

Canadian Association of Second Language Teachers Association canadienne des professeurs de langues secondes

# **EXCELLENCE** IN TEACHING LANGUAGES

# 2019–2020 ANNUAL REPORT

### Vision

Excellence in teaching languages.

### Mission

CASLT fosters and advances professional excellence in the teaching of languages in Canada.

CASLT supports its members by promoting the advancement of language learning and teaching throughout Canada by creating opportunities for professional development, by initiating and disseminating research, and by facilitating the exchange of information and ideas among language educators.

Version française disponible

**Canadian Association of Second Language Teachers (CASLT)** 

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We acknowledge the financial support of the Government of Canada



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# **PRESIDENT'S MESSAGE**



Gillian Blackmore, CASLT's President

l am pleased to present this annual report, which outlines CASLT's achievements over the 2019–2020 fiscal year.

Reflecting upon the highlights of the past year, I am astonished at the breadth of the work we have accomplished to support and promote excellence in language teaching and learning. Thanks to our dedicated office staff and highly engaged National Council representatives, board members, and partners, we were able to advance second language teaching throughout Canada. Our incredible volunteers offered their expertise and energy to 16 CASLT committees and project working groups. These volunteer contributions are of enormous value and support the accomplishments of CASLT, while also ensuring that our resources and activities remain of high quality. CASLT's volunteers and staff also engage in all manner of outreach efforts to highlight CASLT's projects, resources, and supports, and to advocate for excellence in second language education.

CASLT values engaging in successful partnerships with other organizations, such as:

- The 2019 Languages Without Borders (LWB) conference, organized in partnership with the Second Language Research Institute of Canada (L2RIC) at the University of New Brunswick, which was both well attended and received by our members. More than 600 attendees had access to high-quality keynote presentations, featured presentations, and dynamic workshops in the field of second language teaching.
- The AGM and Networking Day, held in collaboration with the EducLang symposium and OMLTA's fall conference. Thanks to these partners, we were able to triple the attendance at our AGM and Networking Day and offer a more diverse and comprehensive series of workshops and

presentations to our members. We also livestreamed the AGM on Facebook for the first time, and approximately 100 attendees participated online.

In 2019–2020, we worked on several foundational projects that will continue to support second language teachers and promote language learning into the future:

- The CASLT Learning Centre, an asynchronous online professional learning resource, will soon be launched. This resource will enable easy and unlimited accessibility to CASLT's professional learning assets.
- Work has begun on the CASLT Mentorship Program, an online platform to connect new teachers with experienced teachers, which is projected to be fully operational in early 2021.
- CASLT initiated Identifying Requirements and Gaps in French as a Second Language (FSL) Teacher Training: Recommendations and Guidelines, an ambitious research project that aims to bring to light ways to improve programs to equip beginning FSL teachers to be successful in the early stage of their careers.
- Over the past year, progress was made on the Languages Build... advocacy toolkit and CASLT launched the first edition of the Languages Build... video contest.

CASLT takes pride in delivering first-rate professional development



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# **PRESIDENT'S MESSAGE**

opportunities to its members. We continue to provide quality professional development through our National Networking Day, our online professional learning sessions, CASLT Chez-Vous events, and presentations at teacher conferences. Preparations are now underway for the Celebrating Languages Without Borders (CLWB) 2020 Conference, in partnership with the British Columbia Association of Teachers of Modern Languages (BCATML).

CASLT remains focused on facilitating an ongoing exchange of information on current research and best practices. Access to CASLT's communication products and channels continues to increase, an important indication of the valuable support we continue to strive to provide to our members.

CASLT also commissioned a literature review on Computer Assisted Language Learning that will be published in the fall of 2020. This review will be a welcome addition to our CASLT resources, particularly given the urgent need for support in delivering remote language teaching.

Finally, we have yet another reason to celebrate: 2020 marks CASLT's 50th anniversary! This is an opportunity to reflect on the opportunities, challenges, and successes CASLT has experienced over the past halfcentury, and our new logo links this important legacy with a bright future. I hope that you will join me in celebrating this important milestone and in wishing CASLT many more years of promoting excellence in teaching languages.

We are, of course, fully cognizant that 2020–2021 and beyond will be challenging for all educators. CASLT will do all it can to enhance its capabilities and support for remote language education. To that end, CASLT will be offering a series of eight webinars on remote teaching. We will also soon launch the CASLT Learning Centre and the CASLT Mentorship Program sites, two new online professional supports for second language teachers.

A sincere thank you to our funders, and specifically Canadian Heritage, for their continued support. Our heartfelt appreciation goes to the many second language organizations and stakeholders that work alongside CASLT for the advancement of language education. I also wish to recognize the contributions of the many second language professionals who help CASLT deliver on its promise of excellence in second language education, through contributions such as presenting professional learning sessions, coordinating projects, or contributing articles for Réflexions.



# LEADERSHIP

### **Annual General Meeting**

CASLT held its annual general meeting on September 27, 2019, at the University of Ottawa with 107 members and 20 observers in attendance.

Among the agenda items were the presentation of the annual report and the audited financial statements, the election of two new board members, and the introduction of the board of directors and National Council. For the first time, the meeting was livestreamed on Facebook and attracted close to 100 viewers.



**Cite UOttawa** was live. 27 September 2019 · 🔇



### Board of Directors 2019–2020

The Board of Directors is responsible for supervising the management of the association's activities and affairs. To fulfill this mandate, CASLT's Board held three in-person and four online meetings in 2019–2020, including a summer retreat.

The 2019–2020 fiscal year was very active for the Board. In addition to its recurring responsibilities, such as setting priorities, providing oversight, approving budgets and financial reports, and receiving activity reports, CASLT's Board undertook a host of new initiatives with the support and collaboration of dedicated National Council representatives.

- Gillian Blackmore, President
- Carole Bonin, Vice-President
- Maureen Smith, Secretary
- Enrica Piccardo, Treasurer (September 2019 to April 2020)
- Joanne Robertson, Interim Treasurer (May to September 2020)
- Chantal Lafargue, Director at Large
- Yasmina Lemieux, Director at Large
- Janice Aubry, Past-President



**CASLT Board, September 2019** 

# **CASLT LEADERSHIP**

#### National Council 2019–2020

CASLT relies on its National Council to provide liaison between the association and its members and stakeholders network. National Council representatives help promote CASLT's services and resources, foster networking among the L2 community, take an active role in CASLT's committees and working groups, and reflect their respective province or territory's reality back to the CASLT Board and staff.

- Stacey Sveistrup, British Columbia
- Diana Boisvert, Alberta
- Linda Osbourne, Saskatchewan
- Kathi McConnell-Hore, Manitoba
- Faten Hanna, Ontario
- Philippa Parks, Quebec
- Karla Culligan, New Brunswick
- Stephanie Burke, Nova Scotia
- Jennifer MacDonald, Prince Edward Island
- Erin Dawe, Newfoundland and Labrador
- Pascal St-Laurent, Yukon
- Jeff McConomy, Northwest Territories
- Pascale Baillargeon, Nunavut

### Committees and Working Groups

Thanks to an expansive list of Standing committees, Board committees, project working groups, and outside experts, CASLT's capacity to deliver programs to members has increased over the past few years. Standing committees are mandated by the association's by-laws and are permanent. Other committees and working groups are created by the Board to address current issues and initiatives and are reviewed annually. We are grateful to this dedicated group of volunteers, who serve these committees and help CASLT achieve its mission.

## CASLT Committees 2019–2020

#### **Standing Committees**

- Executive Committee
- Nominating Committee
- Executive Director Performance Appraisal Committee

#### **Board Committees**

 Advocacy and Promotion Committee

- Professional Development Committee
- Award Review Committee (Awards and Research Grants)
- Project Proposal Development and Review Committee

#### **Board Liaison**

- Board Liaison with National Council
- *Réflexions* Editorial Advisors

#### **Project Working Groups**

- Identifying Requirements and Gaps in French as a Second Language (FSL) Teacher Training: Recommendations and Guidelines
- Mentorship Program Platform
- CASLT Learning Centre
- Proud to be L2
- 50th Anniversary Committee
- 50th Anniversary Research Symposium
- Communications and Branding Committee

#### Staff

CASLT staff implement the association's programming and projects.

- Francis Potié, Executive Director
- Elise Catudal, Publications Coordinator
- Miranda Barclay and Poppy Fitzgerald-Clark, Administrative and Membership Assistants
- Jean-Pierre Niyitanga, Communications and Marketing Coordinator
- Diane Paquette, Finance Manager



**CASLT NC members, September 2019** 

# **NETWORKING AND PARTNERSHIPS**

CASLT values networking among second language communities and building strong partnerships to achieve its mission. The association seeks to seize and create opportunities to connect and network with second language educators and stakeholders.

## Networking

#### **Board Networking**

CASLT initiated a number of networking activities during 2019-2020. These include the AGM and Networking Day reception and the 2019 LWB conference. which is a great place to meet and connect with colleagues, stakeholders, suppliers, etc. During these events, the CASLT Board held a number of meetings with stakeholders and partners to share information and explore commonalities moving forward. The CASLT Board of Directors also hosted networking receptions in Vancouver and Ottawa to coincide with in-person Board meetings.

#### Where Was CASLT?

CASLT participates in events across the country through presenting on CASLT resources, exhibitor booths, documentation, and advertising. Thanks to Board members, National Council representatives, and staff, CASLT participated in the following events to share information with the second language education community and grow our network:

- Ontario Modern Language Teachers' Association (OMLTA): 2019 Spring Conference
- Regroupement des responsables de l'enseignement de l'anglais, langue seconde (RREALS): Professional Development Day
- British Columbia Language Coordination Association (BCLCA): Annual Conference
- Société pour le perfectionnement de l'enseignement de l'anglais langue seconde au Québec (SPEAQ): SPEAQ on Campus
- University of Ottawa Faculty of Education: Table ronde des associations professionnelles

- Conseil des Écoles Catholiques du Centre-Est (CECCE): Professional Development Day
- SPEAO: Annual Convention
- Association for Canadian Studies (ACS): Officially 50!
- Association canadienne des professionnels de l'immersion (ACPI): Annual Conference
- Second Languages and Intercultural Council (SLIC): Annual Conference
- British Columbia Association of Teachers of Modern Languages (BCATML): Celebrating Languages 2019
- Canadian Association for Japanese Language Education (CAJLE): Annual Conference
- Nova Scotia Language Teachers Association (NSLTA): Annual Conference



# **NETWORKING AND PARTNERSHIPS**

### Partnerships

CASLT prioritizes partnerships and collaboration with other organizations in the second language field. On an ongoing basis, our partners support CASLT's projects and outreach to the L2 community. Many of these partnerships are governed by a formal partnership agreement, while others are less formal in nature. CASLT wishes to acknowledge these partnerships and thank these organizations for the valuable work they do for the advancement of second language teaching and learning.

#### **Provincial Affiliates**

- Association québécoise des enseignants de français langue seconde (AQEFLS)
- British Columbia Association of Teachers of Modern Languages (BCATML)
- Éducatrices et éducateurs francophones du Manitoba (ÉFM)
- Manitoba Association of Teachers of French (MATF)

- Nova Scotia Language Teachers Association (NSLTA)
- Ontario Modern Language Teachers' Association (OMLTA)
- PEI Association of Core French Teachers
- Saskatchewan Association of Teachers of French (SATF)
- Second Languages and Intercultural Council (SLIC)
- SPEAQ (Society for the Promotion of the Teaching of English as a Second Language in Quebec)
- Yukon Ministry of Education (French Programs)
- Nunavut Department of Education (French Programs)

#### **National Partners**

- Association canadienne des professionnels de l'immersion (ACPI)
- Canadian Association for Japanese Language Education (CAJLE)
- Canadian Parents for French (CPF)
- Canadian Teachers' Federation (CTF)
- French for the Future

#### **International Partners**

- American Council on the Teaching of Foreign Languages (ACTFL)
- Goethe-Institut
- Fédération internationale des professeurs de français (FIPF)
- International Federation of Language Teacher Associations (FIPLV)
- Ambassade de France

#### Institutional and Postsecondary Partners

- Institute for Innovation in Second Language Education (IISLE) at Edmonton Public Schools
- Official Languages and Bilingualism Institute (OLBI), University of Ottawa
- EducLang, University of Ottawa
- Second Language Research Institute of Canada (L2RIC)

#### **Affinity Program Partners**

- The Personal, for our group auto and home insurance
- Canadian Modern Language Review (CMLR)



## MEMBERSHIP

#### Distribution of Members by Membership Type



Languages Taught

(self-declared)

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# 2019 CASLT AWARDS

#### Robert Roy Award

The Robert Roy Award went to **Michelle De Abreu**, a highly respected teacher/teacher educator from Alberta. Michelle taught for 18 years in FSL classrooms and spent another 15 years as a second language consultant with the Institute for Innovation in Second Language Education (IISLE) at Edmonton Public Schools. Michelle continues to work in the field of second language education through her new consulting business: B-Lingual Consulting.



The Honorary Lifetime Membership Award went to **Dr. Brian North**, a language researcher and consultant for more than three decades in both Canada and Europe. Dr. North is the author of the levels and descriptors for the *Common European Framework of Reference for Languages* (CEFR), the CEFR itself, and many other language education resources. His latest projects include the CEFR *Companion Volume*, the CLB/NCLC and CEFR alignment, and QualiCEFR, comparing CEFR use in Canada and Switzerland.







The H.H. Stern Award went to **Maria Popica**, an FSL teacher at John Abbott College in Quebec, for her project *Apprentissage du français langue seconde en milieu communautaire francophone*. With a focus on social engagement and cultural citizenship, the project involves FSL students developing their linguistic skills by working in francophone community organizations.



# **INFORMATION AND COMMUNICATIONS**

Facilitating the exchange of information and ideas among second language teachers and stakeholders is one of CASLT's areas of focus. To this end, CASLT uses several communication channels to expand its network and foster connections between second language educators.

### Réflexions

*Réflexions*, our professional magazine, remains an important vehicle for information on current research in additional language education, classroom practises and strategies, profiles of second language education stakeholders, and information on CASLT's activities. *Réflexions* is published three times a year, posted on CASLT's website, and sent to our members in digital format.



### **CASLT Info ACPLS**

CASLT's digital newsletter, *CASLT Info ACPLS*, is published weekly. After being distributed to members and subscribers, it is made available on CASLT's website. The newsletter continues to enjoy a steady increase in subscribers: average weekly delivery in 2019–2020 rose to 6,785, a **13% increase** over the previous year. Among these subscribers, **51% open** the newsletter, which represents a significant open rate. *CASLT Info ACPLS* is an important tool to keep second language educators abreast of developments in their field and CASLT initiatives.





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# **INFORMATION AND COMMUNICATIONS**



#### **CASLT Website**

CASLT's website is essential for interacting with members, disseminating information, and distributing pedagogical and professional development resources. Members and non-members alike can access information on CASLT's activities, products, and services. The landing page delivers news on current initiatives. Members benefit from discounts on CASLT's online boutique, lower fees on professional development sessions (LWB and CCVs), and access to members-only professional development and resources.

### Social Media

CASLT continues to engage with members, stakeholders, and the public through its social media channels.

#### Twitter

In 2019–2020, CASLT sent out 309 tweets, resulting in **323,000 impressions**. CASLT's tweets garnered 1,051 retweets, were liked 1,506 times, and link-clicked on 1,296 occasions. By the fiscal year end, CASLT had **2,201 followers**, representing a 23% increase over the previous year.

#### Facebook Page

The CASLT Facebook page continues to attract more followers. At the end of March 2020, the page had **529 followers**, up 45% from the previous year. The over 300 messages posted on the page generated more than **80,000 impressions**.



#### **Facebook Group**

Managed by friends of CASLT, the CASLT/ACPLS Facebook group facilitates networking and the exchange of information and ideas among second language educators.

#### YouTube

The CASLT ACPLS YouTube channel hosts recorded content which can be accessed through CASLT's website. The CASLT Learning Centre will soon be the preferred means of accessing this content.



# **PROFESSIONAL DEVELOPMENT**

Helping our members access opportunities for continuous learning and improvement in their teaching practices is one of CASLT's priorities. Various professional development opportunities throughout the year allow members to learn from subject matter experts and from one another about pertinent topics in their field. In 2019–2020, CASLT offered close to 200 professional development sessions attended by close to 1,200 second language educators, resulting in 4,000 to 4,500 hours of professional development.

#### Languages Without Borders (LWB) 2019

The 2019 Languages Without Borders conference was a resounding success. Held in Fredericton, New Brunswick, the conference attracted 510 attendees. Attendees could choose from



more than 100 workshops and sessions, meet with exhibitors, and network with colleagues from across Canada and beyond.

CASLT's partnership with the Second Language Research Institute of Canada (L<sub>2</sub>RIC) at the University of New Brunswick (UNB) was instrumental to the conference's success, as was the support from the Mi'kmaq-Wolastoqey Centre, which helped build the Indigenous languages strand.

While at LWB, CASLT filmed interviews with six presenters to produce professional learning videos for the CASLT Learning Centre.



#### Celebrating Languages Without Borders (CLWB) 2020

CASLT and the British Columbia Association of Teachers of Modern Languages (BCATML) are partnering on the 2020 conference to be held online on October 23 and 24. This online conference will, once again, feature close to 100 sessions, workshops, and presentations for a diverse range of professional learning needs. Practicing and pre-service teachers, school leaders, and researchers will find sessions in their area of specialization. The conference will include an online trade show allowing educators to discover a host of supports to enhance second language teaching and learning.

### Online Professional Learning

Online professional learning (OPL) sessions are one-hour webinars on topics pertinent to second language teachers. Since they are offered online, OPL sessions are accessible to members across the country, including those who have difficulty making it to in-person events. Over 100 people attended six OPL sessions in 2019–2020.



### **Networking Day**

CASLT presented its 2019 Annual General Meeting and Networking Day in conjunction with EducLang's biennial symposium and the Ontario Modern Language Teachers Association (OMLTA) fall conference. As a result, attendance at the Networking Day was close to 200 people. Attendees also benefited from a much greater selection of professional development sessions than at past Networking Days. Thanks to this partnership, attendees had access to close to 80 presentations and workshops. CASLT is committed to pursuing and engaging in partnerships such as these to support more teachers with more resources and information.

#### CASLT Chez-Vous (CCV)

CCVs are one-day professional development workshops centred on

a specific theme that participants explore with the presenter. Five CCV sessions took place in 2019–2020, with approximately 250 people attending in total. Although the COVID-19 pandemic caused a temporary suspension of CCV sessions, CASLT plans to continue offering them virtually and in-person once it is safe to do so.

### Upcoming Initiatives

#### **CASLT Learning Centre**

The CASLT Learning Centre is a new online professional learning platform for second language teachers that will host both existing professional learning pieces as well as some that have been produced for this project. National Council representatives supported the endeavour by viewing and assessing close to 200 session recordings for inclusion in the CASLT Learning Centre. Content includes video and audio recordings as well as text-based recordings organized thematically.

The CASLT Learning Centre will add to CASLT's longstanding commitment to providing quality research-based professional development to second language teachers. Accessibility to these resources will be greatly enhanced by making them available online.

#### CASLT Mentorship Program

This pan-Canadian program supports teachers new to French as a second language assignments as they survive and thrive in their new roles. Self-matching and self-directed, it connects newer FSL teachers with experienced colleagues. The CASLT Mentorship Program benefits both mentors and mentees as they learn and share knowledge and best practices.



# RESOURCES

### Boutique

CASLT's online boutique offers over 20 different pedagogical and professional development resources for second language teachers, as well as research reports on language learning and teaching. All of the resources CASLT publishes are available in both official languages and, increasingly, in both print and digital formats. In 2019–2020, more than 1,200 resources were purchased from the boutique. The most purchased resources are as follows:

- Literature Review on the Impact of Second-Language Learning
- New Teacher's Handbook: Surviving and Thriving in the Second Language Classroom
- Action-Oriented Approach Handbook
- Success for All Series
- Canadian Language Portfolio for Teachers

#### 2020 Language Teacher Calendar



In recognition of the United Nations International Year of Plant Health 2020 and its Decade of Biodiversity 2011–2020, the 2020 edition of the CASLT calendar focuses on plants of the world. As a pedagogical tool for language teachers, the calendar presents useful information and suggests class activities and ideas for assignments. Languages are best learned through conversation, so the activities emphasize discussion and presentation.

### Célébrons la francophonie!

This annual resource allows teachers to plan activities as part of the Semaine nationale de la francophonie. They range from looking into the lives of historical figures and learning new French vocabulary to becoming familiar with francophone music and artists and researching the lives and customs of francophones living in other parts of the world. The 2020 theme, "Aux rythmes de notre francophonie," is filled with amusing activities exploring the French language and francophone cultures.





# RESOURCES

### Curriculum Evaluation Tool to Support Oneida Language Revitalization

CASLT is providing support to the Oneida Language and Cultural Centre (OLCC) as it develops a Curriculum Evaluation Tool for learners of the Oneida language. Maureen Smith, Secretary on the CASLT Board of Directors, has been working with the Oneida Nation of the Thames on this project. CASLT intends to build on this collaboration and develop a Curriculum Evaluation Tool to serve other indigenous languages.

# RESEARCH

CASLT initiates, supports, and disseminates current research and best practices in the field of second language education. Through its *Réflexions* magazine, *CASLT Info ACPLS*, website, and social media, the association strives to share current and emerging trends in language education.

#### Literature Review on Computer-Assisted Language Learning

CASLT commissioned the University of Calgary's Language Research Centre to develop a literature review titled Facilitating Language Learning through Technology: A Literature Review on Computer-Assisted Language Learning. This document will present important insights into how new technologies can help facilitate language teaching.

#### FSL Teacher Education Project

An ambitious research project called *Identifying Requirements* and Gaps in French as a Second Language (FSL) Teacher Training: Recommendations and Guidelines was initiated. It is funded by the Department of Canadian Heritage as part of its FSL Teacher **Recruitment and Retention** Strategy. A consortium composed of three teams of researchers will undertake this two-year project: the EducLang research group in the Faculty of Education at the University of Ottawa, the Department of English Language and Literatures at the University of British Columbia, and the Second Language Research Institute of Canada in the Faculty of Education at the University of New Brunswick.

As part of this project, CASLT commissioned a researcher at the University of Ottawa to produce two literature reviews that will help inform the project. They are currently in development:

- Essential Components of Effective Teacher Education for Language Teachers
- Second Language Teacher Attrition, Retention and Recruitment: Issues, Challenges and Strategies for French as a Second Language Teachers

### Disseminating Research

CASLT continues to publish a research article in each issue of *Réflexions*. An affinity agreement with *The Canadian Modern Language Review* allows CASLT members to subscribe to the journal at a discounted price.

#### Research and Special Initiatives Grants

CASLT awards Research and Special Initiatives Grants to bridge teacher experience with CASLT initiatives. Three projects were supported with \$1,000 grants and will be reported on in an upcoming issue of *Réflexions*.

# **PROMOTION AND ADVOCACY**

CASLT advocates for the provision of quality educational opportunities for second language learners and strives to increase awareness, appreciation, and understanding of the benefits of second and additional language learning and teaching throughout Canada and beyond.

#### Languages Build... Advocacy Toolkit

To raise awareness and understanding of language education, CASLT is developing the "Languages Build..." Advocacy Toolkit. This toolkit contains promotional and awarenessraising material on eight impacts of language learning.

Please join us in raising awareness and appreciation for the many benefits of plurilingualism by using and sharing these tools within your networks. They are available as free downloads on the CASLT website, or you can order printed copies at cost by contacting communications@caslt.org.

### **Proud to Be L2 Video Contest**

To celebrate the 50th anniversary of Canada's Official Languages Act, CASLT launched the Languages Build... Video Contest. Participants of all ages were asked to submit videos sharing their stories of how learning one or both official languages impacted their lives. The winners have been announced and their videos can be viewed on CASLT's website.

### Varia

CASLT was happy to support the French Embassy's Scilabus video contest on popularizing science. CASLT also gathered names of teachers to be featured in the Commissioner of Official Languages' Storytelling on Second Language Teachers project.

### Representations

Board members and the executive director represent CASLT to governments and stakeholders such as:

- The FSL Network
- Commission Amérique du Nord: Fédération internationale des professeurs de français
- National Table for French as a second language
- Annual Consultations of the Committee of Assistant Deputy Ministers on Official Languages
- Stakeholder meetings at 2019 LWB and the 2019 AGM and Networking Day

# WHY LEARN LANGUAGES?



Learn more from the Literature Review on the Impact of Second-Language Learning. www.casit.org/wll-pll



#### www.caslt.org



### Schedule of Project Summary for the Year Ended March 31, 2020

The revenue and expenses incurred for each of the projects are as follows:

	Programming	FSL Teacher Education	Languages Without Borders Conference	Mentorship	Online Learning Centre	Proud to be L2	2020 Total	2019 Total	
REVENUE									
Contributions from Canadian Heritage	\$ 400,000	\$ 18,611	\$-	\$ 12,249	\$ 86,931	\$ 33,780	\$ 551,571	\$ 480,193	
Other	78,465	-	206,572	-	-	-	285,037	161,132	
	478,465	18,611	206,572	12,249	86,931	33,780	836,608	641,325	
EXPENSES									
Salaries and benefits	213,820	3,000	-	6,000	10,921	7,050	240,791	233,638	
Honoraria	48,137	11,500	-	4,000	49,864	19,748	133,249	146,926	
Languages Without Borders Conference	-	-	199,229	-	-	-	199,229	_	
Travel	106,096	3,146	-	1,484	9,319	1,508	121,553	103,605	
Publicity and printing	46,219	200	-	-	12,637	1,493	60,549	96,964	
Operational costs	45,934	765	-	765	7,943	3,981	59,388	45,217	
Other	7,698	-	-	-	-	-	7,698	4,504	
	467,904	18,611	199,229	12,249	90,684	33,780	822,457	630,854	
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 10,561	\$-	\$ 7,343	\$-	\$ (3,753)	\$-	\$ 14,151	\$ 10,471	

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