate of the University of Toronto and Ryerson University. She has been working in the arts and cultural sector for 10 years, predominantly in the field of literary arts and publishing. In 2016, Sufia co-produced a literary/music series of live performances entitled INVENTIONS, which combined free writing with musical improvisation. Sufia is also a classically-trained pianist and amateur multi-instrumentalist who has played in a few bands and enjoys composing music in her free time. She is currently working on the “final” edits of her first novel.

Deborah Forde – Director of Operations

In 1999, after over 20 years in community development, Deborah's work led her to the practice of professional community engaged arts through the study of Theatre for Development at Concordia. Emerging first as a director, with Bryan James's *Terminal*, *Terminal* and Rahul Varma's *State of Denial*, Deborah went on to spend two years supporting other emerging artists through Black Theatre Workshop's YouthWorks, and 3 years serving the English-speaking theatre community as Executive Director for the Quebec Drama Federation. She has also recently directed the inaugural production of Canada's first Muslim theatre company, Silk Road Institute, and is the former coordinator for Teesri Duniya Theatre Fireworks program. Currently, in addition to her work with ELAN, Deborah continues to freelance with the goal of continuing to support emerging artists and facilitate community connection to, and through, theatre.

Swati Khanna – Program Manager

Swati has two decades of TV and Film production experience in India, working on everything from scripting, shooting, costumes, direction and post-production for TV shows, studio films and indies. As a Creative Director for a number of entertainment channels, her focus was non-fiction programming. Swati helmed super-hit reality shows like the Indian syndicated versions of Dancing with the Stars, Fear Factor, and Bachelorette. She also produced a number of live award-shows. At NDTV (English language news) and MTV India, Swati produced entertainment news shows and worked as on-air talent. In Canada, Swati has worked for a number of arts and entertainment organizations, including the Teesri Duniya Theatre, The Fringe Festival, Just for Laughs and the South Asian Film Festival. Her work has spanned events production and management, as well as more creative pursuits. She served as a creative producer for educational short films about Bollywood for Concordia University's Media Studies program. She also designed costumes for plays produced by Silk Road Institute and was critically appreciated for her work. Currently, she is the Program Manager at ELAN where she oversees the Arted and Arts2U projects.

Emily Enhorning – Membership Services Coordinator (*Outgoing*)

Emily's background is primarily in darkroom photography and printmaking, and she has been active in many community-based studios and artist run centres between Toronto and Montreal. Studying English Literature and Gender Studies at McGill, her undergraduate research focused on intersections of drone technology, transportation, and settler colonialism, and she has worked as ELAN's Membership Services Coordinator since graduating in 2018.

Christine ML Lee –Membership Services Coordinator (*Incoming*)

Based out of Tiohtià:ke/Mooniyang (Montreal), Christine ML Lee is a composer, playwright and poet interested in the intersection between music, movement and storytelling. As a cultural worker, Christine has worked with the Bozzini String Quartet, l'Agence Musicale Étudiante de l'Université de Montréal (AME) and is a proud graduate of the HEC Arts Management DESS program. Working with dance and spoken word, her music has been performed at Festival Quartiers Danses and in Montreal Botanical Gardens. Alumna of Nightwood Theatre's Young Innovators Unit 2020-2021, Christine is currently working on a musical tentatively titled, "Just a Note", supported by the Canada Council for the Arts and by Playwright's Workshop Montreal. Her video poem "Holding Waterways" premiered at the Festival St-Ambroise Montreal Fringe 2021. Christine is serving on the 2021-2022 Board of Directors for the Quebec Writers' Federation.

Nick Maturo – Research Coordinator (Québec Relations)

Nick Maturo holds an M.A. in Communications Studies from McGill University and a B.F.A. in Electroacoustic Studies from Concordia University. His ongoing research considers musician labour and the role of institutions within the rapidly evolving field of online music distribution. As an artist, Nick has been active in Montréal's experimental music community for over ten years and has performed at the Suoni Per Il Popolo and MUTEK festivals.

Francisco Gonzalez-Rosas – Research Coordinator (Québec Relations)

Francisco Gonzalez-Rosas is a performance and new media artist established in Tiohtià:ke / Montréal since 2016. He holds a BA in Acting from Finis Terrae University, Santiago, Chile and a Master in Fine Arts in Intermedia, from Concordia University. His practice integrates sound, image, performance, video and installation. Questions of representation, gender, race, digital culture, image and technology are at the core of his work.

Quinlan Green – Summer Membership Services Assistant

Quinlan Green has been enjoying time spent at ELAN, as an assistant to the Membership department, since this past June. He's discovered an interest in community-activation work in recent years, through work with Teesri Duniya Theatre and the Quebec Public Interest Research Group, and also works as a student librarian for Concordia University's Fine Arts Reading Room. Born in Vancouver and raised in Northern Ontario, Quin has been making Montreal home while steering his artistic aspirations towards playwrighting, finishing his degree in Performance Creation at Concordia this upcoming academic year.

Max Holzberg – Summer Communications Assistant

Max Holzberg is a Montréal based curator, filmmaker, and cultural worker. Max has recently become an ELAN member and is currently working for ELAN as a Summer Communications Assistant. In 2020 Max obtained his Bachelor's of Fine Arts in Film Studies from Concordia University's, Mel Hoppenheim School of Cinema and is continuing on at Concordia to pursue his MA in Film Studies. Max has worked on a number of curatorial projects such as: FNC: Spotlight on Concordia Fine Arts (2019), Nouveau Cineastes, Dazibao Image (2019), and the 46th Concordia Film Festival (2018-2019). As a filmmaker, Max produced a 4 part mini-series for MaTV's My Curious City (2018) as well as Elspeth McConnell: An Extraordinary Legacy (2019); a film jointly commissioned by the MUHC and Doggone Foundation. Currently, Max is writing his SSHRC funded thesis "Replaying the Past: Queer Canadian Documentary as Counter-Archival Practice" a project which examines queer Canadian documentary film as a form of counter-archive that questions collective memory, identity, and nationalism.

ELAN Project Managers

Betty Esperanza -Waves of Change

Betty Esperanza has been building communities worldwide for two decades through her passion to unite people of all cultures to champion causes in the philanthropic and arts and culture spheres. She studied diplomacy and business development and marketing while juggling careers as an artist, musician and entertainment manager of Canadian Jazz Musician, Vic Vogel for 10 years, as well as an avid street photographer participating in over 30 International exhibits where some of her black and white series “A BOOK ABOUT DEATH” are archived in the Museum of Modern Art (MoMA NY and MoMA Wales), American Art at the Smithsonian Institution and Musee des Livres de Paris to name a few. She is part of the TED Talks brand and a recent Radio Canada documentary “L’Esperanza de Cuba” tells her story in Cuba about her non-profit, Skateboards For Hope which empowers youth using skateboarding as a tool to break the cycle of poverty. It brought her attention to meet Oprah in 2013 and most recently received the Maria Brown Humanitarian Award for her commendable community work. Betty is also the Founder of 100 Thousand Poets 4 Change Festival, an annual open mic poetry event in its 10th year providing a safe space for inclusion and diversity. Her latest endeavour is working as Project Manager on ELAN’s Waves of Change documentary project which will shine a spotlight on English Speaking Quebeckers, artists and communities.

Bobbi Jo Hart- We’re All In This Together

Bobbi Jo Hart is an award-winning filmmaker and community outreach consultant who passionately harnesses the power of storytelling to amplify the voices of disadvantaged and marginalized members of our society. By building bridges of understanding through her documentary films and community engagement initiatives, she is dedicated to celebrating our shared humanity. Bobbi Jo has created many community projects utilizing art and music therapy, be it to engage schoolchildren, senior citizens or at-risk youth. Her career has taken her to countries as diverse as Pakistan, Costa Rica, Zimbabwe, the United States, Russia, Australia, Poland and Guatemala. Bobbi Jo’s favourite quote is by Thich That Hanh: “There is no way to happiness. Happiness is the way”.

Christie Huff – Arts & Education Lead Consultant. ACE Initiative. ArtistsInspire Grants

Christie Huff helps organizations in the arts, community and education sectors to align with the needs of the people they aim to serve to achieve measurable social impact. Her goal is to empower the people she works with to approach their challenges as collaboratively as possible so that their change efforts may be successful and sustained. Before completing her Master's degree in Human Systems Intervention (2012, Concordia), she had undergraduate degrees in economics and commerce, a Certificate in Adult Training & Development (OISE), and experience working with for-profit, government, and non-profit organizations and social enterprises. Christie currently oversees ELAN's strategic approach to connecting Artists with Educators through the ACE Initiative and the soon-to-be launched Micro- Grant program.

Guy Rex Rodgers - ELAN Founder, Waves of Change Project Manager

A graduate of the playwriting program at the National Theatre School of Canada, Guy Rex Rodgers has worked in film and television, and specialized in writing large-scale multimedia productions for museums and special events across Canada, as well as the US, Europe and the Middle East. He has also worked in television, interviewing artists for the Montreal International Jazz Festival and writing TV specials. He recently wrote a pictorial history book for Montreal's Welcome Hall Mission to commemorate their 125th anniversary. He is also a musician and has recently performed in several editions of Tim Brady's symphonies for 100 guitarists. In 2015 he was appointed to l'Ordre des arts et des lettres du Québec. A long-time arts activist, Guy Rex Rodgers was co-founder of the Quebec Drama Federation (QDF) and the Quebec Writers' Federation (QWF), was a member of the founding board of le Conseil des arts et des lettres du Québec (CALQ), and was Executive Director of the English-Language Arts Network from its inception in 2004 until 2021.

Daniel Webster – Digital Solutions, ARTS2U

A 30 year veteran of the music industry Dan has led projects in digital distribution, sales and marketing, ticketing, artist development, and festival development. Dan is currently managing ELAN's (English Language Arts Network, Quebec) research on Digital Solutions, and managing the ELAN's ARTS2U prototype development. In 2019 Dan will lead a Canada Council – DSF funded project that develop connections and collaborations among digital initiatives. In 2018, the music company Dan founded 'Greenland Productions' celebrated 25 years in business. In 2014 Dan created TIXZA, a ticket solution for small venues. Dan is co-founder of Osheaga Music Festival and the creator of the Green Stage at Osheaga. Dan's early work in co-creating the peer to peer file sharing technology FLIPR in 1999 was his first foray into offering a solution for artists to self-distribute music in the internet age.

2020-21 Board of Directors – Executive Committee

Li Li (Theatre)– President

Li Li is a first generation Canadian. She spent her childhood living in different continents, finally settling in Quebec. She has a BFA major in Digital Image & Sound; with a Minor in Theater from Concordia university. Li Li has worked in theater, TV/film and video games. Behind the camera, Li Li has worked a range of jobs including being a fixer, translator, casting director, co-producer as well as selling finished projects to broadcasters. Currently Li Li is serving as ACTRA National Diversity and Inclusion Committee’s co-chair and part of the ACTRA Montreal branch council. She is part of the following unions: ACTRA, CAEA and UDA. Li Li is a mother and has a strong interest in gender equity, diversity and inclusion.

Kakim Goh (Visual Arts) – Interim Vice-President

Kakim Goh is a Singaporean-born Montreal-based visual artist, curator, and cultural worker who creates interdisciplinary painting, performance and video installations. Kakim has been exhibiting in Quebec and Mexico since 1993. He holds a Bachelor of Fine Arts in Painting and Drawing from Concordia University. He has a long history of community engagement helping to advance equity, diversity, and inclusion in the education, arts, and culture sectors. Kakim served as Curator of the Visual Arts Program at Festival Accès Asie from 2014 to 2016 and was Vice-President on the festival’s Board of Directors from 2014 to 2019. From 2019 to 2021, he lead The ABILITIES Project in inclusive practices that provided adapted training, professional development and accommodation for an artist with cerebral palsy to help her integrate into the professional arts community in Montreal. He is Treasurer of the Board of Directors at MAI (Montréal, arts interculturels) and an appointed Member of the Evaluation Committee for New Artistic Practices and Multidisciplinary Sector at the Conseil des arts de Montréal. Kakim is active as an Executive Member of the Board of Directors (Treasurer 2019 - 2020 / Vice-President 2020 - 2021) and Co-chair of the Inclusion Committee at the English-Language Arts Network (ELAN) since 2018.

Angie Cheng-(Performance) - Treasurer

Originally from Ottawa, Angie Cheng is a Montreal-based dance artist. Collaborative creation processes ground her ongoing research in performance; investigating the liminal space between creative process and performance event, between spectator and performer. The embodied and specific understandings that arise from these investigations shape her current questions and engagements both in her own work and with others. What other platforms are available for presenting work and examining how we present the different states of work and the influence it plays with what we create. She has also been actively engaged in the dance community in the conversations of inclusivity, diversity and accessibility. She was a member of the now defunct inclusivity vivre ensemble committee of the RQD.

Quinten Sheriff (Visual Arts / Music)- Secretary

Growing up in Zimbabwe gave Quinten the experience as a citizen in a democracy that since deteriorated into the chaos that stains the country as of this moment. Throughout his youth he was thrown into the strife that tore the country apart and went through much violence surrounding the farm invasions. It is these marks and scars of his past that have moulded him and given him a place to ground himself, and project into the future.

Members at Large**Paul Bracegirdle (Writing/Publishing)**

Paul Bracegirdle is an award-winning writer and scriptwriter. Working as PJ Bracegirdle and under his pseudonym Paul Blackwell, he has written four novels for tweens and young adults as well as two picture books. A Montreal native, Paul has toured across Canada, appearing at schools and literary festivals. He has also mentored emerging authors and juried various literary programs and prizes. He is currently developing two original adult animated series for television with his creative collective Three-Digit Entertainment.

Anisa Cameron (Theatre/QDF)

Anisa Cameron is a director, writer, choreographer, educator and performer. Anisa is the Founding Artistic Director of the Côte Saint-Luc Dramatic Society which is celebrating its 10th season in 2020-2021. She has been the Director of Bialik Theatre for 15 years and is the current President of The Quebec Drama Federation. Born and raised in The United States, Anisa has called Montreal, Quebec, Canada her home with her husband for over two decades.

Isak Goldschneider (Music)

Musician/producer Isak Goldschneider has worked extensively in diverse genres including classical, jazz, actuelle, and traditional musics. As Artistic and Executive director of Montreal's cutting-edge concert series Innovations en concert, he has produced and presented work by leading Canadian and international artists including Richard Reed Parry (Arcade Fire), Merrill Garbus (Tune-Yards), Nicole Lizée, and Gavin Bryars.

Emmanuel Hessler (Film / Cinema)

Fascinated by the power of storytelling, Emmanuel seeks out emotionally provocative narratives that will incite viewers to dream, act, grow, and understand the world around us. After graduating from Communications Studies at Concordia University and producing a decade's worth of projects through Bis Films, Emmanuel has focussed on Quebec independent cinema since 2016. He collaborated on several feature films as production manager and line producer, most notably Matthew Rankin's *The Twentieth Century* and Eisha Marjara's *Venus*. His most recent project was the *Imperfect Asian* podcast co-created with Laura Nhem and he is currently producing Mattias Graham's second short film *Bleach*.

Blair Mackay (Presenting Organisation)

Blair's career over the last 40 years has been in the performance, direction, management, outreach/education and production of music. Since 1976, Blair has performed and recorded on percussion and drum-set in a variety of musical contexts – from contemporary chamber music with the ARRAYMUSIC ensemble, Ensemble Contemporaine de Montreal (ECM), and Societe de Musique Contemporaine du Quebec (SMCQ), to orchestral music with the Toronto Symphony and the Esprit Orchestra, through to free jazz with Barry Romberg's *Random Access*, world music with *The Ritual Party*, pop jazz with Kim Richardson, and blues/rock recordings with artists such as Serena Ryder and Myles Goodwyn, and many diverse avenues in between. I have been a featured soloist with ensembles and as a solo artist, at festivals in London, Paris, New York, Kyoto, Jakarta, Mexico City, Montreal, Vancouver, Toronto, and on CBC national radio.

Elise Moser (QWF/Literature)

Elise Moser is a Montreal-based writer, editor, anthologist, book reviewer, and workshop leader. She has published three books, including her YA novel *Lily and Taylor* and her nonfiction book for kids, *What Milly Did*, which tells the story of the woman who invented plastics recycling. She is currently on the Quebec Writers' Federation board. She recently finished her sixth and last year on the PEN Canada board. She also co-organizes the Holiday Pop-up Book Fair for AELAQ and coordinates the Atwater Writers Exhibition for the Atwater Library.

Tim Piper (Music/ Regions)

Timothy Piper has a Bachelor of Music degree from Carleton University and an ARCT in Organ Performance from the Royal Conservatory of Music in Toronto. In 2001, he became Associate Organist at Christ Church Cathedral in Ottawa. There he founded and directed the Cathedral Girls' Choir. Under his tenure, the choir grew into a first-rate performing ensemble, singing at weekly Cathedral liturgies and regular events involving dignitaries and parliamentarians, most notably the Induction Ceremonies for Governor General David Johnston, and in a private performance for Her Majesty, Queen Elizabeth II. During his 11 years as Director, the Girls' Choir toured to Kingston, Montreal, Quebec City, Washington DC, England and Belgium. In Europe, they sang services in Westminster Abbey, Canterbury Cathedral and at the Menin Gate in Ypres.

Victoria Sanchez (Film/Television)

Victoria Sanchez has been a part of the Canadian film industry for over twenty years. Since graduating from the Professional Theatre Program at John Abbott College in 1996, Victoria performed in over fifty Canadian productions (Theatre, Film & TV) starting with Canadian hit teen show *Student Bodies* to most recently Tom Clancy's *Jack Ryan for Amazon*, where she played John Krasinski's CIA branch chief. Victoria has also been writing, coordinating and producing with her company Just Believe Productions Inc. for several years. Some of her most recent productions include, the shorts *The Accident* and *Vision Stains in the Theatre Bizarre* anthology, her feature film adaptation of her favourite childhood ghost story, *Wait till Helen Comes*, and Adam MacDonald (Backcountry writer/director)'s second feature film, the now critically acclaimed psychological horror *Pyewacket* starring Laurie Holden (*The Walking Dead*). *Pyewacket* went on to make over 50 TOP 10 HORROR lists in the last two years, and *The New York Times* called it an indie gem! Victoria is currently developing several new projects, from shorts and feature films, along with both scripted and realty series.

Deirdre Potash (Visual Arts/ Regions)

Deirdre is a Working Artist with a diverse practice including a specialty in cultural mediation. Introducing and establishing art programs, working with a diverse clientele, from children to seniors in public and private institutions from elementary to university, community groups, business environments and health and mental health institutions. Acting as curator, organizer and manager. Her mixed media art works can be found in public and private spaces through out Quebec. Deirdre lives her dreams.

Roger Sinha (Dance)

Roger Sinha was born in England to an Armenian mother and an Indian father and later moved at the age of eight to Saskatoon, Saskatchewan. After graduating from Toronto Dance Theatre, he settled in Montreal and quickly became involved in several collaborations within the blossoming local artistic community. In 1991, he formed his company Sinha Danse and began developing his distinct choreographic language based on an intermingling of his Indian background and Canadian culture. More than 30 shows were on tour across Canada and overseas. His creations unite Bharata Natyam, a dance originating in Southern India, martial arts and contemporary dance. This unique fusion of influences has given birth to hybrid choreographies that are unquestionably distinctive.

Past President**Bettina Forget**

Bettina Forget is a visual artist, gallery owner, art educator, and researcher living and working in Montreal, Canada. Bettina is the Director of the SETI Institute's Artist-in-Residence (AIR) program, where she facilitates the collaboration between artists and SETI researchers. Bettina owns and runs Visual Voice Gallery, which presents contemporary art exhibitions that create a dialogue between art and science. Bettina's creative work explores the subjects of astronomy, science fiction, and feminism. She has exhibited her artwork in the USA, Canada, Germany, Iceland, Singapore, and Nicaragua. Born in Germany, Bettina has studied at Central St-Martins School of Art in London, England and at Curtin University in Perth, Australia and Nanyang Academy of Fine Arts in Singapore. She is currently a Public Scholar and doctoral candidate in Art Education at Concordia University, Canada. Her research examines the recontextualization of art and science, and how transdisciplinary education may disrupt gender stereotypes.

New Member at Large:

holly Greco (Theatre/QDF)

holly Greco is a collaborative dance/theatre creator, originally hailing from Toronto. She has worked in the Montreal dance and theatre community for ten years as a performer, choreographer, administrator and producer.

She is a co-founder and former Assistant Producer at the Bouge D'ici Dance Festival. She has also worked as an Associate Producer for the St-Ambroise Montreal FRINGE Festival, overseeing 3 years festivals, and is proud to be on the Board of Directors for the Revolution They Wrote Festival. Greco has also worked with several community, professional and independent companies, such as MainLine Theatre, Repercussion Theatre, Segal Centre and Geordie Theatre. Greco is honoured to serve the #weareQCtheatre community and will proudly continue to provide support, resources and development opportunities in her new role as Director of Programming.

Rebecca West (Writing/AELAQ)

Rebecca West is marketing specialist from Montreal with fifteen years of experience in the cultural, design and technology sectors. With an undergraduate degree in English Literature from Concordia University and graduate studies in Communications in Marketing at HEC Montréal, she is thrilled to combine her love of literature with her communications and events experience in the role of Executive Director at AELAQ, which she has held since May 2021. An active community member in the non-profit sector, she also serves on the Board of the Visual Arts Centre and volunteers with True North Insight. When she's not reading, working or napping with her cat, she enjoys spending time outdoors with her partner Bob and their dog Sandy from Hydra.

Nominated for election:

Lisan D. Chng (Regions)

Lisan Chng was born and raised in Singapore. She moved to Rimouski, Quebec in 2008, after having lived, studied and worked in Singapore, France and the U.S. Besides initiating and coordinating cultural activities and projects at Heritage Lower Saint Lawrence, Lisan is also a mosaic artist, facilitator and initiator of community mosaic projects and participative art. Selected as one of two laureates in the entire province of Quebec for the first bursary in cultural mediation mentorship by Culture Pour Tous, Lisan is passionate about the exploration of cultural identity, the liberation of creativity, the development of self-confidence, and building community bonds through art. Her personal projects can be found notably in Quebec, Singapore, China and Belgium. Lisan brings her artistic flair to create and develop community projects and activities that favor intercultural, intergenerational and socially inclusive bonding.

Deanna Smith (Writing)

Deanna Smith is a bilingual Montreal-based poet, performer, and teaching artist. Her work reflects her experiences as a 5th generation Canadian of Afro-Caribbean descent. She loves words and their power. She loves people and their potential. These “coups de coeurs” have intersected repeatedly in her former profession as a Speech-Language Pathologist, in her life as a writer, and in her work in classrooms, whether addressing creative writing or anti-racism and EDI (Equity, Diversity, and Inclusion). Deanna has been a part of Montreal’s spoken word community since 2009, thanks to which, she has performed in several Canadian cities. She writes poetry meant to connect people, and children’s stories meant to empower and affirm. Her poetry has been published in Montreal Serai (Vol. 31, Issue 4), and in "Great Black North - Contemporary African Canadian Poetry (Frontenac, 2012).

Simon Wayland (Music)

Based in Montreal's vibrant cultural landscape, Simon Wayland is a musician, writer and entrepreneur. In 2001 he founded Finite Music, a studio that specializes in music for film and television. As a composer he was nominated for the 2002 Jutra Award for Best Original Score. As a Music Supervisor he licensed hundreds of songs for films and for TV shows on YTV, Netflix, CBC, IFC, Showcase, Universal etc. A veteran of Montreal's electronic music scene, he performs under the moniker GUAPO as a guitarist, DJ and electronic musician. He played at festivals like Glastonbury (U.K.), Telerama Dub Festival (Paris), Montreal International Jazz Festival, Bal En Blanc, Pop Montreal, Eclipse etc... At the Just For Laughs Festival he was the Musical Coordinator & DJ for marquee events like fashion icon Jean Paul Gaultier's Pinkarnaval and Guy Laliberté's TerraKarnaval. As a member of the S.A.T. Mix Sessions collective within La Société Des Arts Technologiques, he has been creating & performing at multi-disciplinary events there since 2004. Additionally, he has worked closely with cutting edge multimedia innovators like Moment Factory and Graphics Emotion. Simon's collaborative art projects have been shown at galleries like the Darling Foundry and Espacio Mexico. He is currently co-writing two fictional TV series The Last Tribe and The Devil's Road. Which marks a return to his first passion of story telling, a craft he has quietly nurtured as a lyricist, journalist and poet throughout his successful music career. Over the years Simon worked for record labels, music publishers, recording studios and as a tour manager. His eclectic tastes led to working in musical styles like Indian Raga, Dub Reggae, Afro Beat, House, Drum n Bass, World Beat, Hip Hop, Punk, Metal and Alt Rock. He had the pleasure of collaborating with international artists like 15 time Grammy Winner Luisito Quintero (Venezuela), 4 time Juno Winner Alpha Yaya Diallo (Guinea) and world beat pioneers Suns of Arqa (England).

ELAN Committees 2020-21

All ELAN board members participate in committees. ELAN members are also welcome to sit on committees. People with expertise in specific areas (eg communication, membership, inclusion, corporate planning) may also be invited to join committees.

Executive Committee

Chair: Li Li (President)

Members: Kakim Goh (Interim Vice-President, Angie Cheng (Treasurer), Quinten Sheriff (Secretary)

Staff liaison: Deborah Forde

The Executive Committee provides governance oversight on day-to-day operations, as well as provides support for the Executive Director.

Arts, Culture and Heritage (ACH) Working Group

Members: Tim Brady, Chuck Childs, Bettina Forget, Kakim Goh, Isak Goldschneider, Emmanuel Hessler, Li Li, Anna Scollan, Lori Schubert, Dan Webster.

Staff liaison: Deborah Forde

The ACH Working Group meets once a year with federal departments and agencies (Canadian Heritage, Canada Council, CBC, TELEFILM, NFB). Community members nominated by ELAN represent the full range of arts and culture interests. Attendees nominated by the Quebec Anglophone Heritage Network (QAHN) represent heritage. ELAN board members also serve as co-leaders for bi-monthly follow-up meetings to develop project ideas and exchange information.

Communications and Membership Committee

Chair: Roger Sinha

Members: Paul Bracegirdle, Quinten Sheriff, Deirdre Potash, Victoria Sanchez, Tim Piper

Staff liaison: Sufia Duez and Emily Enhorning

Human Resources Committee

Chair: Quinten Sheriff

Members: Louise Campbell, Angie Cheng, Kakim Goh, Blair Mackay, Li Li, Emmanuel Hessler

Staff liaison: Deborah Forde

This is a committee that was previously chaired by the President. It was created to provide support to ELAN staff with annual reviews and to serve as a mediator if conflicts should arise among staff that cannot be resolved by the Director of Operations or the Executive Director. The HR committee also actively participated in the succession plan for change of Executive Director in 2021. In addition, they supported the development and implementation of a new staff manual and the development of comprehensive anti-harassment policy, which was ratified by the board in June of 2021. They are also currently focused on providing support to the on-boarding of our new Executive Director.

Inclusion Committee

Co-Chairs: Angie Cheng and Kakim Goh

Members: Li Li, Angie Cheng, Karen Cho, Emmanuel Hessler, Anna Jane McIntyre, Elise Moser, Kayla Nicole Shears, Heather White

Staff liaison: Swati Khanna

The Inclusion Committee is mandated by ELAN's Board to promote and advance inclusion within the organization, its activities and projects.

The Inclusion Committee has 5 principal roles:

Ensure effective implementation of ELAN inclusion policy;

Identify and recommend the development of projects that address priority inclusion issues;

Provide advocacy by representing ELAN at activities related to inclusion;

Offer consultation and guidance to ELAN staff on matters related to inclusion;

Compile and share resources, experience, knowledge and awareness of issues related to inclusion.

In 2020-21 this committee supported artists from the Asian community, differently abled community etc., by amplifying their voice and commissioning articles that were published in ELAN newsletter. The work of this committee, was in large part responsible for ELAN's nomination for a Conseil des arts de Montréal *Grands Prix: Nos indispensables!* this year.

Succession Committee

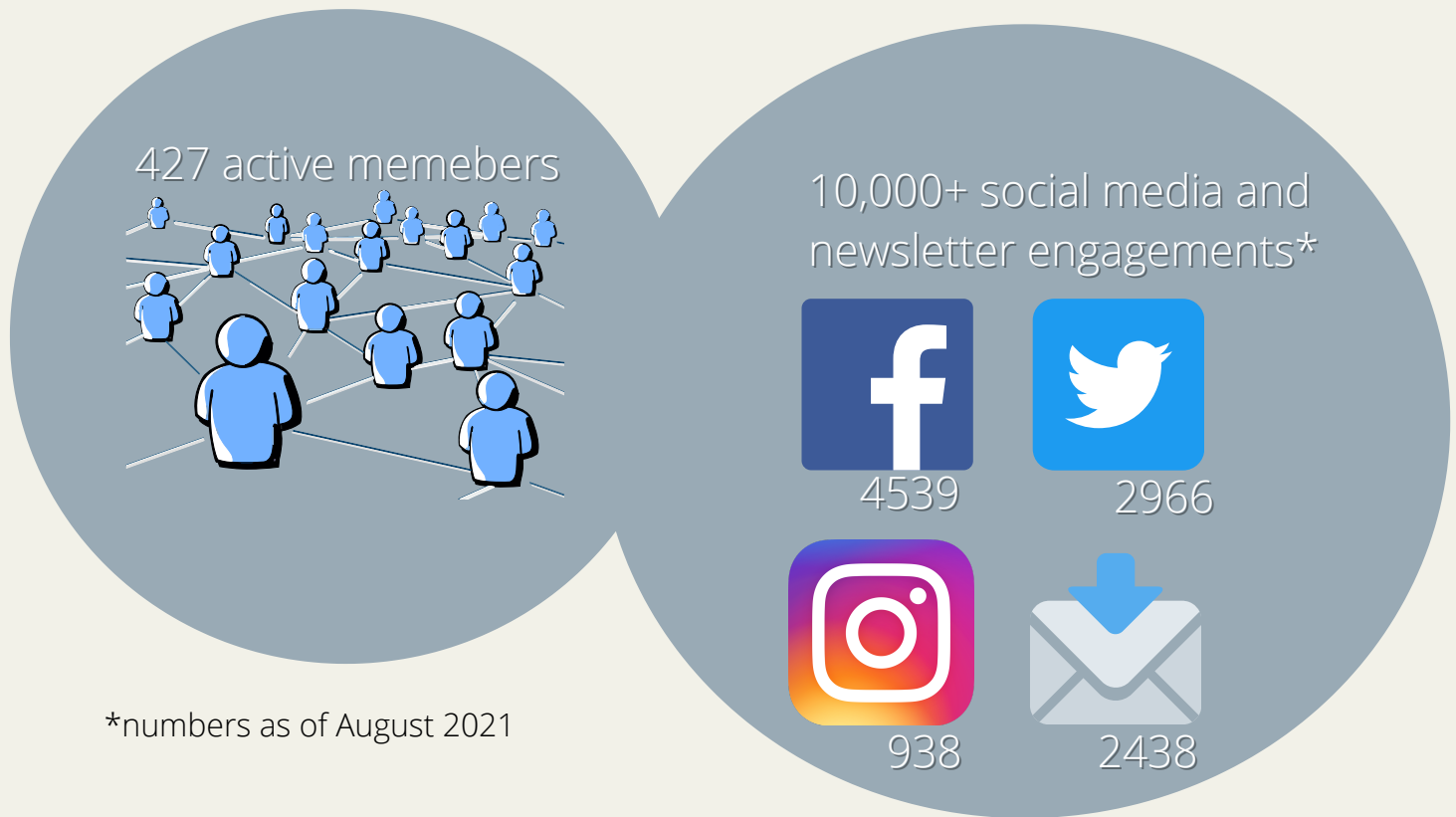
Chair: Li Li

Members: Bettina Forget. Chuck Childs. Blaire MacKay. Lori Schubert

Staff liaison: Guy Rodgers/Deborah Forde

The Succession Committee was mandated by the board to recruit, interview and recommend a replacement for founding Executive Director, Guy Rodgers.

2020-2021 ELAN Outreach



Social Media in COVID-19

*Membership MEETS series,
Artists Capacity Building Clinics,
QR webinars,
Accounting workshops,
and more —*

Communications prioritized sharing job opportunities, emergency funding opportunities, free and/or public services, and health (including mental health) resources via social media. Communications also prioritized promotions of ELAN events, which were all free and dedicated to helping artists navigate the pandemic.

Public Statements

In June, 2020 after the murder of George Floyd ELAN published a public statement declaring its alliance with the BLM movement. Led by ELAN's Inclusion Committee, ELAN also published articles promoting some of Quebec's talented Asian Artists and Artists with Disabilities.

Communication aims to revisit statements that were published in 2019.

**Need help, information, or just want to reach out?
Contact us! admin@quebec-elan.org**