

LOOKING AHEAD



LAUBACH LITERACY ONTARIO
Annual General Meeting
June 22, 2013



Laubach Literacy Ontario

Laubach Literacy Ontario
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ANNUAL GENERAL MEETING

Notice of Meeting

Laubach Literacy Ontario's
Annual General Meeting
Nipissing University
Saturday, June 22, 2013

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Greetings from the President



Spring has already come and gone and the first day of summer has arrived. Hopefully we will have a nice warm summer.

I know it's been a busy and trying year for our members with the new curriculum that the Government has implemented this past year. Great job to all!

The LLO Board has been working hard as it was time to look at our Strategic Plan. With the changes that are being made there are a lot of new policies to be put in place. I would like to thank **Gay Douglas** for leading us through this process. I would also like to thank the whole LLO Board for the hard work and volunteer time they have given us this year.

We are losing one of our board members this year. **Monica Jankowska-Pacyna** has been on our board for three years. We will miss you Monica with your passion, dedication and expertise that you have brought to the board.

We would like to welcome **Cathy Graham** from the Orillia and District Literacy Council to our board. As a program manager of a community-based literacy program, she will help keep us informed of issues facing many of our members. Thank you!

On behalf of the whole LLO Board I would also like to thank Lana, Mary Anne and Diana for all the hard work they have done this past year. It has been a pleasure working with all of you. Good job!

In closing, I would like to wish everyone a safe and healthy summer.

Yours Truly,

Gary Porter
President
Laubach Literacy Ontario

**Minutes of Laubach Literacy Ontario's
Annual General Meeting 2012
Saturday, June 9, 2012
8:45 A.M.
Wilfred Laurier University, Waterloo, Ontario**

Members Present:

Barrie Literacy Council	Literacy Council of Niagara West
Grand Erie Learning Alternatives	Literacy Group of Waterloo-Cambridge
Literacy Society of South Muskoka	Hamilton Literacy Council
Learning Centre for Georgina (proxy)	Literacy Group of Waterloo-Kitchener
Midland Area Reading Council	Literacy Council York-Simcoe
North Bay Literacy Council	Orillia & District Literacy Council
Red Lake District Adult Learning (proxy)	Schreiber-Terrace Bay Adult Learning (proxy)
Northern Connections Adult Learning (proxy)	Haldimand-Norfolk Literacy
Literacy Alliance of West Nipissing (proxy)	Alpha Plus
Learning Disabilities Assoc Windsor –Essex	

Board Members Present:

Sue Bannon (President), **Gary Porter** (Vice President), **Linda Fetterly** (Secretary), **Rubert Payea** (Student Rep), **Monika Jankowska-Pacyna** (Member at Large), **Jo Mutch** (Member at Large)

Staff in Attendance:

Lana Faessler – Executive Director

Mary Anne Baker – Office Manager, **Diana White** – Administrative Assistant

Project Consultants/Coordinators

Robin Cook-Ritchie, RCR Consultants

1. Welcome and Call to Order

Sue Bannon – President, welcomed everyone and called the meeting to order at 8:45. She requested that anyone making or seconding a motion speak their name and agency clearly.

2. Approval of Agenda

A motion to approve the agenda was made by Jane Jackson, North Bay Literacy Council, and seconded by Helen McLeod, Hamilton Literacy Council. Carried

3. Approval of Minutes 2011 AGM

A motion to approve the minutes of AGM 2011 was made by Cathy Graham, Orillia and District Literacy Council and seconded by Carol Risidore, The Literacy Group of Waterloo Region. Carried

4. Treasurer's Report

The Treasurer's Report was read by Lana Faessler as Henry Sum, LLO's Treasurer is in Hong Kong.

4.1 Audited Statements

A motion to accept the audited financial statements was made by Gary Porter, and seconded by Cathy Graham, Orillia and District Literacy Council. Carried

4.2 Appointment of Auditor (2012-2013)

Gary Porter moved that Curtis Villar LLP Chartered Accountants be appointed LLO's auditors for 2012-2013 and seconded by Carol Risidore, The Literacy Group of Waterloo Region. Carried

5. Nominations Report

Nominations report was given by Nancy Friday, Nominations Committee member, and members were directed to pages 14 and 15 of the AGM report. Nancy outlined the process and then read the slate of directors. She then introduced Annie Aultman (North Bay Literacy Council), the new Student Representative – voted in at the student AGM on Friday June 8, 2012.

A motion to accept the Slate of Directors as presented was made by Nancy Friday and it was seconded by Trisha Patrick, Literacy Council York-Simcoe. Carried

6. Introduction of New Board

Sue Bannon introduced the new board:

Annie Aultman, Sue Bannon, Gay Douglas, Linda Fetterly, Alicea Fleming, Monika Jankowska-Pacyna, Tracey Mollins, Jo Mutch, Gary Porter, Henry Sum.

Gary Porter thanked Sue Bannon for all her help and support in her term as President and presented her with a beautiful farewell gift.

7. Annual Report

7.1 The President's Message was read by Sue Bannon

7.2 The Executive Director's Report was summarized by Lana Faessler

7.3 The balance of the Annual Report was covered by Sue Bannon with the request that chairs of committees stand and respond to any questions from the floor.

The TDAC committee and Lana Faessler introduced Jo Mutch, our newest certified trainer, and presented her with her certified trainer name tag.

A motion to accept the AGM report and the Annual Report was made by Helen McLeod, Hamilton Literacy Council and seconded by Jane Jackson, North Bay Literacy Council. Carried

8. New Business

No new business.

9. Announcement of next year's conference

Sue Bannon called Jane Jackson up to announce that the North Bay Literacy Council will be hosting next year's conference in celebration of their 35th anniversary. Jane said she looks forward to seeing everyone there and wants everyone to start saving their money.

10. Call for Adjournment

A motion to adjourn was made by Carol Risidore, The Literacy Group of Waterloo Region and seconded by Cathy Graham, Orillia and District Literacy Council. Carried

Treasurer's Report

April 1, 2012 – March 31, 2013

The Statement of Revenues and Expenditures reveals that LLO ended the 2013 operating year with a fund balance of \$90,559. This represents a decrease of \$21,378 from the ending fund balance in 2012.

This decrease is primarily related to lower funding in 2013 in comparison to 2012. Despite less funding, the Board of Directors decided to maintain a deficit in 2013 to allow LLO to continue to invest in the bookstore, and provide high quality training, resources and services. For example, Bookstore profits were used to subsidize students and our member agencies to attend our conference.

Towards the end of 2013, the Executive Director initiated a reduction in staff work hours to cut salary expenditures. These cuts will continue into the current operating year.

Based on the budget for the current operating year, LLO anticipates that there will be a less substantial impact to the fund balance in 2014.

During this year's audit, an amount of \$8,518 in accounts payable was reclassified as 2012 book expenditure. As a result, the ending fund balance in 2012 was restated to \$111,397, which represents a surplus of \$24,479 from 2011. Over the past two years, there has been an overall increase of \$3,101 in the fund balance.

Respectfully Submitted,

Henry Sum
Treasurer
Laubach Literacy Ontario

LAUBACH LITERACY ONTARIO

AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED MARCH 31, 2013

INDEPENDENT AUDITOR'S REPORT

To the Members of Laubach Literacy Ontario

We have audited the accompanying financial statements of Laubach Literacy Ontario, which comprise the statement of financial position as at March 31, 2013 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

In common with many not-for-profit organizations, Laubach Literacy Ontario derives revenue from fundraising activities the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of Laubach Literacy Ontario. Therefore, we were not able to determine whether any adjustments might be necessary to fundraising revenue, excess of revenues over expenses, and cash flows from operations for the year ended March 31, 2013, current assets and net assets as at April 1, 2012 and March 31, 2013

(continues)

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Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Laubach Literacy Ontario as at March 31, 2013 and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

Comparative Information

Without modifying our opinion, we draw attention to Note 9 to the financial statements which describes that Laubach Literacy Ontario adopted Canadian Accounting Standards for Not-for-Profit Organizations on April 1, 2012 with a transition date of April 1, 2011. These standards were applied retrospectively by management to the comparative information in these financial statements, including the statements of financial position as at March 31, 2012 and April 1, 2011 and the statements of revenues and expenditures, changes in net assets and cash flows for the year ended March 31, 2012 and related disclosures. We were not engaged to report on the restated comparative information, and as such, it is unaudited.

Curtis-Villar LLP

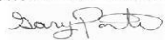
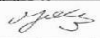
Guelph, Ontario
May 21, 2013

CURTIS-VILLAR LLP
Chartered Accountants
Licensed Public Accountants

LAUBACH LITERACY ONTARIO
Statement of Financial Position
March 31, 2013

	2013	2012
ASSETS		
CURRENT		
Cash	\$ 51,412	\$ 32,280
Term deposits	50,040	61,177
Accounts receivable	24,359	38,179
Inventory	1,130	2,496
Prepaid expenses	1,622	11,955
	<u>128,563</u>	<u>146,087</u>
PROPERTY, PLANT AND EQUIPMENT (Note 2)	<u>7,899</u>	<u>9,873</u>
	<u>\$ 136,462</u>	<u>\$ 155,960</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 19,723	\$ 21,314
Current portion of long term debt	1,428	1,724
Deferred income	15,072	7,902
	<u>36,223</u>	<u>30,940</u>
LONG TERM DEBT (Note 6)	<u>711</u>	<u>2,139</u>
	<u>36,934</u>	<u>33,079</u>
NET ASSETS		
General fund	91,629	111,937
Capital asset fund	7,899	9,874
Designated fund	-	1,070
	<u>99,528</u>	<u>122,881</u>
	<u>\$ 136,462</u>	<u>\$ 155,960</u>

ON BEHALF OF THE BOARD


 _____ Director

 _____ Director

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements

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LAUBACH LITERACY ONTARIO
STATEMENT OF REVENUES AND EXPENDITURES AND RESTRICTED FUND BALANCE
FOR THE YEAR ENDED MARCH 31, 2013

	Ministry of Training, Colleges & Universities (restricted)	Trillium (restricted)	General (unrestricted)	Total 2013	Total 2012
Revenue					
Grants	\$ 75,000	\$ 87,868	\$ -	\$ 162,868	\$ 249,899
Donations	-	-	2,058	2,058	1,303
Book sales	-	-	60,098	60,098	42,264
Other income	-	-	1,527	1,527	25,476
Conference registration fees	-	-	9,367	9,367	7,514
Interest	-	-	667	667	665
Memberships	-	-	3,550	3,550	3,000
Total Revenue	<u>75,000</u>	<u>87,868</u>	<u>77,267</u>	<u>240,135</u>	<u>330,121</u>
Expenditures					
Salaries and benefits	47,720	18,900	34,235	100,855	101,079
Subcontractor	-	53,144	-	53,144	90,399
Books	-	-	46,319	46,319	30,324
Conference	-	-	14,698	14,698	29,232
Board meeting expenses	8,272	463	1,293	10,028	8,389
Honorarium	-	8,000	-	8,000	1,200
Rent and utilities	5,099	464	-	5,563	5,562
Publications and reports	2,409	1,607	601	4,617	2,372
Office expenses and computer supplies	3,428	670	317	4,415	5,140
Professional fees	2,726	600	-	3,326	3,200
Training	629	2,304	-	2,933	2,815
Telephone	2,205	430	-	2,635	2,947
Website	828	600	98	1,526	3,596
Courier and postage	310	686	-	996	794
Travel	125	-	500	625	3,148
Professional memberships	437	-	159	596	402
Professional development	474	-	92	566	952
Reference materials, focus groups and meetings	338	-	-	338	219
Insurance	-	-	333	333	2,105
Publicity	-	-	-	-	453
Project administrative costs	-	-	-	-	11,314
Total Expenditures	<u>75,000</u>	<u>87,868</u>	<u>98,645</u>	<u>261,513</u>	<u>305,642</u>
Other Income and Expenditures					
Interest earned	-	-	-	-	13
Interest owing	-	-	-	-	13
Surplus for the year	-	-	(21,378)	(21,378)	24,479
Fund balance, beginning of year	-	-	-	111,937	87,458
Fund balance, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (21,378)</u>	<u>\$ 90,559</u>	<u>\$ 111,937</u>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements

LAUBACH LITERACY ONTARIO
Notes to Financial Statements
Year Ended March 31, 2013

LAUBACH LITERACY ONTARIO
Notes to Financial Statements
Year Ended March 31, 2013

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated amortization. Property, plant and equipment are amortized over their estimated useful lives at the following rates and methods:

Equipment	30%	declining balance method
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2. PROPERTY, PLANT AND EQUIPMENT

	Cost	Accumulated amortization	2013 Net book value	2012 Net book value
Equipment	\$ 17,141	\$ 9,242	\$ 7,899	\$ 9,873

3. DEFERRED REVENUE

	2013	2012
Ontario Trillium Foundation-Tasked-Based Activities	\$ 11,532	\$ -
Prepaid conference registrations	3,540	7,902
	<u>\$ 15,072</u>	<u>\$ 7,902</u>

4. DESIGNATED FUNDS

	Revenue	Expense	2013	2012 Balance
Suzy Harris Fund	\$ -	\$ -	\$ -	\$ 570
Book Loan Fund	-	-	-	500
	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,070</u>

The Suzy Harris Fund was established in memory of Suzy Harris and was used for practitioners training purposes consistent with the mission statement of Laubach Literacy Ontario.

The Book Loan Fund was set up to temporarily lend new councils \$500 which enables them to purchase books for their library. The designated fund is now closed

LAUBACH LITERACY ONTARIO

Notes to Financial Statements

Year Ended March 31, 2013

5. PROJECT SUMMARY

	<u>Revenue</u>	<u>Expense</u>	<u>2012 Project Balance</u>	<u>2011 Project Balance</u>
Ontario Trillium Foundation Task-based Activities Project	\$ 87,868	\$ 87,868	\$ -	\$ -

6. LONG TERM DEBT

	<u>2013</u>	<u>2012</u>
Ikon capital lease, payable in monthly principal payments of \$138. matures March 2015	\$ 2,139	\$ 3,861
Amounts payable within one year	<u>(1,428)</u>	<u>(1,722)</u>
	<u>\$ 711</u>	<u>\$ 2,139</u>

7. GOVERNMENT REMITTANCES PAYABLE OTHER THAN INCOME TAX

Government remittances (other than income taxes) include, for example, federal and provincial sales taxes, payroll taxes, health taxes, and workers' safety insurance premiums. The following government remittances were payable at year end:

	<u>2013</u>
Source deductions	2,477
HST receivable	<u>(6,667)</u>
	<u>\$ (4,190)</u>

LAUBACH LITERACY ONTARIO

Notes to Financial Statements

Year Ended March 31, 2013

8. FINANCIAL INSTRUMENTS

Credit Risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The company is exposed to credit risk from customers. In order to reduce its credit risk, the company reviews a new customer's credit history before extending credit and conducts regular reviews of its existing customers' credit performance. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The company has a significant number of customers which minimizes concentration of credit risk.

Currency Risk

Currency risk is the risk to the company's earnings that arise from fluctuations of foreign exchange rates and the degree of volatility of these rates. The company is exposed to foreign currency exchange risk on cash and accounts payable held in U.S. dollars.

9. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

During the year the company adopted accounting standards for not-for-profit organizations. These financial statements are the first prepared in accordance with these standards. The adoption of ASPE had no impact on net assets as at April 1, 2011 or revenues and expenditures or cash flows for the year ended March 31, 2012 as previously reported in accordance with pre-changeover Canadian generally accepted accounting principles.

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LAUBACH LITERACY ONTARIO**Notes to Financial Statements****Year Ended March 31, 2013****9. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS**
(continued)

a) The statement of financial position at April 1, 2011 has no restatements.

	<i>April 1</i> <u>2011</u>
ASSETS	
CURRENT	
Cash	\$ 134,164
Term deposits	60,603
Accounts receivable	22,186
Inventory	2,496
Prepaid expenses	<u>926</u>
	220,375
PROPERTY, PLANT AND EQUIPMENT	<u>12,342</u>
	<u>\$ 232,717</u>
LIABILITIES	
CURRENT	
Accounts payable	\$ 14,767
Current portion of long term debt	1,720
Deferred income	<u>111,499</u>
	127,986
LONG TERM DEBT	<u>3,861</u>
	131,847
NET ASSETS	
General fund	87,458
Capital asset fund	12,342
Designated fund	<u>1,070</u>
	100,870
	<u>\$ 232,717</u>

LAUBACH LITERACY ONTARIO

Notes to Financial Statements

Year Ended March 31, 2013

10. COMPARATIVE FIGURES AND PRIOR PERIOD ADJUSTMENT

Certain comparative figures have been reclassified to conform with the current year's financial statement presentation.

In addition, during the year, it was determined that there was an error in the prior period financial statements. This related to the book costs, resulting in an understatement of expenses and an understatement of payables. The correction of the error resulted in the restatement of the following items in the comparative financial statements:

	<u>2013</u>
Accounts payable	\$ 8,518
Book expense	8,518
Surplus of the year	<u>(8,518)</u>
	<u>\$ 8,518</u>

NOMINATIONS REPORT

For Laubach Literacy Ontario Board of Directors

2013-2014

NOMINATIONS REPORT

For Laubach Literacy Ontario Board of Directors

2013-2014

Nominations Committee

The Nominations Committee this year was comprised of Alicea Fleming, Chair of the Nominations Committee; Henry Sum; Nancy Friday of AlphaPlus; and Lana Faessler of Laubach Literacy Ontario.

Board of Directors Bylaw

The bylaws state that the affairs of the corporation shall be managed by a board of nine (9) directors. A Director will be elected to hold office for three years, with the exception of the Student Representative who will hold office for one year. Any Director may offer for re-election for a maximum of three (3) consecutive terms, providing they remain qualified (including the Student Representative). An Executive position(s) may be held for a maximum of three consecutive years.

Student Representative

All students attending the Annual Student Meeting at each year's conference have the right to elect a student representative. The Annual Student Meeting will be held the day before LLO's AGM. The student elected at the Annual Student Meeting will automatically be added to this year's slate of officers.

Once elected, the provincial Student Representative will be bound by all the governing regulations that apply to the LLO Board of Directors as set out in the LLO bylaw.

Nominations Policies and Procedures

LLO reviews the skills of the board of directors annually. Based on identified gaps in skills, the Nominations Committee recruits individuals for election to the LLO Board of Directors.

Nomination forms were sent to each member organization via email. Members were encouraged to pass all information to other staff, students and volunteers.

Voting Procedures

There are nine people running for nine positions, so there will not be a need for an election.

A motion is made and seconded to accept the slate of directors as presented.

In accordance with LLO Bylaws, the new Board of Directors will appoint the officers of the Board: President, Vice-President, Treasurer, and Secretary.

There are six board members who are in the midst of a three year term: Gary Porter, Gay Douglas, Linda Fetterly, Jo Mutch, Henry Sum, and Alicea Fleming.

There were three vacancies on the board. One of those vacancies will be filled by an existing board member who wishes to serve another three-year term: Tracy Mollins, whose profile is listed on page 20.

The second vacancy will be filled by Cathy Graham, of Orillia and District Literacy Council. Cathy's profile is listed on page 19.

The third vacancy will be filled by Annie Aultman, who was the only student who submitted a nomination form for the student representative position. This will be her second term.

Slate of Directors and Terms

Mid Term:

Gay Douglas: 2011-2014
Linda Fetterly: 2011-2014
Jo Mutch: 2012-2015
Henry Sum: 2012-2015
Alicea Fleming: 2012-2015
Gary Porter: 2012-2015

Second Term:

Tracey Mollins: 2013-2016

New Board Member:

Cathy Graham: 2013-2016

Student Representative (one year term, renewable each year for three years)

Annie Aultman: 2013-2014

Respectfully Submitted,

Alicea Fleming
Chair of Nominations Committee
Laubach Literacy Ontario

Profiles of Board Members for the Term 2013-2016

<p style="text-align: center;">Cathy Graham Orillia and District Literacy Council</p>

Previous Board Experience

- Simcoe County Family Network (1997-2004), maintained database of over 100 families
- Medically Fragile Steering Committee (1999-2001), created new programs and hired staff
- Special Education Advisory Committee (2000-2004), advised on issues of policy
- Simcoe Muskoka Literacy Network (2004-2011), Training and Development Committee Chair

Past Literacy Experience

- Volunteer Literacy Tutor (2001-2004)
- Assistant Student/Tutor Coordinator (2004-2010)
- Program Manager (2004-Present)

Experience or Training that will address the LLO Strategic Directions

- In the course of my working life, I have had many occasions to use my marketing, human resources, and public relations skills, especially while operating my own catering business. In my current position, I am responsible for all fund raising and have added two hugely successful events. I also employ all of the desired skills that you are currently seeking in my day to day activities.

What contributions do you feel you can make to Laubach Literacy Ontario?

- I bring with me excellent communication skills, both oral and written, as well as a demonstrated ability to multitask. Being with a literacy organization for many years, I have a deep understanding of the learners and the issues facing them and the agencies they attend.

What do you hope to gain from this opportunity?

I hope to gain a better understanding of the challenges facing literacy programs in different areas of the province. I also look forward to exchanging ideas and information with other literacy practitioners.

Nominator: Christine Rohmann
Orillia and District Literacy Council

Tracey Mollins

AlphaPlus

Previous Board Experience

- Metro Toronto Movement for Literacy (MTML) Board member 1999-2004
- Laubach Literacy Ontario Board of Directors for one term, and Chair of Policy Committee

Past Literacy Experience

- Literacy Tutor, Practitioner Trainer, LBS instructor at Toronto District School Board and at St. Christopher House Adult Literacy Program; online instructor for LBS learners and practitioners at AlphaPlus.
- Researcher/writer and website develop for MTML, the Ontario Literacy Coalition (OLC), the Movement for Canadian Literacy (MCL), the Ontario Institute for Studies in Education (OISE), Festival of Literacies, the Centre for Literacy of Quebec and RiPAL BC, the Canadian Union of Public Employees (CUPE), the Nova Scotia Federation of Labour (NSFL) and Community Literacy of Ontario (CLO) on a variety of projects over the past ten years. Also publisher of *Literacies*, a journal about adult literacy research-in-practice in Canada for six years.
- Currently working with the Toronto District School Board on a professional development project for practitioners to enhance in-class learning with new media and e-learning.

Experience or Training that will address the LLO Strategic Directions

- Program management, partnership building, grant/proposal writing, finances, e-learning, public relations.

What contributions do you feel you can make to Laubach Literacy Ontario?

- The work I have been doing over the past 10 years has afforded me some amazing opportunities to research, learn and reflect upon the complexities and simplicities of this work that we do...and love. I hope I can bring some of the things I have learned to LLO. I expect that relationship will be reciprocal but I hope the things I have learned will be a good complement to the expertise at the LLO.

What do you hope to gain from this opportunity?

Among other things, I am so very interested in the ways that LLO respects and reflects learners in its development and the way learner voices are represented and valued within the organization. It looks effortless but I know it must be hard work and I want to know how you do it. I am also interested in any opportunity I have to connect with other literacy workers and learners from around the province. I like to keep my view of literacy work as broad and deep as possible.

Board of Directors 2013-2014



Annie Aultman
(student representative)



Gay Douglas



Linda Fetterly



Alicea Fleming



Cathy Graham



Tracey Mollins



Jo Mutch



Gary Porter



Henry Sum