



elan

english language
arts network

A graphic featuring overlapping semi-circular shapes in shades of yellow, orange, pink, green, and blue. In the bottom left corner, there is a stylized clock face with white hands and tick marks.

19th AGM

Connect. Support. Create.

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Land Acknowledgement

ELAN is an official minority language organization within a country that recognizes two languages as official. ELAN is located in Tiohtiak:ke, the original name for Montreal in Kanien'kéha, the language of the Mohawk—also known as Mooniyang, which is the Anishinaabemowin name given to the city by the Algonquin. While we are based in this city, our projects have also taken place in many regions across Quebec.

We acknowledge the colonial origin of English and French in Canada, and recognize that both languages benefit from official status throughout the land. The province that we know as Quebec 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. Kanien'kéha and Anishinaabemowin are but two of the original languages of this province; Atikamekw, Cree, Inuktitut, and Innu-aimun are also among the many Indigenous languages spoken across Quebec as majority languages, all well before French and English.

ELAN acknowledges the important work being done by First Nations, Inuit and Métis peoples to revive the traditional languages of these territories, and their advocacy for the official status of Indigenous languages.

Agenda 2023

19th ANNUAL GENERAL MEETING

August 14, 2023 – 5:30 -7:30 PM

#508 - 460 Saint-Catherine W. and Zoom

1. Welcome members and visitors – Li Li

1.1 Appointment of minute-taker

2. Reading and approval of agenda – Li Li

3. Reading of, correction to and approval of minutes from 2022 AGM – Li Li

3.1 Matters arising from the minutes

4. President's Report – Li Li

5. Interim Executive Director's Report – Nick Maturo

6. Report on 2022-23 activities

6.1 Operations – Deborah Forde

6.2 Communications – Lauren Clinton

6.3 Membership and Community Engagement – Iso Setel

6.4 Projects overview – Nick Maturo

6.4.1 ArtEd

6.4.1.1 ArtistsInspire Grants – Guillaume Jabbour

6.4.1.2 CHSSN – Louise Campbell

6.4.2 CDAH – Vanessa Rigaux

6.4.3 Québec Relations – Nick Maturo

6.4.4 State of the Arts on EDI – Carrie Mazoff

6.4.5 Waves of Change: Reimagining Quebec – Guy Rodgers

7. Questions

Ten-minute health break

8. Review of 2022-23 financial results – Kakim Goh and Deborah Forde

8.1 Approval of auditor for next year

9. Ratification of all acts and resolutions of the board 2022-23 – Li Li

10. Presentation of board candidates and slate for elections

- Explanation of board structure and nomination process
- Presentation of candidates standing for election
- Ratification of slate
- Renewal of the Executive Committee

11. Report on current and planned activities 2023-24 – Nick Maturo

12. Budget 2023-24 – Deborah Forde

13. Farewell to departing board members – Li Li

14. Acknowledgement of ELAN’s funders

15. Adjournment of the 2023 AGM

Minutes from ELAN AGM 2022

18th ANNUAL GENERAL MEETING

August 15, 2022 – 5:30 -7:30 PM

Centaur Theatre and streaming

(<https://us02web.zoom.us/j/81068272429?pwd=ZjRPcnNsZzVma3Y1RldPMXpyQVZSdz09>)

Board Members: In Attendance online/in person: Li Li, Angie Cheng, Kakim Goh, Quinten Sheriff, Louise Abbott, Dr. Alexandra Fol, holly Greco, Blair McKay, Elise Moser, Roger Sinha, Deanna Smith, Emilee Veluz

Members (In person): Alexis Diamond, Alida Esmail, Anne-Sophie Grenier, Chuck Childs, Dipti Gupta, Edmund Nash, Elsa Bolem, Eric Mailhot, Etta Sandry, George Kouyoumjian, Graeme Welch, Guillaume Jabbour, Guy Rodgers, J.P. Mortier, Jason Campbell, Kirwan Cox, Laura F.L. Leong, Luna Pearl Woolf, Marielle Camozzi, Paul Bracegirdle ,Roksana Bahramitash , Ryan Lindsay, Verona Sorensen

Members (on line): Adele Benoit, Licia Canton, Alyson Champ, Elizabeth Chown, Tristynn Duheme, CJ Fleury, Sharon Gallagher, Lisa Kimberly Glickman, Iris Kiewiet, Danielle Laurin, Rasha Masalkhi, Sharon Graves-Mac Rae, Sharen McDonald, Jane Needles, Wendy Seys, Michel Theroux, Rahul Varma, Clint Ward, Yolanda Weeks, Eleni Zisimatos.

Guests: Lesley Bramhill, Laurie Campbell, Anne Clark, Jennifer Cooke, Barbara Ford, Anna Fuerstenberg, Rick Gabe, Christie Huff, Amy Macdonald, Lynda Mackay, Lisa Shortt, Rebecca Soulis, Eryn Trudell

Guest (on-line): Kat O'Brien

ELAN Board: Li Li, Angie Cheng, Kakim Goh, Quinten Sheriff, Louise Abbott, Dr. Alexandra Fol, holly Greco, Blair McKay, Elise Moser, Roger Sinha, Deanna Smith, Emilee Veluz.

ELAN Staff: Vanessa Herrick, Lauren Clinton, Deborah Forde, Swati Khanna, Nick Maturo, Sarah Pearson, Francisco Gonzalez Rosas, Iso Setel, Rose Tavormina.

1. Welcome members and visitors

- a. Li Li begins with a land acknowledgement naming the traditional territories on which ELAN's projects take place and the traditional languages spoken in these territories
- b. LL welcomes all to the 15th AGM and notes that this meeting is taking place over livestream (Zoom) and in person
- c. LL appoints Etta Sandry as minute taker and Joseph as photographer
- d. LL reviews the voting procedure: votes from visitors are not counted; members participating over Zoom must unmute, state their name and express motion; in-person voting members have M on their nametag; members on Zoom should use the chat box to communicate yes, no, or abstain on vote; online attendees can ask questions in chat box, in-person attendees can raise their hand to ask questions

2. Reading and approval of agenda - Li Li

- a. Rahul Varma moves to approve agenda, Quinten Sheriff seconds.
- b. Members vote in favour, agenda is approved.

3. Reading of, correction to and approval of minutes from 2021 AGM - Li Li

- a. Members take a few minutes to review the minutes. No comment or changes arise.
- b. Roger Sinha moves to approve minutes, Blaire McKay seconds.
- c. Members vote in favour, minutes are approved.
- d. Matters arising from the minutes: No one has any matters arising from the minutes.

4. President's Report – Li Li

1. Li Li presents as President of the Board.
2. Lots of growth this year with support from funders, staff, and members:
 - i. Extensive hiring process undertaken with Succession Committee. The members of Succession Committee gave their time to help find new ED Vanessa.

- ii. Board held 8 meetings this year to support staff and raise questions to staff.
- iii. Have been closely watching language decisions made at the Provincial level in Quebec.
- iv. HR Committee supported V with transition to role.
- v. Inclusion Committee got status for EDI project.
- vi. Communication Committee ensured member needs were addressed.

- 3. LL expressed her gratitude to the Executive Committee, for the support of the team always talking through issues, and the generosity of the team members

5. Quentin gives the Executive Committee report

- a. It has been a year of transitions and a pleasure to get to know and work with Vanessa as she settles in with team.
- b. Q thanks Li Li for her energy, enthusiasm, and contribution and thanks the EC, board, and members;
- c. Three main foci for the Committee this year:
 - i. Increased member services and communications.
 - ii. Maintain sense of community within ongoing pandemic/isolation conditions by hosting events like online schmoozers.
 - iii. Urgent consultations with governing bodies funders and partners, which resulted in increased funding to service community: VR Hub and EDI project.

6. Executive Director's Report – Vanessa Herrick

- 1. Quentin welcomes Vanessa to give her report.
- 2. V Thanks Quentin and everyone.
- 3. V notes that she was only in the ED role for two months of the year being reported on; she thanks the team and board who carried ELAN through a difficult year, the AGM is focused on them and their accomplishments during a difficult time.
- 4. V takes some time to introduce herself because many members don't know her:
 - i. She was formerly director of communications at Centaur, coming to Centaur and back to ELAN feels like coming home.
 - ii. She worked in the film industry before coming to Centaur, then went through a difficult period and moved to South America. In that move, she discovered the importance of community everywhere.
 - iii. She studied journalism but always came back to the importance of community to support people.

iv. She returned to Quebec to serve people here, and began working with Seniors right before pandemic hit. Through this, she was introduced to Guy which is how she came to ELAN.

v. She is committed to continuing Guy's work, grateful to be here, and welcomes all to come talk to her about anything!

7. Report on 2020-21 activities

a. Li Li invites Deborah to present on Operations – Deborah Forde

i. DF announces that there will be a celebration after the AGM: "The Farewell Guy Rogers Schmooser."

ii. DF notes that this was "the year that was and wasn't and was": Guy left, Patrick came, Patrick left, Guy came back.

iii. Life is change, the blessing of which is that great things come: DF acknowledges the new staff who have joined ELAN in the last year: Lauren Katherine (Communications and Outreach), Iso Setel (Membership & Community Engagement Coordinator), Francisco Gonzalez-Rosas (Research Coordinator, Quebec Relations), and Vanessa Herrick (Executive Director).

iv. During the last year, DF spent a lot of time doing financial tasks, staff support – interviewing and onboarding, committee support, two big successful grant application for projects in partnership with the Arts Culture and Heritage (ACH) Working Group Co-Leaders for projects that will serve the entire ACH Community.

b. Li Li invites Lauren to present on Communications – Lauren Clinton

i. LC thanks all for being here, it has been nice to begin to meet everyone.

ii. Gives a shout out to Sarah who is helping on Comms and doing behind the scenes work.

iii. LC joined ELAN in late September after a 9-month vacancy in the Communications position. Her first task was to bring the department up to speed, learn the logins, etc. – this work encompassed the first 6 months of job.

iv. LC shares a slide with social media engagement numbers, all show growth in engagement. She has been trying to figure out what we already have in action and what more could be done – she is opposed to

Tik Tok but ELAN is now on LinkedIn! And continuing with newsletter, Facebook, and Instagram so members know what's going on.

v. A guiding question for her is: "What's an ELAN?"

1. The priorities for Communications Department is clarifying What is ELAN – we take for granted that everyone knows what we mean when we say ELAN. LC is looking at social media and communications with members to see how we can share the name and the message of what are we doing here why are we doing it.
2. The particular circumstances of the last couple years have resulted in not being able to get to know members in person, so LC is working on the "Handsy" campaign to share information about members on social media.
3. We are also learning how to go out and appreciate the arts again, people have lost this habit over the last couple years: LC is running a campaign in which ELAN bought tickets for events members are presenting and raffling them off to the community. This resulted in members going out to see shows, and having fun seeing art again!
4. Taking different approaches to communications to try and try again and see what works.

i. New Website! Red Carpet Web has been working on the website with ELAN. Prior to LC's arrival, the need for a website update arose. They've been considering: What needs to be on the website, what is the easiest way around the website? Still making some changes but they wanted to get the new design out for members and are very happy with where it's at.

c. **Li Li invites Iso Setel to present on Membership and Community Engagement – Iso Setel**

i. Iso introduces themselves: They joined team in January and were only present for 6 weeks of the year being presented on.

ii. When they arrived, Membership had been going through a transition – Emily left in the fall, Christine joined, then Iso joined.

iii. When IS started, there were a few projects to be completed before end of year:

1. Artist capacity-building clinics – this was the second year of the clinics that provide accounting, grant writing, marketing, digital distribution clinics for 50 hours to over 40 members. Working on the clinics was a great introduction to the ELAN community. There has been overwhelmingly

positive feedback on the project. It was a great opportunity to reach out to community and provide direct support and get feedback.

2. Return to in-person schmoozers and MEETS event – this was an informal coffee house style Zoom event for members to get together and stay connected to community. It was an opportunity to introduce Iso and Vanessa to the members and get to meet pets. In person schmoozer in Parc Jean Mance with funding partner QWF. Having both events was a great way to keep social aspects of ELAN accessible to as many members as possible.

- iv. A lot of focus has been on better understanding who the members are and how many there are.

1. IS presents membership numbers: They show a dip in numbers when Emily left, which prompted IS to ask: Who is our membership, how can we reach out to them, how can we sustain an active membership and support them even as there are internal and staff changes?
2. Membership back on the rise in 2022. IS is reaching out to members who may have fallen off during Covid, etc. to invite them to remain engaged.
3. IS presents a chart showing membership by type (Student, Organization, Professional, Friend): IS is working on better understanding who members are, where they are in Quebec, what they work in. Professional membership is most popular, followed by organization, friend and student.
4. IS is thinking about how to do more active outreach to students to offer ELAN as a way to get more connected as well as reaching out to organizations to work on collaborative projects to better to support artists.
 - v. Looking forward to supporting members and working for and with artists in Quebec.

d. **Li Li invites Swati Khanna to present on Projects**

- i. SK introduces herself: she handles projects at ELAN.
 - ii. As Project Manager, she makes sure projects at ELAN follow the 3 mandates: CONNECT, SUPPORT, and CREATE projects for Quebec’s English-speaking artists, such as getting funding support to artists, mental support for teachers, and creating job opportunities.
 - iii. SK acknowledges that the project members do much of the work and **invites Christy Huff to talk about the ArtEd and ACE projects:**

1. CF provides leadership and development for the ArtEd project; she had no idea when she first started that she would create such a successful project.
2. In 2018-19, 19-20, 20 schools were invited to host the artist in residency project in urban, rural, and suburban settings. The project provided students experience with an art discipline that did not exist in their community and diversified the experience of arts in different communities.
3. The pandemic conditions were very challenging, they had to ask funders for extensions so that artists could complete their projects on appropriate timelines.
4. In May 2022, they created a report on how the project impacted the artists involved to show that this project needs to continue and to show a commitment to Equity, Diversity, and Inclusion.
5. One example is Jimmy Baptiste, a graphic designer and artist, a Black French English Quebecois Canadian. JB wasn't able to get access to get his work in schools before the ACE project and now has gotten 2 Artists Inspire Grants. This has expanded his confidence and he is now very busy with projects.
6. CF is handing off the project to Guillaume to continue it. ACE puts artists in relationship with schools, it's a needed project.
7. CF thinks the amount of work that English-speaking artists are getting could continue to improve through the website, the work of the team, and other projects. There's so much potential.

iv. Li Li invites Guillaume Jabbour to present on ArtistInspire Grants

1. GJ started with the project as an artist, onboarded by Paula and Christy. Call went out for an admin with background in arts and education. He met with the team and started sculpting the project.
2. The ArtistInspire grant project was launched in 2019 with micro grant funding to do art projects in minority language schools, 1 per year over 4 years. Hopefully this is the year that everything gets renewed.
 - a. The other objective of the project is to connect students with qualified artists from Quebec's English speaking community to facilitate artistic and cultural learning experiences during the regular school day. It's so important to show teachers and school administrators that art should not just happen on Friday afternoon or in June but for students to connect with art throughout their regular school day.

- b. The project also provides funding for regional travel costs for artists in rural communities.
- 3. The project website was created in partnership with Jason Campbell and is the number one way schools are connecting with artists.
- a. The website provides a database of artists from Quebec's English language speaking community of artists. Through the website, people have been reaching out from beyond schools, allowing ELAN to offer calls for submission and other opportunities to artists.
- b. During 2020-21, ArtistsInspire recruited 20 new artists and 5 new arts organizations. All the artists profiled on the website are active this year. They keep the list up to date and live so schools can connect with artists.
- 4. In 2020-21, 213 out of 300 minority language schools used an ArtistsInspire Grant; working with 78 artists, and 24,000 students. Thank you to tireless work of the team!
- 5. GJ shows an image of students from JFK High with Adele Reeves – this project was an opportunity to give students a voice during this weird time of isolation.
- 6. GJ gives a shoutout to the Inclusion Committee who has guided the project team through some difficult decisions. Thank you to Christy and Barbara, schools, students, teachers, and the government of Canada.

v. CHSSN – Louise Campbell

- 1. LC introduces herself. She has been part of ELAN for quite a while. At her first ACE Jam, she felt very dubious, but ELAN and the Art Ed team have given her a sense of community – thank you to Christy, Guillaume, and team.
- a. The challenge of the CHSSN [Youth Mental Health Initiative] project is to reach the maximum number of youth ages 15-21. The project provides professional development in youth mental health for teaching artists.
- b. The project held four sessions last year facilitated by Alyssa Kuzmarov, a teaching artist and social worker. They recruited teaching artists through ELAN and partner orgs. The goal of the sessions were to develop knowledge, skills, and resources in the fields of mental health and the practice of teaching artistry. Sometimes things come up when working with youth with mental health challenges and artists need to know how to address situations when they arise.

- c. In 2021-22, the project worked with 14 teaching artists through their participation in learning communities, 60 schools and community orgs, and over 3400 youth – the number is actually larger when we include the community members outside the age range of 15-21.
- d. LC notes that Alyssa is a wonderful teaching artist with a lot of experience and reads a quote from Alyssa. She emphasizes that CHSSN is a very needed and worthwhile initiative.
- e. Funding for next two years has been confirmed and increased to \$20,000 and they are recruiting artists! Please talk to Louise or email her. LC shows a video from artist Emily Read done with a group of Grade 6 students.
- f. The Youth Mental Health Initiative is funded by the Secretariat a la jeunesse and the Fondation Lucie et André Chagnon, managed by the CHSSN.

vi. ARTS2U, ArtsCast, CDAH - Dan Webster

- 1. DW is Project manager of what was ARTS2U and is now ArtsCast and a newly funded project called the Community Digital Arts Hub
- 2. Last year, DW started a listing site that would connect artists and share events. As the pandemic started, he had to move on from that because funding from Canada Council didn't come.
- 3. He started the ArtsCast project which extended into the Community Access Project.
 - a. The project supports artists in music, theater and dance, produce and helps them produce live streams across disciplines.
 - b. The project worked in capturing specific arts disciplines to turn their media into something they could get paid for and addressed the concerns of Covid – worked with various groups to help artists work in Covid conditions, series at the SAT helping artists work through the challenges and costs of producing a digital or hybrid show.
- 4. Post-Pandemic Action Research Project.
 - a. At beginning of the fall DW ran a research project focused on helping people determine how to emerge from the pandemic by talking to people who had been through the Covid situation and asking what they thought were the best ways to come out of it stronger.
 - b. The project highlighted all the inequities that were present in the arts communities before the pandemic and the research asked questions about that.

- c. The research also highlighted inclusivity and accessibility, such as people who wanted to attend a digital event rather than go to an event in person.
- d. The project surveyed producers across QC, many from Montreal as well as other areas with concentrated populations of producers and artists, and asked how they were learning and evolving during the pandemic.
- e. The results showed that many artists were engaged with learning new tech and acquiring new skills. They found there's still a lot of work to be done to make digital products more operable and to be able to share them across the disciplines.
- f. There are a lot of work and opportunities for monetization in the future for artists, hopefully there will be more equitable platforms that compensate artists for what they're creating rather than presenting it for free.
- 5. The Community Digital Arts Hub is new project emerging from Community Access Project and the Post Pandemic Research. Through the Hub, artists can record, shoot headshots, send work out in secure ways on more equitable platforms. There's a space for them to use to make this happen – a studio that artists can book. The space is open to all disciplines. As of today, there's wifi! And they're in the process of putting in furniture and gear. Everyone is invited to check it out! cdahquebec.ca

vii. **Quebec Relations and COVID Relaunch - Nick**

Maturo

- 1. NM introduces himself as the ELAN Project manager overseeing the Quebec Relations project: QR has been a project since 2018. It just completed the first year of a 2-year funding renewal. The project facilitates the English language arts community's access to funding offered through the Gov. of Quebec. It consists of consultation, searchable platform, webinars, and outreach to identify funding needs.
- 2. Funding consultations and grant assistance: The goal of this aspect of the project is to make it easier to access funding and help artists develop their knowledge and skills so they can access funding throughout their careers. This year, there were 124 funding consultations and 66 clients were referred for free grant assistance. There is overwhelmingly positive feedback – artists write to share they've gotten grants and express thanks. It is a career-changing service and all the more important as the arts sector continues to recover from the pandemic.

3. Searchable Funding Platform: funding.quebec-elan.org. Artists can use this platform to find grants that meet their needs. This year, the website has received many updates, special thanks to Francisco. They added 11 new programs for organizations and artists and 73 for individual artists; there are now 241 programs on the platform. English-language translations are also included for programs that don't offer them.
4. QR Webinars: These were introduced at beginning of pandemic, the goals of which are community building, information sharing and combating isolation during the pandemic. CALQ, reintroduction to platform, Services Quebec. 169 total viewers over the webinars last year. Past webinars are available through the Youtube page. The feedback is very positive and overall the webinars are a success in their dual role.
5. QR Research Activities are building on research from 2019 to assess funding needs in the community and learn about impacts of the pandemic. Two surveys were sent – one to 299 orgs across the province and another was sent through the ELAN newsletter. The results have led into planning for focus groups, which will continue in 2022.
6. In year two of the funding agreement, the goals are to expand the reach of funding consultations to connect with emerging artists and artists from equity seeking groups, a redesign of the funding platform for improved user experience, and a continuation of research activities.
7. ELAN's Covid Relaunch Fund: This was a single year project launched in April of 2021.
 - a. It provided emergency support of the English-Language arts community to mitigate the effects of pandemic by offering one-time funding to help relaunch organizations and artists.
 - b. First step of the project was to determine what counts as a relaunch and how to determine who is eligible for the project. They sent call to orgs to express interest.
 - c. The result was a high level of interest and strong applications. They could demonstrate demand for \$450,000 for Covid relaunch funding and partnerships were signed with 34 successful applications.
 - d. The organizations who received funding were successful in carrying out activities 67 cultural events, 16 online productions, 18 training activities, and 12 research/audience retention projects.

- e. The project concluded in March 2022. The feedback was overwhelmingly positive. Orgs expressing gratitude to ELAN and the Secretariat. It was extremely rewarding to be involved in the project.

viii. We're all in this Together – Swati Khanna

1. A project for seniors, in collaboration with Seniors Action Quebec.
2. The project produced 23 episodes on YouTube biweekly that included content for the seniors by the seniors, of the seniors.
3. SK shows images of the episodes that were shot. The topics included animal fostering, yoga, bird watching, wine pairing, tango dancing – episodes and content that seniors wanted to see.
4. This was a two year project and SK is hoping to get more funding to take the project to the next level.
5. The project was very successful and accessible. They bought a lot of iPads that were distributed to senior centers so seniors could watch when they wanted and had people going in to help the seniors operate the technology.

ix. Waves of Change – Guy Rodgers

1. GR introduces himself as the founding Executive Director in 2004. He has been thinking about the way we envisioned the artistic community 20 years ago and the tremendous amount of work that has been done and the impact ELAN can have thanks to staff, members, and board members.
2. He received funding from the Secrétariat aux relations avec les Québécois d'expression anglaise, wanting to do projects about identity and belonging. Guy was not from Quebec, he came as a student in his 20s and went through the process of learning French through the referenda and the language divides between students.
3. He thought it would be important to make some documentaries reflecting on identity and belonging.
4. Six half hour docs were made in the first year. In the second year of funding, he wanted to make a single feature length doc with the highlights from the first docs and other accumulated content.
5. The film was invited to open Hudson film festival in May. There were 2 projections on May 13 at Hudson film festival, ELAN members, people who had participated in projects, and Vanessa were in attendance.
6. GR shares some of the media coverage the project has received: Mike Cohen in the Suburban. Toula Drimonis in CULT Mtl. It is part of a much

larger project with 5 other community partners. COM-UNITY Presentation at Concordia May 30.

7. Some of the earlier documentaries are presented online on MATv, and subtitled and presented through French Language programming.
8. whatwechoosetoremember.ca – go check it out!

Ten minute health break

8. Review of 2021-22 financial results - Kakim Goh

- a. Li Li invites Treasurer Kakim to present the financial results of the year.
- b. KG introduces himself; his role as Treasurer is to oversee general financial management of ELAN and ensure transparency.
- c. KG notes that on page 34 of the AGM Packet, the results from 2022 are listed but it's missing 2021.
- d. Revenues grew from \$1,414,336 to \$2,178,010.
- e. \$450k redistributed to community.
- f. Differences between preliminary and actual budget:
 - i. Expenses have increased from \$1,412,483 to \$2,174,137 .
 - ii. There was a dip in the amount spent on salaries due to staff turnover.
 - iii. Rent went down 10k because ELAN relinquished two offices and took one instead, the amount will increase in the coming year for the CDAH.
 - iv. Web maintenance is happening so that expense will increase, cost of office in general will increase.
 - v. Training: \$252 went towards training.
- g. Change in assets for new laptops and servers.
- h. The surplus from this year was \$3,872. With \$490 being unplanned.
- i. Pg 40 shows grants; questions about grants can be directed to Director of Operations
- j. KG asks if anyone has questions. No one has questions
- k. Approval of auditor for next year: The proposed auditor is DLS CPA. Anna Furstenburg motions to approve auditor, Chuck Childs seconds, vote is taken, auditor is approved.

9. Ratification of all acts and resolutions of the board 2021-22 – Li Li

- a. Kakim Goh motions to approve, Quinten Sheriff seconds. Vote is taken, acts and resolutions are approved.

10. Presentation of board candidates and slate for elections

- a. Explanation of board structure and nomination process
 - i. Angie’s mandate has been extended to 3 years instead of 2
 - ii. Elyse is bringing on a shadow board member because she’ll be leaving part way through mandate
- b. Presentation of candidates standing for election
 - i. Re-election: Angie Cheng, Li Li, Roger Sinha
 - ii. Mandated by Organization: Louise Abbott, Elise Moser
 - iii. New Nominees to the board: Dr. Alexandra Fol, Alex Gravenstein, Jessica Greenberg, Emilee Veluz
- c. Note regarding decision to extend Angie Cheng’s term to three years
 - i. So that two dance members do not leave board at the same time
- d. Ratification of slate – the slate is acclaimed
- e. Renewal of the Executive Committee
 - i. Dan motions to keep Li Li as president, Anna seconds motion, vote is taken, motion is approved

11. Report on current and planned activities 2022-23- Vanessa Herrick

- a. We are going to build on the successes that have already happened.
- b. Seeking grants and funding for State of the Arts on Equity, Diversity and Inclusion in the Arts – research initiative:
 - i. The next years give a chance to assess and research where ELAN stands on this issue. Thank you to Inclusion Committee, Deborah Ford, and team for moving this forward.
 - ii. At end of fiscal year, we will have a meeting, present what’s learned, and discuss how we can further include EDI in our community.
- c. Continue the advocacy work done at ELAN:
 - i. The arts are often overlooked and undervalued, especially during the stress of Covid. The arts get us through challenges and helps us connect.
 - ii. Bill 96 is a big challenge for advocacy. We’ll see what comes after the election. V is talking to partner orgs and speaking out for the community with elected representatives. She promises they will hear about the ELAN community. She is very passionate about advocacy work.

- d. Coming out of an unprecedented time, arts and culture are the way we can reconnect with each other and with ourselves. Artists are perfectly placed to help people heal as we emerge from the pandemic. We are going to build on the models and programs that ELAN already runs, such as education and working with seniors. There are many communities who need this, this is what Vanessa will be focused on building.

12. Budget 2022-23- Deborah Forde

- a. DF notes that the table shows the preliminary and actual numbers from the previous year and what we are predicting for the year ahead under the 2022-23 column.
- b. In 2021 received a top-up from Heritage Canada to do preparatory work for CDAH grant.
- c. We had been projecting we would get \$183k for coming year, but didn't get it.
- d. CALQ funding is projecting at \$58.2k – the CALQ number had to change to take money from the surplus, but a grant came through and CALQ gave \$75k.
- e. Interest changed from 4.5 to 3.5 so there is less money from interest than projected.
- f. There was extra money received from CALQ and also some money received for rent of storage space – listed in misc. funds.
- g. Emploi-Quebec will be all in one fiscal year so number went up.
- h. ArtistsInspire only used a portion of the budget, so were able to carry forward money from previous years. This year we were not able to carry money forward because it's the last year of grant.
- i. There has been a change in bookkeeping to add the project revenue from CDAH - doing the count differently to show the contributions to the account to make it more transparent.
- j. Maintenance and repair costs have jumped and they are projecting more in this category, this is the cost of the support that is necessary in the turnover of staff. DF considers this money well spent because it keeps staff connected and morale high.
- k. Haven't spent money on travel in last couple years because of the pandemic, but we are planning board members will travel to regions more in coming year and budgeting for that.

13. Farewell to departing board members – Li Li

- a. Lisan Chng, Isak Goldsschneide, Emmanuel Hessler, Rebecca West – so long but never goodbye! Thank you for your contributions!

- b. Guy is invited to say a special thank you to Isak who stayed for the entire duration of mandate and has been a committed board member, an active artist, and aware of the political contexts that helps the board make policy and decisions.

14. Adjournment of the 2022 AGM

- a. Vanessa is invited to close the meeting, she thanks the funders: Canadian Heritage, Secretariat aux relations avec les Québécois d'expression anglaise, Canada Council, CALQ, CHSSN, Innovation Science and Economic Dev Canada, Conseil des arts Montréal – Thank you!
- b. Kakim Goh motions to adjourn the meeting, Quinten Sheriff seconds. The meeting is adjourned.

Activity Reports 2022-23

Interim Executive Director's Report – Nick Maturo, Interim Executive Director

While the past several years have been dominated by the effects of Covid-19, 2022-23 was a year in which many in our community found themselves extraordinarily busy getting their careers back on track and making up for lost time. Much as ELAN pivoted our work during the various phases of the pandemic, we once again adapted accordingly to ensure we were able to meet the evolving needs of English-speaking artists and arts organizations across Quebec.

Similarly, after a period of staff turnover exacerbated by the pandemic, 2022-23 was a period of relative stability for ELAN's staff and it showed in all the fine work that the talented and dynamic team was able to do throughout the year. This included a gradual return to in-person activities, including our ever-popular Schmoozer networking events. The feeling of wanting to be together again to share the same space was palpable and brought an energy that had been sorely missing since March of 2020.

Last year also saw the launch of two important new projects, both of which grew out of ELAN's longstanding participation in the Arts, Culture and Heritage Working Group. The first of these, State of the Arts: Equity, Diversity and Inclusion, launched with an intensive

research phase to better understand the issues and obstacles at play around EDI in the English-language arts, culture and heritage communities, as well as to begin documenting the solutions that the community has developed in response. This research will eventually be disseminated in a community-driven action plan, launching in Fall 2023. The second, the Community Digital Arts Hub (CDAH), is digital media space offering affordable studio and equipment rentals to local artists, community groups, and arts & heritage organizations, as well as a wide range of workshops and training opportunities. Crucially, both of these projects directly respond to pressing needs we have been hearing from the community, and they seek to make concrete, practical, and timely resources available to artists and organizations.

It was also a year in which our advocacy work was urgently needed. Two major new federal laws, Bill C-11 (An Act to amend the Broadcasting Act) and C-13 (An Act to Amend the Official Languages Act), were introduced with the potential to greatly impact ELAN's community, so it was vital to be a part of consultations, stand in solidarity with other like-minded organizations and ensure our members' interests were well represented. Similarly, the adoption of Bill 96 and the palpable sense of unease in the community meant that ELAN needed to be proactive in understanding how the bill would be implemented and vigilant in observing its effects. While the direct impact on the English-speaking arts and culture community has fortunately been limited so far, it is nevertheless an area where we are keeping a watchful eye as the situation evolves.

I would be remiss if I did not mention the most difficult moment that ELAN had to face last year. As you know from our president's recent announcement, ELAN was the victim of fraud resulting from cybercrime in December 2022. While it did not significantly impact our activities during the final quarter of the year, this traumatic and distressing incident nevertheless cast a shadow of uncertainty on the conclusion of 2022-23. This in turn necessitated a great deal of attention, effort, and adaptation on the part of our former Executive Director, Vanessa Herrick, our Director of Operations, Deborah Forde, and ELAN's board to ensure that the organization remained stable. Thanks to their leadership during this challenging period, ELAN is poised to begin the new year on solid footing.

Finally, the year concluded on a bittersweet note, with Vanessa moving on to another professional opportunity. While we are sad to see her go, we are deeply appreciative of her hard work during her time with us and we wish her the very best in this next chapter of her career. As Interim ED, I look forward to guiding ELAN through this transitional period and ensuring we continue to work hard to connect, support, and create opportunities for our members and the entire English-language arts and culture community.

Operations Report – Deborah Forde, Director of Operations

Oy! What a year. ELAN has always been an exciting place to work, but this year took the cake. Replacing legacy staff is never easy. Thankfully, those that moved on left behind strong foundations to grow on. Moreover, Guy Rodgers' investment in ensuring legacy knowledge was passed on, meant that we were ready to support Vanessa Herrick in her monumental task of assuming the responsibility of Executive Director. It is however hard to predict when Murphy's law will get you, and at year end he gave us a kick to the teeth.

In last year's report, I explained we would be looking at a quieter 2022-23, as some projects came to an end. Nothing could be further from the truth. Instead, 2022-23 was a growth year. While our *We're All In This Together* project closed, our partnership with the CHSSN grew. Our *Waves of Change* project ended, but spawned a new phase, the editing and touring of the feature documentary film, *What We Choose to Remember*. Most significantly, in terms of scope, Heritage Canada assisted us to support community recovery by delivering funding for the new Community Digital Arts Hub (CDAH), a project that ELAN is stewarding on behalf of the Arts Culture and Heritage Working Group Co-Leaders (ACHWGCL). In September 2022, Heritage Canada again approved funding for an ACHWGCL project: State of the Arts: Equity, Diversity, and Inclusion (SOTA on EDI) (details in the project reports). Needless to say, the place has been humming.

Construction of the CDAH studio followed the triangle laws of renovation: you can have it fast, good, or cheap - pick two. Coming out of the pandemic meant contractors were in heavy demand, so fast was not an option. Costs were also a challenge, as inflation hit everyone, but we managed to do most of what we set out to do. After construction delays, ELAN was able to open the well-equipped studio for beta testing in the fall and

held its grand opening for the community on November 10, 2022. Though the project was intended for 2 years (2021-2023), Heritage Canada did not approve funding until March 11, 2022. As a result, the project was not completed in March 2023 as originally planned. While Heritage Canada has allowed ELAN to carry forward the funds we have to complete the project, we have had to forfeit the holdback funds for this grant as a penalty.

Our SOTA on EDI project was also approved for 2022-2024 in September of 2022. Thankfully, we found a great Project Manager in Naj Sumar, who hit the ground running and completed most of the first phase of the project. Unfortunately, he had to leave the project due to health reasons, but we struck gold twice, and we signed the incredible Carrie Mazoff to replace him.

Start-up of these projects required much investment from ELAN, both fiscally and in terms of staff support. Added to this was the renewal of internship positions. ELAN hosted two such positions for the summer, and was awarded a six-month Emploi-Québec *subvention salariale* position. Needless to say, a great deal of administrative time was taken up by recruitment, interviews and selection of candidates.

While we have been blessed with truly great staff, recruitment posed serious difficulty last year. Inflation being what it is, we had to raise starting rates to attract good candidates. Were it not for the extra support we received from Canada Council for the Arts and the Conseil des arts et des lettres du Québec, this would have been a challenge, as funders like Young Canada Works have decreased the funding to support such efforts. Where they once paid for 100% of the position, with in-kind support from the organization, they are now asking for 20% cash contributions to salary. While Emploi-Québec and Canada Summer Jobs cover minimum wage and employer's expenses on minimum wage, which is very helpful, we have had to raise the salary from \$15.50/hour to \$16.50/hour. While that dollar may not sound like much, all in, it translates to an additional \$1,603.00 for a summer position. The expectation of cash contributions rather than in-kind on projects, meant that ELAN had to contribute \$64,318.00 in cash to various projects.

ELAN continues to support a hybrid work model that allows staff to work from home and go to the office at will. We hold regular in-person staff meetings and celebrations of special

events. In addition, the pandemic revealed the importance of maintaining online programming for those at a distance. Accommodating this requires investment in our digital infrastructure and IT support. The cost of IT support is going up due to a) a well-deserved raise in hourly billing rate and b) increased need of IT support to ensure security and smooth function.

In terms of hardware, this year we added an OWL camera for on-line facilitation. This nifty device allows for a more immersive online experience, giving viewers a 360-degree view of the room, and automatically moving the camera perspective to the active speaker. This means a facilitator can move about the room and be followed by the camera while speaking. They can also use a flip chart or white board, and those online can see it clearly. Zoom costs have also soared as one account is no longer enough to meet our needs. Where possible, we have added extra licensees to existing accounts, but now each department and most projects need their own accounts as we are often online at the same time.

Administrative travel expenses also saw a significant increase due to a) a need to support relaunch and build partnerships in the regions and b) a very active year in terms of advocacy.

Our administrative office rental costs remain stable for the moment, but overall rent has also gone up as the need for project-related space increased. The cost for CDAH is particularly high, as unlike our administrative space, we cannot negotiate a multi-year deal without guaranteed funding. As the project came to fruition at the tail end of the pandemic, the rent is reflective of the higher rates that landlords are charging to compensate for half-empty buildings.

The biggest disruption of the year came at the end, when we discovered that ELAN was solely responsible for compensating for the fraud we fell victim to. In any other year, this could have had dire consequences for ELAN. With normal debt, cost cutting is the preferred method to support cash flow. In this case, however, that was not an option, as funds received must be applied to operations and programming. If not, we would at best risk claw back or at worst be in violation of contribution agreements. Fortunately, we

survived and are in position to continue thriving thanks to a) the little over \$50,000 surplus we have accumulated over the years, b) private partnerships that include administrative fees, c) temporary support monies that we could apply to project commitments, allowing for income gained by ELAN (membership, rentals and workshop fees) to be applied to debt, and d) the dedicated team who are finding ways to deliver extended programming while minimizing costs. As such, we were able to plan for a zero deficit 2023-24, allowing any funds raised by the Board's new deficit management committee to be applied to this year's deficit and hopefully to replenish some of our rainy day funds.

As such, while the end of 2022-23 had me concerned I would go bald with worry, I can now confidently say that we are in good stead and ready to meet the challenges ahead.

Communications Report – Lauren Clinton, Communications & Outreach Coordinator

The communications department spent the year working in conjunction with Project Members, ELAN Staff, and ELAN Members in order to ensure that information was being shared effectively and efficiently throughout the community. Department activities focused on:

Project support:

- The Communications department continued to provide support to ELAN's various projects.
- We worked directly with the Community Digital Arts Hub in order to help launch the project in fall/winter of 2022.
- Communications worked with Québec Relations to launch the redesigned QR funding platform.
- We continue to work with State of the Arts on Equity, Diversity & Inclusion in preparation for the upcoming conference event.

ELAN's Website:

- Highlights:
 - Members can now contribute their events to the ELAN calendar

- QR's funding platform is now integrated directly into ELAN's website
- The Member Directory is now easier to search and easier for members to update
- We created a collection of needs/community-specific resource lists for artists & arts workers:
 - [Resources for Indigenous Artists and Organizations](#)
 - [Community Resources for Black Artists and Arts Workers](#)
 - [Asian Heritage Month Events & Resources](#)
 - [Resources for LGBTQIA+ Artists](#)
 - [Accessible Arts Spaces & Resources for Disabled Artists](#)

○ In 2021, Communications began the gradual process of redesigning the ELAN website. The initial phase of the redesign was an overhaul of the branding and navigation of the website. This first phase was completed in August of 2022. Following this phase, communications worked alongside Québec Relations to integrate the QR funding platform into ELAN's website. Next, the communications department worked with Membership in order to transition to a new Membership platform which would also be integrated into the website. This last phase has recently been completed and we are now working to finalize the overall structure and user experience of the website given that all of these elements are now in place.

Newsletter and social media:

- We began a social media campaign using Reels to introduce the different ELAN projects to the community. The first few Reels of this initiative have garnered a collective 2,658 views. This project is ongoing and represents a shift in our approach to social media incorporating more videos instead of just static elements.
- We reached our goal of 1,500 followers on Instagram and are well on our way to our next goal of 2,000 followers by the end of the fiscal year.

- Given the new context and decrease in usage, we have sunset our Twitter account and are now focusing our social media attention on Instagram and Facebook.
- With our monthly newsletter, we have transitioned to a model where we share project news updates quarterly in order to make for more cohesive newsletters alternating in focus between project updates and calls to action.

Current objectives:

- Continue to develop and evolve our approach to social media in order to be both growing our reach and efficiently finding ways of sharing actionable and practical information with the community.
- Further increase member-engagement with the newsletter, as well as further develop the Member News section of the site.
- Finalize website updates with a web audit.
- Continue to develop our network by sharing with other community organizations and build our reputation as an important community resource for events, workshops, news, opportunities, and information.

Membership Report – Iso Setel, Membership & Community Engagement Coordinator

Over the past year, Membership has focused on returning to a full calendar of events, bringing us back to core activities that were interrupted during the pandemic and previous turnover. We held a number of Schmoozers, our recurring Artists Capacity Building Clinics, and a series of workshops aimed to support the professional development of our members and community at large. This year also saw important updates in our membership platform, successful member outreach campaigns, new community relationships, and the achievement of a new milestone in our active membership.

Schmoozers

- July 20th, 2022. ELAN x Repercussion Theatre: Shakespeare & Schmooze. Held in Jarry Park in Montreal, before Repercussion Theatre’s Shakespeare in the Park

performance that evening. 45 people in attendance, with both ELAN and Repercussion community members.

- September 29th, 2022. ELAN x Wakefield Writers Festival: Western Quebec Schmoozer. Held at La Fab sur Mill in Chelsea, Quebec. 30 people in attendance, reaching both ELAN active members and local arts community members.
- December 1, 2022. ELAN x CDAH: Studio Schmoozer. Held in CDAH studio in Montreal. 25 people in attendance, primarily ELAN members, to introduce them to the new space.
- February 15, 2023. ELAN x CDAH: Karaoke Extravaganza Schmoozer. Held in CDAH studio space in Montreal. 25 people in attendance, both ELAN members and CDAH users.
- March 1, 2023. ELAN x Cardinal Brewery: Hudson Schmoozer. Held at Cardinal Microbrasserie in Hudson, Quebec. 20 people in attendance, reaching local arts community members and ELAN members.

Workshops

- July 14 and 16, 2022. QR x Machinerie des arts. Facilitated by Ariel Lefebvre, and in partnership with Quebec Relations. Held on Zoom, with 6 attendees. These online workshops introduced ELAN members to the Machinerie des Arts' online Toolbox resources, walking attendees through how to access the Toolbox, and an overview of the different resources available within it.
- December 5, 2022. "Craft Your Artist Bio & Statement." Facilitated by Iso Setel, and held on Zoom. 12 members attended. This workshop walked participants through the structure of how to write an artist statement, when and where to use it, different stylistic options for artist statements, and directed them towards further resources.
- December 7th, 2022. "Formatting and Refining your Artist CV." Facilitated by Iso Setel, and held on Zoom. 10 members attended. This workshop instructed participants on the structure and function of an artist CV, went over different style guides and tips by discipline, and provided working time for attendees to give and receive feedback on their CV's.
- December 9th, 2022. "Market Yourself Workshop." Facilitated by Amy Blackmore and held on Zoom. 15 members attended. This workshop covered personal branding,

online presence, networking tips, PR for the arts, interview skills, and meeting new people.

- December 11th, 2022. "Headshot Portrait Workshop." Facilitated by Iso Setel and Cecilia McKinnon, held in the CDAH studio spaces. Two sessions held, 13 attendees in total. This workshop introduced participants to CDAH's photography equipment, as well as instruction on the basics of studio lighting, and each participant left with a few new headshot options.
- January 25th, 2023. "ELAN x Juripop: Intellectual Property Law." Facilitated by Justine Sara from Juripop, held on Microsoft Teams. 10 members attended. This session addressed the principles of intellectual property law as it pertains to the arts, including copyright, patent and trademark principles.
- January 26th, 2023. "ELAN x Juripop: Duties & Obligations for Nonprofits." Facilitated by Justine Sara from Juripop, held on Microsoft Teams. 9 members attended. This workshop introduced the Duties and Obligations for Non-Profit Organizations, as well as their civil, penal and fiscal liability.
- February 20th, 2023. "ELAN x FASA – Filing Taxes for Emerging Artists." Facilitated by Dael Foster, held in person on Concordia campus in collaboration with Fine Arts Students Association. Open to both ELAN members and Concordia Fine Arts students, with 12 in attendance. This session taught attendees how to prepare and file taxes, with particular focus on the nuances of doing so as an artist and student.
- February 27th, 2023. "Taxes for Artists Workshop." Facilitated by Dael Foster, held in person in ELAN offices. 8 members in attendance. This workshop went through the tax document and comprehensively explained how artists could prepare and file their taxes.
- March 7th, 2023. "ELAN x CBC: Getting Media Attention Workshop." Facilitated by Debbie Hynes, Manager of Communications, Marketing & Brand for CBC Montreal, held on Zoom. 45 members in attendance. The workshop taught attendees the basics of how to write a press release, get in touch with members of the media, and how to pitch stories to gain media coverage of their projects.

Artist Capacity Building Clinics, February - March 2023

- “Housing, Civil and Non-Profit Law with Juripop.” Facilitated by Maria Galindo and Justine Sara from Juripop. These clinics covered laws pertaining to Non-Profits, Civil Law, Housing Law, and Civil Law. 5 sessions were held, with 6 artists participating.
- “Taxes with Dael Foster.” Participants received an hour-long consultation with Dael to discuss their specific questions and concerns regarding tax filing. 7 sessions were held.
- “Editing & Publishing with Nathan Fréchette.” Participants received editorial feedback on a short work, and/or coaching on their submission package, including cover letter and book proposal. They also had the opportunity to learn more about the publishing industry and the merits of different publishing options. 3 sessions were held.
- “Grant Writing with Amber Berson.” These sessions provided attendees with personalized advice and feedback on the arts grants landscape and grant-writing process, with focus on federal arts grants. 10 sessions were held.

Outreach

- From June 2022 to September, we conducted a comprehensive review of our internal membership records and reached out to folks whose membership had expired over the past 3 years to encourage them to renew. After the outreach was conducted, we saw a significant increase in renewing members. Members who had not renewed after contact were deleted to reduce excess database entries.
- In September 2022, tabled at Concordia University Student Union’s orientation fair for incoming undergraduate students. Tabling took place over two days, and we were able to meet a large number of students looking for resources to establish themselves in the city.
- In June 2022, then-current membership intern, Rose Tavernia, updated all membership print materials, including designing a new member brochure. These brochures have been shared throughout the community at all ELAN events, and shared with partners to pass along to their community.
- Three new deals and discount partnerships were developed over the year – a partnership with Mutek for the 2022 festival, a standing 10% discount on all class registrations at the Visual Arts Centre, and a discount for Just for Laughs’ 2023 ComedyPRO Conference.

Membership Platform

In May 2023, we launched our new membership platform. The new platform offers a better user interface, improved visibility and ease of use for our Member Directory, and professional member profiles that could be used for personal promotion use.

From the back-end, the new member platform meant a change to a new membership database system. We had previously used NationBuilder, which did not provide accurate information on our membership and had a high overhead cost. We currently use UserInsights, a WordPress plug-in. Throughout the fall of 2022 and early 2023, we prepared for the changeover by doing a thorough internal audit of the membership database, reducing redundant information and deleting long-inactive profiles. When we changed over to the new platform, we saw a significant drop in our member numbers. It was discovered that the previous database system had allowed individuals to sign up for multiple membership types, which had artificially inflated our member numbers. While the drop was disappointing, we have since re-achieved a similar member count and can be confident that our reports are now more accurate in representing the actual size of ELAN's membership.

Other activities

- As a representative of ELAN, I had the opportunity to sit on a number of juries over the past year, including the Selection Jury for YES Montreal's What the Pop! Fair, and the Museum of Jewish Montreal's Creative Projects Microgrant jury.
- This past year we saw an uptick in personal consultations and questions from our community members for assistance and resources. We helped between 10 and 25 community members each month over email, directing folks to grant resources, exhibition spaces, insurance companies, and professional services. We additionally helped members with publicity and outreach strategies for their projects, connected members to one another for collaboration opportunities, and re-directed people to ELAN's various projects.
- This year, we surpassed the 500 member mark. This is a big milestone for our community, as it is a new record amount of active members. From membership, I

would like to sincerely thank all of our members for your support and engagement over the past year, and we look forward to working with you for the year to come.

ELAN Projects Reports

ArtistsInspire Grants – Guillaume Jabbour





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 province from the Government of Canada's Department of Canadian Heritage.

For Quebec, the funding available is:

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:

ANNUAL FUNDING FROM 2019-2023:

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

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, participating in virtual and in-person outreach efforts, launching recruitment periods 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.

This year, LEARN and inPath continued to demonstrate their role as ideal partners for AIG, helping us to reach schools in eleven of the twelve eligible school boards. We continue to work on developing our relationship with the twelfth school board, Kativik, and the communities it serves. More on that below.

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. Since the start of ArtistsInspire, 14 projects in all have been realized in the Cree School Board through this program, 4 of which took place during the 2022-2023 school year. In collaboration with the Mikw Chiyâm teacher, residencies are led by inPath artists, often with the support of local artists and knowledge keepers who guide students in developing individual and collective creative works. You can learn more about these projects in the Stories & News section of our website.

Though we did not realize any projects with the Kativik School Board, Kahnawà:ke, nor in Kitigan Zibi this school year, we continue to work on developing our relationships with AVATAQ and the Kativik school board as well as Kitigan Zibi schools and the Kahnawà:ke Education Center. Our objective is to connect local Artists and schools using ArtistsInspire Grants. We plan on some in-person outreach this year to further these relationships. We are still hopeful that we can reach these schools during the upcoming year of the project.

Results from the 2022-2023 School Year

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 of 4.79/5, and for program administration of 4.82/5!

By the end of the 2022-2023 School Year we had facilitated connections with:

- 198 Schools, including the EMSB's Quebec Virtual Academy
- 213 x \$1,500 grants
- 79 Artists
- About 400 homeschoolers
- About 17,000 students participating in approximately 1,700 workshops
- In addition, by the end of the year ArtistsInspire had:
- Recruited 15 new Artists, including 7 regional artists from the CQSB, WQSB, ESSB, SWLSB, NFSB, and ETSB regions
- Held discipline-specific learning communities bringing together teaching Artists for the sake of exchanging

The ArtistsInspire Grants Team

The ArtEd team has developed extensive expertise in the following areas: 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 2022-23 continued to include self-employed consultants with specialized knowledge and experience including:

- **Guillaume Jabbour:** Project Manager, managed day-to-day communications, vetted Artists, helped schools to connect with Artists, coached underrepresented Artists, prepared and put out calls for submissions, updated website and project documents, worked to establish collaborations and partnerships and prepared reports to funders
- **Louise Campbell:** Public Relations Consultant for communications & social media strategy
- **Jason Campbell,** Red Carpet Web, Inc.: ArtistsInspire.ca website design including graphic design and branding (with Denis Piquette), website maintenance/updates, workshop catalogue design, special project design (e.g. workshops for homeschoolers)

- As the original project designer and manager, **Christie Huff** continued to be involved on the periphery, providing strategic planning advice and guidance to the team when necessary.
- **Barbara von Thaden** continued her stellar work as our grants administrator, ensuring smooth communications with artists and schools, troubleshooting any issues, and maintaining meticulous stats and progress notes.
- **Rain Huff** also continued in her role as social media coordinator, organizing posts as per the funder's requirement, and ensuring that every single ArtistsInspire has a story and a photo to share.
- **Valerie Sabbah** was hired the past two years to act as workshop moderator and co-facilitator for the homeschoolers' workshop series.

This incredible team is a huge part of what makes ArtistsInspire Grants work so well. Here's to another great year!

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

Follow us on Social Media: 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 elanarted@quebec-elan.org

CHSSN Mental Health Initiative

ELAN's ArtEd Program has supported Teaching Artists who facilitate arts & culture experiences for all ages since 2016. Given the rise in mental health issues in recent years, the need to support artists is more pertinent now than ever before ([CHSSN Documentation Centre](#)). In the 2022-23 season, activities expanded to include addressing Teaching Artists working with children and pre-teens (5-14 years of age), older adults (55+), and the mental health of artists themselves.

Mental Health training for Artists

Managed by Etta Sandry, the Creative Care project aimed to support the mental health and well-being of artists in Quebec through a series of workshops and events offered by health professionals and community members. The project drew on a variety of approaches to well-being and healing practices to offer resources for artists to engage in self-care, community care, and build their creative capacity.

Seven workshops were offered both online and in-person and included topics related to mindfulness, burnout, drama therapy for the home work space, embodiment, and community care networks. Facilitators included: Eloise Rivoire, Catarina Bandeira Trapp, Sonia Osorio, Rose-Anne St-Paul, Bailey Carter, Courtney Kirkby, Maryse Damecourt, Kelly Keenan and Khadija Aziz. Forty-six artists in total attended workshops.

Mental Health training for Teaching Artists

Managed by Louise Campbell, this section of the Mental Health Initiative provides professional development for Teaching Artists working with children & pre-teens (ages 5-14), youth (ages 15-29) and older adults (ages 55+). Facilitated by Teaching Artist and social worker Alyssa Kuzmarov and music therapist Andy MacDonald, the goal of these sessions was to develop knowledge and skills specifically related to Youth Mental Health in the practice and context of Teaching Artists. Topics of discussion included:

- Non-violent communication and active listening,
- Inclusion, diversity and multicultural competencies,
- Classroom management and group dynamics (drawing out quiet students, attention-seeking behaviour, bullying etc.),
- Identifying and responding to suicidal ideation, and
- Maintaining one's own mental health as a facilitator.

The 2022-23 initiative:

- Trained 35 Teaching Artists
- Reached over 5,700 people of all ages through projects taking place in over 125 schools and community organizations

A longitudinal survey was conducted to determine the impact of the Mental Health Initiative since its inception in 2016, with a response rate of 64.8%. Results show:

- Satisfaction rate: weighted average of almost 90%
- Reach: 12,000-15,000+ participants worked with since 2016

Teaching Artists' dedication shines through in their engagement with this challenging material. The following excerpt of a collective poem written by Alyssa Kuzmarov and the Youth Mental Health group shows how Teaching Artists feel about their work:

*Teaching Artists are about the joy of connecting through creativity,
Constantly learning
We're all students, no matter where we are in our lives.*

We are thrilled to announce that we have received a 90% increase in funding for Year 3 of the Mental Health Initiative! Artists interested in participating in the 2023-24 initiative are encouraged to contact project lead Louise Campbell at mlouisecampbell@gmail.com.

Community Digital Arts Hub – Vanessa Rigaux, Community Development Manager

The Community Digital Arts Hub (CDAH) is a digital media space that offers affordable studio and equipment rentals to local artists, community groups, and arts & heritage organizations. The project was developed by ELAN and the Arts, Culture and Heritage working group, with funding from Heritage Canada.

The project launched in March 2022 and the Hub's studio construction was finalized in November 2022, with beta testers using the studio from September to November of 2022. We launched on November 10th with an open studio event attended by over 50 guests. We have seen a broad scope of clients from a variety of disciplines. Word continues to build, and the ELAN and CDAH teams are working together to support and promote this new space, which is located in the same building as the ELAN offices, in suite 511 of the Alexander Building at 460 St-Catherine Street West.

Highlights from the first year include: providing one-on-one podcast editing training for the organization Quebec Native Women; recording podcasts for Black Theatre Workshop (TO BE RELEASED... Shh!); recording a podcast with Imago theatre; our first creative salon; documenting a live performance at the Museum of Jewish Montreal; broadcasting a studio livestream benefit concert; a comedy livestream show; providing space for vocal accent coaching and auditions; providing equipment for the RANG collective (South Asian arts collective); a multimedia theatre production; as well as individual rentals for various art and film projects. In addition, we have partnered with ELAN's Membership department to provide a headshot clinic for ELAN members, and acted as the location for two ELAN schmoozers.

Notable **workshops** we have offered include self-promotion for artists with YES Montreal, Advertising in the Arts with Quebec Drama Federation, a Photo Club Workshop with students from MacDonald High School, and a digital media series for youth. Moreover, we have provided workshops on photography, film 101, sound recording, Photoshop, and podcasting.

At the Hub, you will find filmmakers, podcasters, theatre makers, comedians, musicians, actors, and digital creators. We have supported artist training in areas of digital media practices, audiovisual equipment rental, and project development.

Since March 31, 2023, we have continued to see an interest in podcasting, and we have also begun planning for the launch of ***CDAH in the Regions***, a new branch of digital media services that will increase the visibility of regional artists and arts and heritage organizations in the digital landscape by offering **training**, capacity building **workshops**, **internships**, and **mentorships**. These activities will take place both in person and online. Many of our regional activities will involve the physical Hub in Montreal and regular studio rentals and workshops will take place in the studio. Stay tuned! We are also currently looking for people interested in joining the CDAH steering committee as we continue to develop a path towards becoming an independent media studio organization.

Thank You's

We want to thank those involved for the years of work that went into developing the Community Digital Arts Hub, notably from the Arts, Culture and Heritage Working group co-leaders, and from ELAN for making this project a reality.

Québec Relations – Nick Maturo

Since it launched in 2018, the goal of the Québec Relations (QR) project has been to facilitate access to Quebec's arts funding system for artists and arts organizations in the English-speaking community. In the second year of its most recent 2-year funding agreement with the Secrétariat aux relations avec les Québécois d'expression anglaise, QR made dramatic strides forward in reaching artists in the community and providing important capacity-building resources.

Of all of those resources, QR's funding consultations and free grant assistance service saw the most dramatic increases in usage. These services were first introduced in 2020 and have grown to become a fundamental part of the project and an increasingly popular ELAN resource. While there was little change in usage statistics between 2020-21 and 2021-22, 2022-23 saw a total of 170 consultations (an increase of 43 compared to 2021-22) and 110 referrals for grant assistance (44 more than 2021-22). These increases are the result of more focused communications and outreach, a steady flow of referrals from other organizations in the community and growing word of mouth from satisfied clients. Indeed, feedback from the community remains extremely positive overall, with many appreciating the fact that ELAN is one of very few organizations offering this kind of in-depth support around grant writing free of charge.

Artists and organizations were once again able to supplement these services by accessing the QR searchable funding platform on the ELAN website. This database of Quebec-based grant programs for artists and organizations saw a major overhaul in 2022-23. Based on feedback received from users and ELAN staff, both the front and back ends of the site saw total redesigns with the goal of increased ease of use and navigation, less room for user error, and increased efficiency in managing the database and adding new programs. This redesign process began in the late summer and culminated in the launch of Version 2.0 of the platform in early November 2022, with an introductory webinar that took place on November 24 to walk new users through the interface and highlight new features.

QR's ongoing webinar series, including the platform re-launch event, continues to be a key tool for community engagement and making members aware of project resources, as well as building capacity in the community. The past year saw a total of 13 webinars and one in-person workshop, with a total of 173 participants. Webinar themes included the ever-popular CALQ Grant-Writing Workshop with June Park, Collective Entrepreneurship in the Arts and Anti-Oppressive and Non-Hierarchical Practices for Arts Organizations.

Finally, this year concluded our latest round of research, with four focus group sessions held to build on extensive survey work in 2021-22. These sessions focused on exploring the key themes identified in the survey results and involved representatives from 15 arts and

culture organizations across disciplines and representing multiple regions of the province. Session themes included post-pandemic challenges and opportunities, the performing arts, topics related to equity, diversity and inclusion, and a final session looking at changing post-pandemic conditions one year after the initial focus group. As ever, this research is crucial to informing the ongoing development of QR's project resources as well as ELAN's advocacy work.

The next phase of the project, with an anticipated renewal in funding from the Secrétariat aux relations avec les Québécois d'expression anglaise, will see further evolution, with Nick Maturo leaving the project manager role but providing continued oversight as Interim Executive Director. Francisco Gonzalez-Rosas will continue as Research Coordinator, and Annie Rutherford will be joining the team as Project Coordinator, overseeing the funding consultation and grant assistance services.

State of the Arts on Equity, Diversity, and Inclusion – Carrie Mazoff

Context / Background

Born out of an idea from the ACH Working Group, the SOTA on EDI project was proposed to Heritage Canada (PCH) and funded for activity spanning from Fall 2022 to Spring 2024. The total amount of funding from PCH is approximately \$144,000. This project, initially managed by Najela Sumar, is now being managed by Carrie Mazoff, with the oversight of an Advisory Committee (comprised of representatives from the ACH Working Group and ELAN's Inclusion Committee).

Overall Objectives:

- The Quebec English-language Arts, Culture, and Heritage communities will have access to a comprehensive study of equity, diversity, and inclusion.
- English-language Arts, Culture, and Heritage organizations and arts practices will be more inclusive at all levels of operation through shared accountability, knowledge-sharing, and tools created through the project.

Phase 1: Research – Completed (September 2022 to March 2023)

Actions: Collected data and developed an accurate portrait of the current situation of Quebec's English-language artists and arts, culture, and heritage (ACH) organizations in relation to EDI.

- Researched 40 EDI policies in organizations across Quebec, looking for common practices and approaches to EDI.
- Conducted 2 surveys to understand what EDI means within ACH disciplines:
 - One from the perspective of individual artists, cultural workers, and heritage workers, with outreach to 689 ACH organizations and community members, receiving 137 responses. About 80% of respondents were from Montreal, and largely from visual arts, theatre, literature, multidisciplinary arts, cinema/tv, and music.
 - One from the perspective of organizations working to implement EDI, with outreach to 168 organizations, receiving 30 responses. About 52% of respondents were from Montreal, and largely from theatre, multidisciplinary arts, music, arts and crafts, heritage, and culture.
- Led focus groups with 5 small, discipline-specific or equity-seeking groups to test data findings from the research activities, and to learn more about major themes that emerged. These sessions engaged 25 people, with varied representation from key groups, including over 8 disciplines, rural parts of Quebec, BIPOC, LGBTQ+, people under the age of 35, over the age of 65, and neurodivergent participants.
- Performed widespread outreach to promote the project, research activities, and connect with other community members.

Key Insights from Surveys

- Much apathy, skepticism, or feeling defeated
- Criticism of funding/government bodies and the role money plays in promoting diversity and creating equitable environments for artists
- Confusion about who EDI is for and who is responsible for it
- Some optimism that seeing change means things are getting better
- Feeling that systemic changes are the only way to achieve EDI
- Capacity and small size of ACH organizations makes EDI work very hard
- Feelings of being overwhelmed and not knowing where to start

- Much attention to diversity of audiences, artists, and people who engage with the organization
- Some looking to other or equity-seeking groups to imitate what they are doing

Next Steps:

Phase 2: Conference & Action Plan: Hold a two-day consultative and capacity-building conference for all disciplines and groups, in order to present and ratify the community action plan, as well as provide learning and sharing opportunities for participants.

Phase 3: Capacity-Building, Accountability & Sustainability: Broad distribution of the community EDI action plan; build a digital toolbox that will be available to all through ELAN's and partner websites; create a mechanism for transparent self-reporting and tracking.

Waves of Change & What We Choose To Remember – Guy Rex Rodgers

Waves of Change: Reimagining Quebec

For the 3rd year in a series of documentary projects funded by the Secretariat for Relations with English Speaking Quebecers, ELAN's newest documentary project was a one-hour special for CBC entitled *Waves of Change: Reimagining Quebec*. This new documentary revisited characters previously seen in *Waves of Change* (the 6-part series broadcast on MAtv) as well as the feature-length documentary *What We Choose To Remember* and added a series of new interviews with prominent Francophones.

The result was a lively conversation in which Quebecers from many linguistic and cultural origins try to imagine a better future for Quebec and themselves, although this is increasingly difficult in the wake of Bill 96.

Written and directed by Guy Rex Rodgers, *Waves of Change: Reimagining Quebec* was broadcast on CBC September 17 and is available on-line at CBC GEM.

What We Choose To Remember

Last year's project, the feature-length documentary *What We Choose To Remember* was selected to open the Hudson Film Festival last May. It was also selected for the Knowlton Film Festival and the International Migration and Environmental Festival.

The National Film Board, as part of its Filmmaker Assistance Program, provided additional on-line editing, colour correction and audio mixing and screened *What We Choose To Remember* in its new theatre at Place des arts.

What We Choose To Remember was invited to community screenings in Quebec City at the Morrin Centre, in Rouyn-Noranda, Gaspé, Barachois, Chateauguay, Ormstown, Pincourt, Cote St-Luc, St-Bruno (twice), Beloeil, Baie-Comeau, Sept-Iles, Chambly, Brossard, Greenfield Park, Côte-Saint-Luc, Lachine, Lachute, Morin Heights, Gatineau, Shawville, and Aylmer. Guy Rex Rodgers attended all screenings, which were followed by a lively conversation with the audience about life in Quebec.

Board Resolutions 2022-23

Motions (other than housekeeping) passed by the ELAN Board of Directors 2022-23

Motion #2022-05-16-02

Motion to extend Angie Cheng's re-election as Dance Rep for a three- year period

Moved: Deirdre Potash Second: Elise Moser Carried

Motion # 2022-09-28-01 by email:

Motion for Fortner Anderson to be the ELAN rep on the board Culture Montreal

Moved by: Elise Moser Second: Dr. Alexandra Fol Carried

Motion # 2022-10-13-01 by email:

Motion for Deborah Forde, on behalf of ELAN, to sign QEPC- draft letter to the Senate Committee on C-11 asking them to reject the CRTC's request to remove its duty to meaningfully consult Official Language Minority Communities from Bill C-11

Motioned by: holly Greco Seconded by: Louise Abbott Carried with 1 abstention

Motion #2022-10-26-01 by email

Motion to approve Vanessa Herrick to sign the draft letter to the TRCM regarding bill C-11

Motioned by: Kakim Goh Second: Elise Moser Carried

Motion # 2022-11-13-01 by email:

Motion for Deborah Forde, on behalf of ELAN, to sign the project funding application entitled "ACH Community Digital Capacity Building" to the PCH dedicated fund for CDAH support 2023-25, once approved by Vanessa Herrick.

Motioned by: Roger Sinha Second: Kakim Goh Carried

Motion # 2022-11-13-02 by email:

Motion for Deborah Forde, on behalf of ELAN, to sign the project funding application entitled "CDAH in the Regions" to the PCH Strategic fund for CDAH support 2023-25, once approved by Vanessa Herrick.

Motioned by: Roger Sinha Second: Kakim Goh Carried

Motion #2023-03-30-01 (by email)

Motion to continue ELAN operations in the full confidence that we can and will find a resolution that will keep ELAN in good standing with regards to our funding obligations.

Moved by: holly Greco Second: Roger Sinha Carried

Motion#2023-03-30-02(by email)

Motion to mandate Vanessa to meet with all funders to explain what has happened, and where appropriate, seek support in mitigating the financial challenge.

Moved by: holly Greco Second: Roger Sinha Carried

Motion #2023-03-30-03(by email)

Motion to mandate Vanessa and Deborah to present an operational plan of action for Board consideration by April 21st to be finalized and ratified at the board meeting of May 2nd.

Moved by: holly Greco

Second: Roger Sinha

Carried

Current & Planned Activities 2023-24

Current & Planned Activities – Nick Maturo

The transition from one fiscal year to the next is always a quick one, as we pause for a moment to take stock of the past year’s accomplishments before re-orienting ourselves towards the busy months to come. This year has been no different, and as ever, there are plenty of exciting things coming up from ELAN’s various departments and projects.

However, our year did begin on a bittersweet note with the departure of our Executive Director, Vanessa Herrick, in May. Vanessa moved on to an exciting new opportunity after over a year in the role, and I in turn assumed the role of Interim Executive Director. We also said goodbye to our Program Manager, Swati Khanna, who accepted a position with another organization after almost four years with us. With Swati’s departure, and in light of last year’s fraud and its impact on our budget, we have made the decision to implement a new project oversight structure that has allowed the Program Manager’s duties to be divided between the Executive Director and Director of Operations rather than immediately re-filling the position. We have been able to put this into practice while preserving support to our project managers and the quality of our services to the community. The ELAN team is certainly sad to see both Vanessa and Swati go, but we are immensely grateful to them for their contributions and we wish them the very best moving forward.

Membership and Community Engagement

Our Membership department is already off and running for a busy 2023-24, with more in-person events and more capacity-building resources for artists. The year began in earnest with two Schmooser events in June, one in partnership with the Fringe Festival,

and the other a 5 à 7 after the screening of What We Choose to Remember at NFB's downtown Montreal theatre. We have several other in-person schmoozers tentatively scheduled throughout the year in partnership with various community organizations, and we will continue to prioritize offering more face-to-face networking opportunities in regional communities outside of Montreal. The Membership department also has a full slate of activities planned for the remainder of 2023-24. Most significantly, we will be launching six new workshops thanks to new funding from Éducaloi. This funding will allow English-speaking artists to better understand their legal rights on a variety of relevant topics including Law 25 privacy compliance, tracking finances for tax reporting, rental rights for commercial tenants, Bill 96, contract literacy and housing rights. This initiative will also allow our Membership department to better equipped to refer our members to relevant resources and experts for legal questions. We will supplement these by offering a range of workshops on a variety of other important topics, including marketing, creating an artist CV and writing an artist statement, generating media attention, and an introduction to CARFAC for visual artists. This year will also see the continuation of our ever-popular one-on-one artist capacity-building clinics, focusing on taxes for artists, grant writing and marketing.

Communications

This year, the Communications department will build on the important overhaul of ELAN's website, starting with a web audit to finalize site updates. This will allow us to begin an effective promotional campaign to make members aware of the new website functionalities available to them, such as our enhanced member directory and interactive events calendar. We will continue to expand on our use of video on social media, such as Instagram's reels feature, to foster better follower engagement. Additionally, our Communications Coordinator will seek to further develop our relationships with other organizations in the community, with a particular emphasis on the regions, in order to create an ecosystem of news and information sharing, and to encourage more contributions to our member news.

Community Digital Arts Hub

After its first year in existence, the Community Digital Arts Hub continues to build its user base and offer affordable studio and equipment rentals to the community, as well as

workshops and other capacity-building events. April 1 also marked the beginning of a new project called CDAH in the Regions thanks to two-year funding from Heritage Canada. This project will seek to develop partnerships with organizations in regions of Quebec outside of Montreal in order to make the Hub's services and resources available to artists and arts, culture and heritage organizations throughout the province, with an offer of training, capacity-building workshops, paid internships for regional artists, and mentorships. Ultimately, CDAH in the Regions will help ensure that English-speaking artists and arts, culture and heritage organizations across Quebec have access to the resources they need to increase their capacity to produce high-quality regional content, meaning greater visibility for English-speaking artists in the regions.

State of the Arts: Equity, Diversity and Inclusion

Building on its initial research phase, our SOTA on EDI project began its crucial second year by welcoming our new project manager, Carrie Mazoff, to oversee the all-important months ahead. Based on our extensive community consultations, we are currently developing a proposed community plan of action, which will be shared and ratified at a two-day conference taking place in the fall. The hybrid in-person/online conference will bring together representatives from the English-language arts, culture and heritage community in all its diversity, with representatives from across the province, for two full days of keynote presentations, panel discussions and group activities. With the community's endorsement, the final phase of the project will provide a variety of capacity-building resources as part of a digital toolbox, which will allow the community to begin implementing the action plan's recommendations. We look forward to sharing the conference dates and our venue with you shortly.

ArtEd

Both of our ArtEd projects are poised to build on a successful 2022-23 in the year ahead. The ArtistsInspire Grants program enters into the final year of its current funding agreement with the continued goal of building an increasingly diverse roster of teaching artists and reaching more schools throughout the province, and we are optimistic that our funders will recognize its value and allow us to continue this important work for years to come. Similarly, our CHSSN Mental Health Initiative will leverage expanded funding and extensive participant feedback to build on a successful first year and continue to champion

the vital role of art in mental health, while also ensuring that artists themselves have the resources to look after their own well-being under increasingly precarious working conditions. Any artists interested in participating in the 2023-24 initiative are encouraged to contact project lead Louise Campbell at mlouiseccampbell@gmail.com.

Québec Relations

Pending its renewal, QR will be entering into its third phase, expanding on its project activities from recent years. Support for artists organizations around funding and grants will remain the priority, with further expansion planned for the searchable funding platform, and the continuation of QR's popular funding consultation and grant assistance services. The most significant evolution will be in its expanded focus on the regions, seeking to develop relationships with regional partners to share resources and promote more opportunities for artists in regional communities. This will tie into our expanded research mandate, which will supplement ongoing province-wide surveys and focus groups with a new initiative to better understand in detail the diverse profiles of artists working in various regional communities. A better understanding of the needs and concerns of artists specific to their particular regional realities will in turn inform ELAN's resource development and advocacy work.

Inclusion

The upcoming year will see ELAN continuing its commitment to inclusion as a fundamental aspect of everything we do. The SOTA on EDI project will undoubtedly be at the forefront of these efforts thanks in no small part to our Inclusion Committee's direct involvement in supporting the project's development. The outcomes from the project's action plan and conference will also directly inform our ongoing engagement with EDI in the years to come. Furthermore, we will continue to work hard to ensure that our member services and project-related activities are reaching audiences that represent Quebec's English-speaking community in all its diversity. Finally, at the internal level, we will be carrying out an important queer and trans inclusion training initiative for staff and board later this year.

Advocacy

With both Bill C-11 and C-13 receiving royal assent in the early months of the fiscal year, there is still much work to be done to ensure our community's voice is heard as these bills

are actually implemented. ELAN has already participated in a virtual meeting with the Office of the Commissioner of Official Languages, as well as a community dialogue session organized by Heritage Canada regarding the implementation of its Action Plan for Official Languages 2023-2028. Late August will also see us taking part in the first of this year's CRTC Official Language Minority Community Discussion groups, which will touch on their new obligations under both C-11 and C-13. ELAN will also remain vigilant as the effects of Bill 96's ongoing implementation are felt in the English-speaking community. There are surely many important community consultations to come, and I look forward to representing ELAN members' interests when meeting with funders, policymakers and ministers.

Finally, ELAN will continue to be a voice for the fair compensation and working conditions of English-speaking artists and cultural workers. To that end, we are proud to play a key role in Quebec's arts and culture ecosystem by helping to disseminate the official English translation of Competence Culture's Plan d'action pour les ressources humaines en culture 2023-2028. This ambitious action plan, which launched in March 2023 after an extensive consultation process, outlines key issues, goals and strategic actions in the areas of financial security and protections for artists and cultural workers, organizational and professional development, and the promotion of greater diversity and inclusion in the field. ELAN is pleased to be able to collaborate with Competence Culture to provide this translation, and we will be offering an introductory presentation to the English-speaking community later this fall. This initiative is just the latest example of ELAN's longstanding objective to make common cause with the Francophone arts community, and it will be increasingly important to cultivate these kinds of common efforts in the years to come amid a climate of growing polarization and division.

ELAN Board Slate 2023-24

Candidates for 2023-24 ELAN Board Election

Candidates Standing for Re-election:

Rep for Film and television: Victoria Sanchez

Rep for Arts Presenter: Blair Mackay

Open Seats:

Rep for Visual Arts: Kuh del Rosario

Rep for Writing: Willow Little

Rep for Music: Peter Burton

Rep for the Regions: vacant

Board & Staff

Current ELAN Staff

To see the complete list of Staff & Board biographies, please visit the Team & Board page at www.quebec-elan.org.

Nick Maturo: *Interim Executive Director & Project Manager, Québec Relations*

Deborah Forde: *Director of Operations*

Iso Setel: *Membership & Community Engagement Coordinator*

Lauren Katherine Clinton: *Communications & Outreach Coordinator*

Francisco Gonzalez-Rosas: *Research Coordinator, Québec Relations*

Annie Rutherford: *Project Coordinator, Québec Relations*

Andre Athanasiadis: *IT Coordinator and Consultant*

Chloe Martin: *Membership Assistant, Summer Intern*

2022-23 Board

Li Li – *President (Theatre)*

Angie Cheng – *Vice President (Performance)*

Quinten Sheriff – *Secretary (Visual Arts/ Music)*

Kakim Goh – *Treasurer (Visual Arts)*

Dr. Alexandra Fol (*Music*)

holly Greco (*Theatre/QDF*)

Simon Wayland (*Music*)

Deanna Smith (*Writing*)

Louise Abbott (*Writing/AELAQ*)

Dr. Blair Mackay (*Music*)
Elise Moser (*QWF/Literature*)
Deirdre Potash (*Visual Arts*)
Victoria Sanchez (*Film/Television*)
Roger Sinha (*Dance*)
Alex Gravenstein (*Film/TV*)
Jessica Greenberg (*Corporate*)
Bettina Forget (*Past President / Visual Arts*)
Emilee Veluz (*Regions*)
Pamela Hensley (*Shadow Member / Writing*)

ELAN Committees 2022-23

All ELAN board members participate in committees. ELAN members are also welcome to sit on committees but may not act as Chair. People with expertise in specific areas (e.g. communication, membership, inclusion, corporate planning) may also be invited to join committees. For more information about any ELAN committees, please contact the relevant staff liaison through the Team & Board page at www.quebec-elan.org.

Executive Committee

Chair: Li Li (President)

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

Staff liaison: Nick Maturo

Arts Culture and Heritage Working Group and Co-leaders

Planning Committee: Valerie Girard, (PCH) Rod Macleod (QAHN) Deborah Forde, (ELAN)

Co-Leaders liaison: Deborah Forde

Working Group: Charles Childs, Kakim Goh, Li Li, Isak Goldschneider, Elise Moser, Angie Cheng, Lori Schubert, Dan Webster, Kirwan Cox, Guy Rodgers

Communications and Membership Committee:

Chair: Roger Sinha

Members: Deirdre Potash, Victoria Sanchez, Louise Abbott, Kakim Goh

Staff liaisons: Iso Setel, Lauren Katherine Clinton

Human Resources Committee

Chair: Quinten Sheriff

Members: Li Li, Kakim Goh, holly Greco, Angie Chen, Blair Mackay, Alexandra Fol

Staff liaison: Nick Maturo

Inclusion Committee

Co-Chairs: Kakim Goh, Angie Cheng

Members: Elise Moser, Deanne Smith, Li Li, Kayla Shears, Karen Cho

Staff Liaison: Nick Maturo