



# Canadian Evaluation Society: 2023-24 Annual Report



Canadian  
Evaluation  
Society

Société  
canadienne  
d'évaluation

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# About the Canadian Evaluation Society

The Canadian Evaluation Society (CES) is dedicated to the advancement of evaluation theory and practice. We promote leadership, knowledge and professional development in the field of evaluation.

We currently have over 1,700 members, with about 25 percent holding the [Credentialed Evaluator \(CE\) designation](#). Our membership is diverse, composed of self-employed, provincial and federal government, university, private business, student and NGO evaluation professionals. CES members residing in Canada maintain membership in one of our [12 regional Chapters](#), which provide local services and connections. The National [Board of Directors](#) includes Chapter representatives as well as Directors at large who oversee [committees and working groups](#). Our strong community includes a Student and Emerging Evaluator Network as well as the [CES Fellowship](#) of members who have been recognized for their leadership and prominence in the field of evaluation, significant lifetime achievements, and exceptional service to the profession.

The 2023-2024 CES Annual Report comes at the end of the 2019-2024 Strategic Plan, which can be found in Appendix A. The CES priorities to Elevate the Professionalization of Evaluation (Elevate); Engage, Attract and Retain Members (Engage); and Advocate for Evaluation among Evaluation Users (Advocate) are overarching areas presented throughout this report in conclusion.

## Our Vision

Advancing excellence in evaluation across Canada and internationally.

## Our Mission

Through our national operations and a network of Chapters, members and partners, CES:

- › Promotes the development of evaluation theory and practice;
- › Leads the professionalization of evaluation;
- › Builds awareness of evaluation; and
- › Advocates for the use of quality evaluation.

# 2023-2024 Board of Directors

July 1, 2023 to June 30, 2024

**President:** Andrealisa Belzer, CE

**Vice President:** Beth Snow, CE

**Treasurer:** Stephen Kester

**Secretary:** Cassandra Parsons, CE

**Past President:** Vacant

**Chair, Audit Committee:** Stephen Kester

**Chair, Equity, Diversity, Inclusion and Environmental Sustainability Committee (EDI-ES):** Tammy Horne, CE

**Chair, Governance & Process Committee:** Nick Petten [Outgoing late spring 2024] and Helaine Krystkowiak [Incoming late spring 2024]

**Director, Information Management/Information Technology (IM/IT):** Brian Case

**Directors, Membership & Engagement (formerly Communications & Marketing Committee):** Diane Billingsley, CE & Sharlene Wolbeck-Minke, CE

**Student and Emerging Evaluator Representative (SEER):** Amanda Ferneyhough

**Director, Professional Learning:** Matthew Sanscartier, CE

**Fellows Representative:** Keiko Kuji-Shikatani, CE, FCES

## Chapter Representatives:

**Alberta & Northwest Territories:** Krista Brower, CE [Outgoing fall 2023] and Sharlene Wolbeck-Minke, CE [Incoming fall 2023]

**British Columbia:** Helaine Krystkowiak

**Manitoba:** Matthew Sanscartier, CE

**National Capital & Nunavut:** Brian Case, [Outgoing fall 2023] and Judy Lifshitz, CE [Incoming fall 2023]

**New Brunswick:** Mollie Coombs

**Newfoundland & Labrador:** Vacant

**Nova Scotia:** Vacant

**Ontario:** Nick Petten

**Prince Edward Island:** Vacant

**Saskatchewan:** Vacant

**Société québécoise d'évaluation de programme:** François Monnou

**Yukon:** Diane Billingsley, CE

# National Reports 2023-24

## President's Statement



As outgoing President, it is an honour to celebrate the recent achievements and aspirations of the National Board and Chapters that are highlighted in this 2023-2024 Annual Report.

In particular, National and Chapter volunteers collaborated to launch a renewed [CES Strategic Plan for 2024-2029](#). Over the next five years, CES National will work with Chapters and partners toward the following shared priorities:

Priority 1: Elevate professional evaluation.

Priority 2: Engage CES members and evaluation partners.

Priority 3: Advocate for quality evaluation and its use.

These Strategic Priorities provide a framework for National Board, Chapters, and partners to collaborate on shared objectives in ways that are contextually appropriate. Two important updates were: replacing the 2019-2024 Overarching Principles with the three [CES Core Values](#) from our updated [Guidance for Ethical Evaluation Practice](#), and to prefacing our 2024-2029 Values and Priorities with an updated [CES Commitment to Advancing Reconciliation and Indigenous Sovereignty](#).

One additional step forward to celebrate is further development of CES National efforts to address environmental sustainability. Going forward, the travel footprint of CES annual conferences and National Board meetings will be estimated, and an “offset” will be calculated based on [federal carbon pollution pricing](#). This offset will be re-invested into CES greening initiatives and/or into professional development needed to consider ecological impacts and the wellbeing of natural systems.

In my term as Past President, I look forward to supporting international collaborations toward the implementation of these renewed commitments, by serving on the executive committees of the [International Organization for Cooperation in Evaluation](#), and the executive committee of [EvalPartners](#). It is with heartfelt gratitude for the devotion and engagement of CES volunteers, members and our broader professional community, that I share this year's Annual Report.

**Andrealisa Belzer, CE**  
CES President

# Vice-President's Update

## Chair of Credentialing Board & Ethics Guidance Working Group

As an integral role across the CES priorities to **Elevate, Engage and Advocate**, the following highlights were accomplished over the past CES annual report year:

### Professional Designation Program

- 33 evaluators received their [Credential Evaluator \(CE\)](#) designation in 2023-2024. As of the end of the fiscal year, there are [a total of 489 active CEs](#).
- The Credentialing Board conducted a reviewed the CE application process. They made recommendations for changes to the requirements for the CE designation, including that three years of full-time equivalent of evaluation work experience are required instead of two, and that two specific competencies are now required. These changes take effect on Sept 1, 2024.

### Ethics Guidance Working Group (EGWG)

- The refreshed [CES Guidance for Ethical Evaluation Practice](#) was released and a plenary panel on evaluation ethics was presented at the 2024 conference in Fredericton.
- In support of the refreshed guidance, the EGWG is developing a number of tools to support evaluators to use the guidance, including the development of an Ethics for Evaluation Institute Course.

In addition to the PDP and EGWG, the Vice President also supported two pilot programs:

- Two communities of interest (Teaching Evaluation and Independent Consultants) were launched.
- Cohorts of people working on their CE applications, guided by experienced CEs as volunteer mentors, were piloted.



## Treasurer's Update

The draft audited financial statements for 2022-2023 were prepared by Andrews & Co, Chartered Professional Accountants.

According to the report from the auditor,

- ▶ Overall, we have a good financial position and the audited financial statements fairly presents the financial situation of the society as of June 2023.
- ▶ Last year, we closed the fiscal year with more revenue than expenses, due in large part to the success of the Quebec city conference and the e-institute which generated more revenues less expenses than expected.
- ▶ We started 2022-23 with \$358,374 net unrestricted fund and was \$232,158 as of May 2024. Note, this is additional to the \$200,000 restricted fund that is maintained year to year.

The total revenues for 2022-2023 were \$650,500 while expenses were \$690,500. Special projects amounted to \$57,800 during this period.

CES has also implemented carbon offset accounting to-date as follows: the low carbon travel incentives paid with the 2022 conference were combined with the remainder of the 2023 offset amount, and the 2024 conference offset based on a per delegate amount of \$10 will be a fund used to support further CES sustainability efforts and professional development. Detailed accounting will be provided in future annual reporting as the new sustainability policy is implemented.

At the end of the 2023-2024 year, the Board approved development for a new sustainability policy that will provide structure for ongoing efforts.

## Student and Emerging Evaluator Representative's Update

As a key role contributing across the CES priorities to **Elevate**, **Engage** and **Advocate** thorough student and emerging evaluator activities, the following highlights were accomplished over the past CES annual report year:

- ▶ Led the CES student and emerging evaluator national network, consisting of 278 members.
- ▶ Continued to develop and foster relationships with CES Chapter SEE groups, including CES BC, CES AB-NWT and SQEP.
- ▶ Liaised with multiple CES partners such as EvalYouth Asia and North America, CESEF, and the Fellows to scope out opportunities for students and emerging evaluators.
- ▶ Published three newsletters and hosted 2 virtual meet-ups for new evaluators to engage and connect with CES.
- ▶ Promoted CES through a gLocal Summit Lecture.
- ▶ Continued to engage SEE's to participate in SEE activities through promotion of chapter-led virtual events, calls for committee representation and inclusion in C2024 activities.

## Committee Updates

### Equity, Diversity, Inclusion and Environmental Sustainability (EDI-ES)

As a key portfolio enabling the CES priority to **Elevate**, the following are highlights over the past year:

- Contributions to the planning for Conference 2024 and to the development of the Conference in a Box (CIAB) manual, through our Conference/CIAB Subcommittee. This included recommending intentional alignments with Accessibility Checklist and Guide and the EDI&ES Rubric (developed for C2023) during conference planning and implementation.
- Linkage with the Professional Learning Committee to integrate the Accessibility Checklist and Guide and EDI&ES Rubric into multiple professional learning events (in-person and online).
- Founding of an Environmental Sustainability (ES) Subcommittee. Members presented on ES topics at C2024, attended other ES sessions, and engaged in informal networking throughout the conference. This subcommittee identified potential webinar presenters/topics, other evaluators who may be interested in staying connected for further discussions on ES and footprint evaluation. This subcommittee has begun discussions with the PLC to work together on learning events.
- Development of a process for searching for and choosing a consultant to carry out the Demographic/Identity Data Special Project, through a subcommittee struck for this purpose. This work involves consultations to guide the development of demographic/identity questions. CES will ultimately use this data to track diversity-related changes in participation in such

areas as registration (CES members, professional development participants, webinar participants, mentorship participants, conference presenters and delegates), as well as the Credentialed Evaluator designation, CES Fellows, and CES award-winners.

- Linkages with the UNDRIP Working Group for advice and feedback (particularly for the Demographic Data/Identity Special Project).
- Contributions to the Ethical Guidance Working Group and the eInstitute course on Ethics in Evaluation.
- Contributions to the CES Mentoring Program.
- Contributions to the 2024-29 Strategic Plan.

### Governance and Process

As a key portfolio enabling CES priorities to **Engage and Advocate**, the following are highlights over the past year:

Board Election:

- Nomination and election of President for the period July 1, 2024 to June 30, 2026.

Policy, Bylaw and Governance Oversight

- Participated in the review of new contracts, contract renewals and amendments.
- Worked with other directors and committees to revise Terms of Reference for director positions, working groups and committees.
- The committee maintained working relationships with other directors and committees to provide governance and process guidance and advice.

- Launch of Mentoring and Community modules, clean-up of users database, quality improvement for IM and IT security, and supporting enhancement of digital operational processes of the Board.
- Beginning incorporation of newly approved sustainability policy as well as CES Commitment to Advancing Reconciliation and Indigenous sovereignty into governance mechanisms and national work plans.

## Membership and Engagement (formerly Communications & Marketing)

As a key portfolio enabling the CES priority to **Engage**, the following are highlights over the past year:

### Valued Member Service

- Continued to work to renew strategic affiliation to provide enhanced benefits for members.
- Pursuing to offering a personal concierge managed discount and reward “perk” program for members.
- Modernized portfolio terms of references to place emphasis on membership and engagement, to demonstrate the value and CES members. Created the membership Engagement Working Group, including a National Survey to be launched in the late spring / summer 2024.
- Created FAQ Rewrite Working group with a focus on updating the website.

### Outreach and Promotion

- Expanded communications support to
  - Mentoring Working Group

- Ethics Guidance Working Group
- Canadian Journal of Program Evaluation

## Professional Learning

As a key portfolio enabling the CES priorities to **Elevate and Advocate**, the following are highlights over the past year:

- There were 9 free webinars offered over the year, including one by the new IC-CI. Several had over 100 participants.
- ESS Refresh Phase I wrapped up; we are now in Phase II of updating materials.
- Stats in Excel 2 was launched. Qualitative Analysis and Reporting will be released this summer. Systems Evaluation Theory will be released late 2024/early 2025.
- The e-Institute sold over 200 courses and generated a net profit for the second time.
- Work is underway on Ethics for Evaluators (working title), an e-Institute course which will be free for members.
- Work with the Curriculum Advisory Board is underway on creating a new three-year plan for course development.

The Canadian Journal of Program Evaluation (CJPE) and its permanent section of Roots and Relations (R&R) is also reported through the Professional Learning Director, which had the following highlights over the past year:

- CJPE published three issues this year. 66 manuscripts were submitted in 2023-24, 25 of which were published.
- The regular issues included 5 articles, 7 practice notes, 8 R&R, and 5 book reviews.

- The Special Issue on Capacity Building included 4 articles and 5 practice notes.
- The Roots and Relations section had a strong first year! Eight submissions were published, including CJPE's first submission whose format lies beyond academic traditions - a poem by Gladys Rowe.
- CJPE has moved from Twitter to LinkedIn, a platform that is better-suited to long-term sharing of articles, information, and networking.
- SSHRC has extended the CJPE operating grant by one year. Due to internal changes at SSHRC, all grant recipients were given one year's extension without having to renew their funding. CJPE will reapply for SSHRC support in the 2024-2025 cycle.

Key Members and Roles of the CJPE during 2023-2024:

|   |                          |
|---|--------------------------|
| Jill Chouinard  | Editor-in-Chief          |
| Paisley Worthington   | Editorial Coordinator    |
|   | Associate Editors:       |
| Tiffany Tovey   | Book Reviews             |
| Jane Whynot (anglais/ English)<br>Naïma Bentayeb (français/ French) | Practice Notes           |
| Nicky Bowman & Larry Bremner  | Roots and Relations      |
| Leslie Fierro   | Articles (French)        |
| Naïma Bentayeb  | Articles (English)       |
| Vacant  | Social Media Coordinator |

## United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Working Group

While not a permanent committee of the CES that convened in 2022 with recruitment in 2023, the UNDRIP working group was a unique and key contributor across the CES priorities to **Elevate, Engage and Advocate**.

As the terms of its work wrapped-up at the end of the 2023-2024 CES reporting period, the following are highlights from activities during the last year of their mandate. Since June 2023, working group members and advisors have contributed to the following tasks:

- Providing input and feedback into the development of the first CES "Conference in a Box";
- Providing input and feedback to the CES Working Group on Ethical Guidance during the development of updated Values and Ethics for CES;
- Participated in scientific review for c2024 proposals, specifically those purporting to be related to Indigenous evaluation or reconciliation;
- Identified members to support the CES EDI-ES Committee in reviewing proposals for a project related to collecting identity data;
- Identified members to support the review of proposals for the development of an e-Institute course on Ethics;
- Compiled resources related to Indigenous evaluation, reconciliation and UNDRIP that can be housed on the CES website and made available to all CES members and chapters;

- Provided comments on the development of the updated CES Strategic Plan;
- Provided input into the Treasury Board Secretariat during the review of the Government of Canada's Policy on Results; and
- Developed for Board consideration a formal statement of the CES position on reconciliation and Indigenous sovereignty to replace the 2016 motion responding to the TRC.

The working group recognizes that there is more work to be done as the terms of its mandate comes to a close, and recommends the following future work for the CES:

1. That the Board adopt by formal motion the Statement of Commitment to Advancing Reconciliation and Indigenous Sovereignty;
2. That the Board explore mechanisms to provide financial and organizational support to emerging networks of Indigenous evaluators so that they can continue the dialogue about what relationship, if any, they choose to create and maintain with CES; and
3. That the Board continue to advance the work of reconciliation at a national level, including exploring mechanisms for ensuring that Indigenous knowledge holders are engaged at all levels of decision-making.

The complete UNDRIP Working Group summary report can be found on the [CES website here](#).



# Chapter Highlight Reports

Chapter Presidents provided the following Chapter highlights, and annual Chapter report reference where available, for the 2023-2024 CES annual reporting year.

**Note:** Chapter business cycles may not align with the same time period as the national reporting cycle.

Reporting for Saskatchewan Chapter 2023-2024 was not received

## Alberta and Northwest Territories

The CES AB/NWT Chapter engaged in the three CES National 2019-2024 Strategic Plan priority areas in a multifaceted way.

### Elevate:

From 2023-2024, the Chapter's Professional Development (PD) & Events Committee contributed to the elevation of evaluation professionals by creating a dynamic and connected community for evaluation professionals to learn together.

- Professional development sessions focused on providing learning opportunities through unique methods, such as an Improv Your Perspective workshop that brought together 12 professionals to expand their skillset in memorable ways.
- One of the most highly attended sessions offered was hosted by CES Fellow Gail Barrington as she discussed her experiences and the intricacies of independent consulting with 25 attendees. The PD/Events Committee collaborated with the SEE Committee to bring this session to CES members.
- The Committee also recognized the need to provide accessible opportunities to network and engage across the Chapter's large geographical area. This led to hosting a virtual speed-networking

session with plans to become a recurring opportunity to connect folks across Alberta and the Northwest Territories. A renewed energy in PD and Events opportunities has been tied to an increase in engagement on virtual platforms and attracting new members through increased activity on social platforms.

In addition, to increase independent consulting management skills, the Chapter's Student and Emerging Evaluators Committee hosted a Lunch & Learn workshop in April, led by Gail Barrington. There were 25 attendees for this virtual event.

### Engage:

The CES AB/NWT Communications Committee, with the assistance of the Member Survey Committee, developed and surveyed chapter members. The Communications Member Survey sought to identify and address members needs and interests.

Key Findings include:

- 40% of respondents feel moderately connected to CES with 39% reporting feeling slightly or not all connected to the Society.
- For the most part, respondents are satisfied (65%) with the quality of the communication products they receive and the frequency with which they receive them.
- There does seem to be some confusion between national and chapter communication channels.

- ▶ Over 80% do not regularly read CES AB/NWT posts on LinkedIn or X. This may be a function of low awareness/low presence on social media channels.
- ▶ Most (81%) rely on the Newsletter to stay connected with 67% being regular readers.
- ▶ Staying connected and learning about upcoming PD events were the most cited reasons for reading the Newsletter.
- ▶ Aligned with the above finding, the Professional Development and Events section is the most read section (89%), followed by Job Postings (76%), and then the “Did you know” section (62%).
- ▶ Member recognition/milestones and member spotlight were the least read sections.
- ▶ Lack of interest was the most cited reason (17/47% of respondents) for not reading an article.
- ▶ Based on a review of other newsletters, respondents rated a range of new sections of interest. Top picks include innovations on practice (87%), followed by tips and suggestions (and offering CES AB/NWT survey respondents with a choice of new sections).
- ▶ Most (87%) want to continue to receive the Newsletter in its current form and current frequency (monthly 53% with 26% wanted it biweekly).
- ▶ Most said that they probably would miss the Newsletter if it was discontinued.

As a follow-up to these findings, the Communications Committee revised and developed a comprehensive strategy to further engage chapter members. This included an increased social media presence and posting Professional Development & Events utilizing a variety of medium to disseminate evaluation knowledge and professional development.

## Advocate:

The Chapter’s Professional Development Events Committee offered a session in support of the promotion of evaluation specific reconciliation activities. This session called *Reconciliation Evaluation Practice: Becoming Better Allies* was hosted by Debbie Delancey on June 11 in honour of National Indigenous History Month.

In addition, the Chapter’s Student & Emerging Evaluators (SEE) Committee is currently embarking on endeavours to connect with Alberta and NWT-based evaluation academic institution programs and classes to increase the awareness of CES for students and emerging evaluators. As a secondary objective, the SEE committee aims to increase the number of students and emerging evaluators within the chapter. The committee has developed an introductory letter and will aim to send this letter out in early Fall 2024 to begin this engagement.

The President of the CES AB/NWT Chapter provided a presentation to the Alberta Evaluation Network on the history, purpose, and initiatives offered by the chapter in advancing evaluation practice within Alberta. This network not only includes evaluators but also program development and policy makers within Alberta Health Services and the various Alberta Government Ministries.

For more information, read the [Alberta and Northwest Territories Chapter 2023-2024 Annual Report here](#) [available in English only].

## British Columbia

### Elevate:

CESBC’s one-day conference and pre-conference workshop: CESBC’s annual one-day conference and pre-conference workshop were held in October 2023. The conference’s theme was *Weaving our Story: Co-creating the Future of Evaluation*. The conference explored reflections from the participants’ past experiences as well as visions for the future of the discipline. Dr. Chandria Jones (University of Chicago) delivered

a keynote and facilitated a pre-conference workshop on Culturally Responsive and Equitable Evaluation. The conference included other activities and features, such as bursaries and a buddy program, to improve its accessibility, and promote connections between senior and emerging evaluator members.

### **Engage and Advocate:**

In-person social meet-ups: After a long pandemic hiatus, the Chapter has restarted scheduling regular social gatherings in the Lower Mainland and ad hoc gatherings in the other regions in British Columbia.

Updates to the DEI fund: The Chapter has increased the limit to the amount that it offers through the DEI fund to reflect the increases in the cost of living and make the fund more useful to applicants.

Updating Chapter website: We have updated the Chapter website to create a more seamless experience for users and make relevant information more easily accessible.

For more information, read the [British Columbia Chapter 2022-2023 Annual Report here](#) [available in English only].

## **Manitoba**

### **Elevate:**

Our chapter is currently finalizing an agreement with the United Way Winnipeg to facilitate the inaugural chapter owned professional development curriculum. The ultimate value of the effort to produce chapter owned content is to:

- Reduce the risk of not being able to provide these professional development courses in the future as the course material in the past has been that of the facilitator for the respective courses.

- Help improve the financial standing of the chapter by enabling the ability to secure more of the profit generated from these sessions that is able to be invested into the development of the chapter (e.g., hosting more networking events and providing more support for local members to attend CES events).
- Ensure that all of the courses speak to one another and are aligned with the professional development content available from National.

This initiative is a major milestone for the chapter that will help establish a firm foundation for future growth and development at a local level. Our chapter has also developed a Professional Development framework to guide our future activities including working with National to help provide essential and unique e-institute courses to chapter members at a reduced price to help improve access to these professional development opportunities.

### **Engage:**

At the 2023 AGM we established a new Board position entitled, "New and Emerging Evaluator Chair". The responsibilities of this role include:

- Develop and implement strategies to recruit and retain new and emerging evaluators (NEE);
- Liaise with post-secondary institutions as appropriate to identify opportunities for NEEs;
- Connect with those in similar positions across CES Chapters to explore ways to connect and support NEEs;
- Promote student case competition and support participation of a Manitoba team at annual CES Conference.

As part of this role our chapter had the first team enter and compete in the annual Canadian Evaluation Society Student Fund - Student Case Competition in 2024 with one or possibly two teams set to compete

in the 2025 competition. Participation in this competition provides an opportunity to students and emerging evaluators to explore the profession of evaluation.

Additionally, we have sent out a membership survey in 2024 to better understand the needs of our members and help inform future decisions by our chapter that builds on the membership survey distributed by National.

### **Advocate:**

In 2024 the Manitoba chapter entered into an agreement with the National Capital Chapter that covers a period of five years (from 2024-25 to 2029-30). The purpose of the agreement is to confirm the shared interest and desire of our chapters to formally engage in initiatives that mutually strengthen each other's mandate and to promote the development of evaluation professionals and the evaluation profession. Specific action items based on this agreement are still being discussed as the agreement was only signed in August of 2024.

Also, our chapter once again supported the Summer Institute from June 3rd to 7th, 2024, 8:30am to 4:30pm. The Institute is a capacity-building opportunity for program evaluation that brings together community-based practitioners and university students to learn about program evaluation using an online platform. Institute participants learn about Western and Indigenous approaches to evaluation through a combination of lectures, case studies, and group work. During the one week program, students work with community-based practitioners under the supervision of evaluation experts to develop evaluation plans to be implemented by community agencies in the health and social service sectors. Participating agencies, the Institute also offer the opportunity to receive support in implementing the evaluation plans after the Institute.

## **National Capital and Nunavut**

### **Elevate:**

- 200+ attendees at the February 28, 2024 Annual Learning Event (ALE) with 94% of attendee respondents agreeing that the ALE met their professional development needs.
- Professional Development Courses and Webinar Offerings:
  - 3 Essential Skills Series (ESS) course opportunities, which supported the professional development of 40 emerging evaluators.
  - Webinar: Evaluators as Facilitators: Enhancing your Skills for Successful Evaluation Meetings and Presentations" (Facilitated by Tom Lloyd November 16, 2023).
  - Half Day Workshop: The Art and Science of Effective Infographics (Facilitated by Sid Ali, February 29, 2024)

### **Engage and Advocate:**

- More than doubled the number of our chapter LinkedIn followers increasing the reach of local evaluation information to chapter members
- Awarded the Karl Boudreault Award to Kathryn Radford for her ongoing contributions to the NCC evaluation community.

The CES National Capital Chapter 2023-2024 report will be available at its Annual General Meeting to be held November 2024 and will be posted on the CES-NCC website.

## New Brunswick

### Elevate and Advocate:

New Brunswick (NB) Chapter had an exciting year. In May 5-8, 2024 – first time since 1989, NB capital, Fredericton, hosted the C2024. The return of this esteemed professional event to New Brunswick played an invaluable role in elevating the profile of the evaluation in our province. The conference provided a platform for local emerging evaluators and evaluation users to connect with fellow practitioners both nationally and internationally. This year, our chapter sponsored three CES NB members to attend the C2024.

### Engage:

The membership of our chapter continues to grow. Since March 2023, the number of CES members in NB has nearly doubled and is at 40 members as of August 2024. Geography of New Brunswick poses a challenge to engaging the members, who are distributed between three urban centers: Fredericton, Moncton and Saint John. CES NB Board has explored some engagement options and, this August, started a monthly series of community of practice virtual sessions. The community of practice sessions are meant to facilitate networking among NB evaluators, sharing some practical tips and ideas.

## Newfoundland and Labrador

### Elevate, Engage, and Advocate:

The Newfoundland and Labrador (NL) chapter has struggled with low membership in recent years and has been making extensive effort to attract and engage members in the past fiscal year. Critical to this was the renewal of our in-person annual conference in June 2024.

The conference, entitled “From Research to Action: Unlocking the

Power of Knowledge Translation”, was our first conference since 2019. The conference was scaled back to increase accessibility by reducing registration, CES members and local CES NL members could attend the one-day conference at no cost and non-members could register for the same price as a one-year local membership (\$25 regular membership / \$10 student membership). In total, 47 evaluators registered for the conference, including: 40 local members and 7 national members. This includes 27 new local CES NL members (some of those student members) and 7 returning members who had previously held a national or local membership which had lapsed. Furthermore, our board was able to secure several new members to the board as part of our AGM held during the conference. Feedback from the conference was very positive.

The executive looks forward to offering another conference in June, as well as other opportunities for professional development, networking and engagement. At the time of our AGM in June, the NL Chapter had a total of 62 members (51 local members and 11 national members), up from 22 the previous year.

For more information, read the [Newfoundland and Labrador Chapter 2023-2024 Annual Report](#) here [available in English only].

## Nova Scotia

### Elevate:

- Launched a study group for Chapter members to complete the EDI module
- Held regular Journal Club meetings
- Planned the delivery of a facilitated online ESS- Introduction to Evaluation (scheduled for Fall 2024)
- Supported the attendance of one Chapter member to the CES National Conference with a bursary, who also presented.
- PD Chair attended PLC National meetings when scheduled

### **Engage:**

- Hosted social events for members and non-members with strong attendance
- Rebuilt NS Chapter website and marketed events through the Chapter blog

### **Advocate:**

- Highlighted members' ad-hoc reports of gaps and perceived reduction in evaluation services in local and national government sectors as appropriate in Chapter events and encouraged discussion on root causes and solutions.

## **Ontario**

The CES Ontario Chapter has made significant progress over the past fiscal year despite various challenges. In terms of financial stability, the Chapter has seen a modest 3.4% growth in net assets, reflecting a prudent approach to financial management. This aligns with the Chapter's goal of sustaining operations while fostering growth opportunities.

### **Elevate:**

The Chapter took steps to enhance its visibility and impact, investing in marketing efforts to strengthen its social media presence and brand. This not only supports the Chapter's growth but also positions it to engage new members and partners. A notable effort this year was the engagement of a marketing firm, reflecting an investment in long-term organizational visibility.

### **Engage:**

Membership has remained stable, but the Chapter faced challenges with volunteer capacity. The Board operated at less than 50% capacity,

which has impacted some areas, but efforts are being made to recruit new members, particularly in roles dedicated to Conference Planning and Diversity, Equity, Inclusion, and Anti-Oppression (DEIAO) initiatives. This underscores the Chapter's commitment to increasing involvement from a broader range of volunteers.

### **Advocate:**

The Chapter continues to prioritize its fiduciary responsibilities, moving towards a cost-effective Compilation of Financial Statements instead of a full audit to avoid financial strain. The ability to maintain a reserve of three years of operational funds highlights the Chapter's dedication to financial sustainability.

Looking ahead, CES Ontario is cautiously optimistic, with plans to engage more sales-focused services and expand its reach while addressing current capacity challenges.

For more information, read the [Ontario Chapter 2023-2024 Annual Report here](#) [available only in English].

## **Prince Edward Island**

### **Elevate and Engage:**

The PEI CES Chapter has been very busy over the past fiscal year with offering professional development opportunities and networking events. We had offered three PD events: Using MS Excel for survey development and data analysis, Non-violent Crisis Intervention, and the Essential Evaluation Skills workshop. We also hosted two networking activities: spring network where participants who attended national shared their learning and a winter social activity.

For more information, read the [Prince Edward Island 2023-2024 Annual Report](#) here [available in English only].

## Société québécoise d'évaluation de programme (SQÉP)

The Société québécoise d'évaluation de programme (SQEP) has continued to implement the activities outlined in its 2021-2024 strategic plan. In this context, several activities were carried out, including: our participation in the C2024 in Fredericton, New Brunswick; the organization of webinars; the organization of the SQEP symposium in October 2023; and strengthening our collaboration with the Francophone Evaluation Network. We are currently developing our 2025-2030 strategic plan, which will be presented at our next general assembly in October 2024. We are also collaborating with several Francophone countries in Africa (Côte d'Ivoire, Guinea, Burkina Faso, Mali, Morocco, Niger, Senegal, Togo) by organizing webinars for them and participating in some of their activities.

In terms of challenges, we can mention the shortage of volunteers, the disinterest of some members, and the lack of financial resources. Developing innovative strategies to attract, retain, and engage members remains the most viable and promising option. Another challenge is implementing strategies to increase our revenues to cover all planned activities, meet member expectations, and provide quality service. Several avenues have been explored in this regard, and we continue to actively work in this area. One such perspective is the development of a new category of members, namely institutional members, as we currently only have individual members.

A point not to be overlooked is the continued investment of our board members, without whom we would not be where we are today.

### Elevate:

Highlights about organized activities over the past year:

- Regular training sessions are offered, including free training for members and paid training.

- Approximately 175 SQEP members participated in a training session in 2023/2024.
- Two training sessions were offered at the SQEP Symposium, with 75 members in attendance (November 2023).
- Preparation for the SQEP 2024 Symposium (October 2024).
- Participation in C2024 in Fredericton (New Brunswick).
- Preparing the SQEP 2025-2030 strategic plan.
- Evaluating the SQEP 2021-2024 strategic plan.
- Offer a scholarship to 10 emerging evaluators from SQEP and Francophone Africa to enable them to participate in the SCÉ annual conference.
- The scholarship has been associated with the late Marie Gervais in recognition of her international contributions to emerging evaluators.
- Implement the ViGlobe administration and management system platform.

Respectively, highlights of results/achievements include:

- Training sessions are offered regularly — almost every month.
- Promote the CE designation within the SQEP Board of Directors.
- Meeting of Quebec CE holders to enhance the value of the designation.
- The Board members participated in a session with CES consultants. SQEP provided financial support.
- The policies approved by the SQEP Board of Directors in 2023-2024 are:
  - Financial and Contractual Management Policy

- Policy on Registration Fees for SQEP Activities for Board Members
- Marie Gervais Scholarship Program Policy
- Strengthen the underlying values of SQEP by highlighting the contributions of SQEP leaders.
- Support emerging evaluators from low-income countries to participate in the national conference.
- Most Board volunteers wish to renew their roles as directors from year to year.

## Engage:

Highlights about organized activities over the past year:

- Disseminate training opportunities through multiple platforms: LinkedIn, Facebook, etc., and channels (universities, government institutions, community networks).
- Maintain contact with retired Board members to invite them to share opportunities within their networks.
- Since June 2021, a monthly information newsletter summarizing all relevant information has been sent to all SQEP members.
- Vote on 6 CES resolutions, including the creation of a diversity initiative and consultation for the design of an ethics guide applied to program evaluation.
- Preparation and approval of the SQEP Strategic Plan (2021-2024).

Respectively, highlights of results/achievements include:

- The training sessions lead to an increase in membership.
- Regularly provide relevant information to SQEP members.
- Improve regular contacts with SQEP members.
- Improve networking through the preparatory work necessary for

organizing the 2023 CES Annual Conference

- Keep the members of the SQEP Board of Directors informed about CES activities and promote collaboration with SQEP

## Advocate:

Highlights about organized activities over the past year:

- Participate in the Board of Directors of the Francophone Evaluation Network (RFÉ)
- Member of the Board of Directors of the International Development Evaluation Association (IDEAS)
- Initiation of collaborative alliances with other national evaluation associations and networks
- Offer training on essential competencies twice a year for non-evaluators

Respectively, highlights of results/achievements include:

- Renewal of active communications between SQEP and RFÉ
- Identify areas of synergy and collaboration with IDEAS
- Collaborative activities have been initiated with national evaluation associations from Côte d'Ivoire, Guinea, Mali, Morocco, Niger, Senegal, and Togo:
  - The global landscape of evaluation
  - Evaluation in the spectrum of management oversight
  - Theory of change and evaluation
  - The systemic approach in evaluation
  - Levels of evaluation within public administration
  - The professionalization of evaluation
  - Evaluation standards

- Essential competencies in evaluation
  - How to become a certified evaluator
  - The evaluation inception report
  - Cultural dimensions of evaluation
- Expand the membership beyond evaluators
  - Meetings with officials from the Quebec Treasury Board Secretariat
  - Meetings with the evaluation network of Quebec civil servants

## Yukon

### Elevate:

- The Yukon remains home to three credentialed evaluators.
- The Yukon Chapter continued to stand ready to offer input to the Yukon Government's Evaluation Unit for the development of a government-wide evaluation policy to support effective public policy decision-making.

### Engage:

- CESY held its Annual General Meeting in-person on 25 October 2023, with a guest presentation by Lawrence Ignace on the topic of Using Evidence in Evaluation.
- We thanked Amos Westropp for his seven years of service to the Yukon Chapter in board positions of Secretary and Treasurer as well as for being instrumental in founding the reconstituted Yukon Chapter in 2018.

- We updated our Chapter Strategic Plan for the years 2024 to 2026; began work on updating the companion Implementation Plan.
- CESY continued implementation of our social media strategy on LinkedIn and Mailchimp to better communicate with members of the Yukon's evaluation community.
- We participated at the National Council level in discussions on diversity, equity and inclusion, evaluation ethics, social media communications and the design of CES's new information management system.
- Membership in the Yukon Chapter stood at eight members at the end of the fiscal year.

### Advocate:

- Delivered two offerings of the inaugural Evaluation Basics Series to 25 Yukon Government employees over six weeks in April and May, 2024. The Evaluation Basics Series is designed to introduce the fundamentals of program evaluation in a hands-on and conversational way. The series consists of three two-hour sessions where participants are introduced to the three building blocks of program evaluation (logic models, evaluation matrix, data collection instruments).

For more details, read the [Yukon Chapter 2023-2024 Annual Report here](#) [available only in English].

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footnote: Reporting for Saskatchewan Chapter 2023-2024 was not received

# Acknowledgments

## Chapter Boards and Volunteers

Chapter Presidents provided the following Chapter Board and volunteer acknowledgments for the 2023-2024 CES annual reporting year.

**Note:** Chapter business cycles and therefore terms of their Board may not align with the same time period as the national reporting cycle.

### Alberta and Northwest Territories

**President:** Komali Naidoo

**Vice President:** Tracy With, CE

**Treasurer:** Grace Shen Tu

**National Chapter Representative:** Sharlene Wolbeck Minke, CE

**Director, Professional Development/Events (Calgary):** Skye Starnino

**Director, Professional Development/Events (Calgary):**  
Roman Katsnelson, CE

**Director, Professional Development/Events (Edmonton):**  
Laurie McCaffrey

**Director, Professional Development/Events (Edmonton):**  
Ana Kerbabian

**Director, Advocacy:** Vanja Spiric

**Director, Communications:** Guy Innes

**Director, Membership:** Rita Yembilah

**Director, Students & Emerging Evaluators:** Brittany Molner

**Director at Large/NWT Liaison:** Natasha Bhogal

**Past President:** Allison Larsen, CE

**Chapter Administrator (Non-Executive Member):** Tali Sawchuk

The CES AB/NWT Chapter Board would like to acknowledge and thank the Chapter members who volunteer their time, talents, and professional skills on one of the Board Committees. These are:

- **Communications Committee** – Jennifer Tran-Smith
- **PD & Events Committee** – Sheriff Suleiman
- **Student & Emerging Evaluators Committee** – Kewir Nyuyki-Dufe, Praveen Ranawana, Sarah Piwowarczyk, and Allison Ritchie

### British Columbia

**President:** Kasra Hassani

**Past President:** Beth Snow, CE

**Vice President:** Slavica Stevonovic, CE

**Treasurer:** Anne Worthington

**Secretary:** Becky Gormley

**National Chapter Representative:** Helaine Krystkowiak

**Member-at-Large, Conference Lead:** Angela Randall

**Member-at-Large, Conference Support:** Mel Michener

**Member-at-Large, Membership Secretary:** Golareh Habibi, CE

**Member-at-Large, Professional Development & Communication:**  
Hafsa Sadiq

**Interior / Okanagan Coordinator:** Cassandra Adjetej (incoming June 2024)

**Lower Mainland Coordinators:** Karsang Magar and Bindu Mohan

**Northern Coordinator:** Christiana Onabola

**Student & Emerging Evaluators Coordinator:** Mai Berger

**Vancouver Island Coordinator:** Michelle Vanchu-Orosco

We are also grateful for the time of our outgoing BC Chapter Board members during the CES fiscal year:

**Secretary:** Megan Ondr-Cooper

**Member-at-Large, Conference Support:** Christine Cassar

**Member-at-Large, Professional Development & Communication:** Julia Langton

**Interior / Okanagan Coordinator:** Don Murray, CE

**Student & Emerging Evaluators Coordinator:** Eirini Giannaraki

We also want to extend appreciation to BC Chapter Board members who are outgoing from the following positions, but continued serving our Chapter in a different role noted above.

**Former Member-at-Large, Conference Support:** Mel Michener

**Former Lower Mainland Coordinator:** Becky Gormley

Last but not least, we would like to especially share gratitude for Don Murray's multiple terms serving as Interior / Okanagan Coordinator and wish him all the best with his future endeavors.

## Manitoba

**President:** Ryan Catte, MA, CE

**Vice-President and National Chapter Representative:** Matthew Sanscartier, Ph.D, CE

**Treasurer and Secretariat:** Marianne Krawchuck, MA, CE

**Professional Development Chair:** Necole Sommersell, CE

**Membership Development Chair:** Andrew Buchel, Ph.D, CE

**New and Emerging Evaluator Chair:** Sarah Heath, Ph.D, CE

## National Capital and Nunavut

**President:** Susanna Beaudin, CE

**Past President:** Emily Brennan, CE

**Board Secretary:** Gita Zareikar

**Treasurer:** Brian Case

**VP, Annual Learning Event (ALE):** Mariève Vaillancourt, CE

**VP, Professional Development:** Lulu Li

**VP, Communications and Marketing:** Sharon Lécuyer

**VP, REDIAS (Reconciliation, Equity, Diversity, Inclusion, Accessibility and Sustainability):** Victoria Diaz

**Memberships:** Steve McKibbin, CE

**Partnerships:** Mahmoud Rahim

**National Chapter Representative:** Judy Lifshitz, CE

**Student Representative:** Émilie Sauriol

**Student Representative:** Mahmoud Rahim

The CES-NCC graciously thanks the following outgoing Board members for their contributions to the NCC community over the years:

- Emily Brennan, CE
- Lulu Li
- Steve McKibbin, CE

## New Brunswick

**President:** Katerina Lysenko, CE

**Past-President (Ex-Officio):** Vacant

**Vice-President:** Greg Lutes, CE

**National Representative:** Mollie Coombs

**Secretary:** Helene LeBreton

As the President of CES NB Chapter I am very fortunate to have such a great and supportive Board of Directors. I would like to take this opportunity to say a huge 'thank you!' to all the volunteers on the Board. On behalf of our Board, I would like to acknowledge enormous volunteer efforts of our National Representative, Mollie Coombs. Mollie has dedicated enormous amount of time last year to planning and organizing the C2024! We are very proud of you Mollie!

## Newfoundland and Labrador

**President:** Allison Mullaly-Ring, CE

**Vice President:** Vacant

**Treasurer:** Sarah Mills

**Secretary:** Vacant

**National Chapter Representative:** Vacant

**Director-at-Large, Membership & Communications:** Angela Collins

**Director-at-Large, Professional Development:** Tracy Gulliver

**Student Directors-at-Large:** Madison Hynes and Shawna Brenton

**Director-at-Large:** Jennifer Donnan

**Director-at-Large:** Kaylah Mercer

**Director-at-Large:** Kayla Parsons

**Director-at-Large:** Brandon Lillington

A sincere thank you to Autum Mason and Felicia Rice who have completed their work with us in the past year. We wish them luck in their future endeavors.

## Nova Scotia

**President:** Dorian Watts, CE

**Past President:** Andrealisa Belzer, CE

**Vice President:** Melissa Neil

**Secretary:** Twinkle Dev

**Treasurer:** Humaira Faizan

**National Chapter Representative:** Vacant

**Professional Development (PD) Chair:** Wendy Kraglund-Gauthier

**IT Chair:** Vacant

**Membership Chair:** Akintunde Odeniyi

**Member-at-Large:** Clare Levin, CE

Thank you to all who contributed to CES NS, including the many outgoing board Members.

We would also like to thank Peter MacIntosh, who hosted monthly journal club sessions via Zoom throughout the year, as part of our PD activities for NS Chapter members and non-members.

### Outgoing Board members:

- Agamani (Mani) Chakrabarty
- Brian Hodson
- Wendy Kraglund-Gauthier (transferring to PEI Chapter after AGM)
- Akintunde Odeniyi
- Clare Levin, CE

## Ontario

**President:** Nikhat Rasheed

**Vice-President and Treasurer:** Maria Mirzoyan

**Secretary:** Tanya Darisi

**Professional Development Committee Co-Chair:** Allison Prieur

**Professional Development Committee Co-Chair:** Holly Stack-Cutler

**Membership Committee Co-Chair:** Antoine Vandemoortele

**Membership Committee Co-Chair:** Courtney Kupka (appointed June 19, 2024)

**National Chapter Representative:** Paul Bakker (appointed June 19, 2024)

## Prince Edward Island

**President:** Tess Miller (CE)

**Professional Development Director:** vacant

**Membership and Communications Director:** Carolyn MacPhail

**Treasurer Director:** Carolyn MacPhail

**Director at Large:** Elizabeth Blake (Graduate Student Rep)

**Director at Large:** Sarah Lavers (on maternity leave)

## Société québécoise d'évaluation de programme (SQEP)

First, I would like to thank the members of the SQEP Board of Directors for their daily commitment. Without their dedication, sacrifices, and constant support, we would not be able to be where we are in promoting excellence in evaluation. Their commitment has not gone unnoticed, and we are deeply grateful for their contributions. Here is the list of the SQEP Board of Directors members:

**President:** Jean Serge Quesnel, CE

**Past President:** Sherri Bisset, CE

**Vice President (Québec):** Anna Gueye, CE

**Vice President (Montreal):** Daniel Boutaud

**Secretary:** Hadja N'Sira Balde

**Treasurer:** Sandrine Wettach

**Director:** Adja Seynabou Kane

**Director:** Christian Doly

**Director, National Chapter Representative:** François Monnou

**Director:** Loïc Nsabimana

**Director:** Maciré Sissoko

**Director:** Yrina Janvier

**Administrative Assistant:** Laval Villeneuve

We thank the following outgoing members of the SQEP Board of Directors for their contributions to the operation of SQEP:

- Marie-Philippe Lemoine, CE
- Denise Charline Teikeu Ngnintewe, Treasurer

## Yukon

**President:** Paul Kishchuk, CE

**Vice-President and Professional Development Representative:** Gaye Hanson

**Secretary / Treasurer:** Helen Stappers

**National Chapter Representative:** Diane Billingsley, CE

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footnote: Reporting for Saskatchewan Chapter 2023-2024 was not received

# C2024 Conference Volunteers & Acknowledgments

The CES is deeply indebted to the many volunteers who supported the organization of the conference and to speakers who have agreed to enlighten delegates for C2024 in Ekpahak (Fredericton) on the Wolastoq River, the traditional lands of the Maliseet-Passamaquoddy speaking peoples of the Wolastoqiyik (Maliseet) and Wabanaki (Dawnland Confederacy) Communities. Especial gratitude to Sakom (Chief) Polchies of Sitansik (St. Mary's First Nation) for granting and welcoming the national conference to take place in Fredericton.

The lists below capture the names of many volunteers; many others have contributed through the broader CES and CESEF infrastructure as well as local relationships, including the EDI-ES Committee, the UNDRIP Working Group, the Professional Learning Committee, and the Ethics Working Group.

## Conference Committee

Michelle Anderson-Draper, CE  
Rob Assels, CE  
Andrealisa Belzer, CE  
Anis Ben Omrane  
Frédéric Bertrand, CE  
Diane Billingsley, CE  
Jessica Bouchard  
Kaireen Chaytor, CE FCES  
Mollie Coombs  
Debbie Delancy, FCES  
Amanda Ferneyhough  
Stephanie Francis  
Benoît Gauthier, CE FCES  
Eleanor Hamaluk, CE

Tammy Horne, CE  
Robert Lahey, CE FCES  
Derek Hughes  
Stephen Kester  
Judy Lifshitz, CE  
Katerina Lysenko, CE  
Brian McGowan  
Steve Montague, CE FCES  
Tammy Mudge  
Vanessa Nevin  
Cassandra Parsons, CE  
Chelsea Paul-Griffith  
Matthew Sanscartier, CE  
Holly Zapreff

## Proposal reviewers:

Donna Anderson, CE  
Mubashir Arain, CE  
Susanna Beaudin, CE  
Andrealisa Belzer, CE  
Frédéric Bertrand, CE  
Jeremy Braithwaite  
Emily Brennan, CE  
Ryan Catte, CE  
Kelsey Chawla, CE  
Natalia Chenier, CE  
Shelby Corley, CE  
Julie Côté-Stordy, CE  
Karen Croteau, CE  
Lena Dedyukina  
Brian Diener, CE  
Jenn Dixon, CE  
François Dumaine, CE FCES  
Linda E Lee, CE FCES  
Reuben Ford, CE  
Jana Garay, CE  
Meg Gassanov, CE  
Benoît Gauthier, CE FCES  
Stephanie Gazzola, CE  
Kathy Gerber, CE  
Oralia Gomez-Ramirez, CE  
Susanna Gurr, CE  
Eleanor Hamaluk, CE  
Rachel Harris, CE  
Carolyn Hoessler, CE  
Susan Hollett, CE  
Laura Kelly, CE  
Galin Kora, CE  
Marianne Krawchuk, CE  
Bonnie Lakusta, CE  
Birgitta Larsson, CE  
Rachel Laxer, CE  
Lois Little, CE

Katerina Lysenko, CE  
Rebecca Marsh, CE  
Sarah Mathewson, CE  
Steven McKibbin, CE  
Elisabetta Micaro, CE  
Rea Mishaxhiu, CE  
Shevaun Nadin, CE  
Christie Nash, CE  
Lisa O'Reilly, CE  
Valeria Pandelieva, CE  
Hubert Paulmer, CE  
Elena Petrus, CE  
Kathryn Radford, CE  
Jeiran Rahmanian, CE  
Ricardo Ramirez, CE  
Andy Rowe, FCES  
Arlinda Ruco, CE  
Matthew Sanscartier, CE  
Sandra Sellick, CE  
Robert Shepherd, CE  
Jennifer Smith, CE  
Heather Smith Fowler, CE  
Necole Sommersell, CE  
Vanja Spiric, CE  
Marla Steinberg, CE  
Bobby Thomas Cameron, CE  
Diana Tindall, CE  
Kim van der Woerd, FCES  
Cindy Weeks, CE  
Linzi Williamson, CE  
Tracy With, CE  
Sharlene Wolbeck Minke, CE  
Kate Woodman, CE  
Serge Eric Yakeu Dijam, CE  
Jennifer Yessis, CE  
Margaretha Ysselstein, CE  
Biljana Zuvela, CE

## Credentialing Board Members

Fundamental contributors to the Professional Development Program (PDP), the following were Credentialing Board members we are grateful for over the 2023-2024 year:

Chair:

- Beth Snow, CE

Members:

- Sid Ali, CE
- Vanessa Anastasopoulos, CE
- Michelle Anderson-Draper, CE
- Frederic Bertrand, CE
- Nancy Carter, CE
- Keiko Kuji-Shikatani, CE, FCES
- Chi Yan Lam, CE
- Birgitta Larsson, CE
- Judy Lifshitz, CE
- Martha McGuire, CE, FCES
- Hubert Paulmer, CE
- Martine Perrault, CE
- Cheryl Poth, CE
- Wendy Rowe, CE
- Simon Roy, CE

## National Portfolio Volunteers

### Ethics Working Group

Chair:

- Beth Snow, CE

Members:

- Vanessa Anastasopoulos, CE
- Donna Bain
- Steve Jacob
- Roman Katsnelson, CE
- Natalie Kishchuk
- Birgitta Larsson, CE
- Ola Lawal
- Tin Vo, CE
- Josephine Watera, CE
- Kelly Wiens



## Equity, Diversity, Inclusion and Environmental Sustainability (EDI-ES)

A sincere thank you to EDI-ES Committee volunteers who participated during 2023-24:

- ▶ Tammy Horne, CE (Chair and Director-at-Large, EDI&ES) (Edmonton)
- ▶ Vanessa Anastasopoulos, CE (Montreal)
- ▶ Andrealisa Belzer, CE (Ex-Officio Member as President) (Dartmouth)
- ▶ Augustine Botwe (Edmonton)
- ▶ Victoria Diaz (Ottawa)
- ▶ Todd Gates (Halifax)
- ▶ Johann Jacob (Quebec City)
- ▶ Samantha Jibb, CE (Sudbury)
- ▶ Natalie Kishchuk (Fellows' representative) (Montreal)
- ▶ Keiko Kuji-Shikatani, CE, FCES (Fellows' representative) (Toronto)
- ▶ Judy Lifshitz, CE – Board member (Ottawa)
- ▶ Belinda Lutterrodt (Regina)
- ▶ Elijah Osei-Yeboah (Winnipeg)
- ▶ Hubert Paulmer, CE (Ottawa)
- ▶ Nick Petten – recent Board member (Toronto)
- ▶ Emem Inyang (Uyo, Nigeria)
- ▶ Marcela Tapia, CE (Ottawa)
- ▶ Eyerusalem Tessera, CE (Montreal)
- ▶ Julie Zhang (Ottawa)

## Governance and Process

Chair:

- ▶ Nick Petten

Members:

- ▶ Brian Case
- ▶ Kewir Nyuyki-Dufe
- ▶ Maria Reyes
- ▶ Marcela Tapia, CE
- ▶ Brenda Wedge

## Membership and Engagement (formerly Communications and Marketing)

Co-chairs:

- ▶ Sharlene Wolbeck-Minke, CE
- ▶ Diane Billingsley, CE

Working Group members:

- ▶ Akin Odeniyi
- ▶ Antoine Vandemoortele, CE
- ▶ Brianna Groot, CE
- ▶ Christiana Onabola
- ▶ Henrietta Iduwe
- ▶ Helaine Krystkowiak
- ▶ Guy Innes
- ▶ Rita Yembilah

## Professional Learning

Chair:

- Matthew Sanscartier, CE

Members:

- Beth Snow, CE
- Marla Steinberg, CE

## Student and Emerging Evaluators Network

Chair:

- Amanda Ferneyhough

Members:

- Mel Michner
- Rea Mishaxhiu, CE
- Brittany Molner
- Teresa Orbillo
- Sarah Piwowarczyk
- Emma Stetson

## UNDRIP Working Group

Co-chairs:

- Andrealisa Belzer, CE
- Debbie DeLancey, CE, FCES

Working group members:

- Jeremy Braithwaite
- Lena Dedyukina
- Evan George, CE
- Trudy Johnson, CE
- Roman Katsnelson, CE
- Nick Petten
- Paulina Semenec

Indigenous advisors to the working group include:

- Nicky Bowman
- Larry Bremner, CE, FCES
- Tammy Mudge
- Kim van der Woerd, CE, FCES
- Serge Eric Yakeu Dijam, CE

# Appendix

## Appendix A: 2019-2024 Strategic Plan

## Appendix B: C2024 Conference Review Executive Summary

### Review of the 2024 CES conference

Benoit Gauthier, Susan Hollet, Natalie Kishchuk  
November 2, 2024

#### Introduction

This report compiles feedback received on the 2024 CES conference held in Fredericton from May 5 to 8. Some key indicators are introduced first, followed by summaries of the perspectives offered by conference goers.

The review is based on responses offered by 179 of the 423 individuals (42%) involved in the conference in one capacity or another. The feedback questionnaire included seven open-ended questions and four multiple choice questions which were recommended by the Conference-in-a-Box working group.

The qualitative data were processed through ChatGPT 4.0 to extract

the main themes and assess the frequency of references. Furthermore, because negative experiences were relatively lower in prevalence and thus underemphasized in the ChatGPT summaries, additional review and analysis was undertaken by the authors to identify and categorize them.

#### Event Description

C2024 theme was “Renewal and Confluence: Navigating the Future of Evaluation”. It followed the standard in-person model for CES conferences: the event started on Sunday at 6pm and finished around noon on Wednesday. C2024 deviated from tradition by not offering workshops on the Sunday; instead, workshops were limited to 3 hours (most were 90-minute express workshops) inserted in the concurrent event program, and available at no additional cost to registrants.

Details on C2024 activities can be found in the conference program (available in [English](#) and in [French](#)).

The standard conference facts-and-figures have been assembled in a separate document (limited access). The highlights are as follows:

- All critical path key dates were met.
- 184 presentation, workshop, and thematic breakfast proposals were received, 157 were accepted, and 132 were delivered.

- ▶ Too few poster proposals were received to organize a poster program.
- ▶ 407 delegates registered for the conference; 51 benefited from a discounted fee.
- ▶ 41% of individuals who completed the post-conference survey were first-time attendees.
- ▶ 33 organizations supported the conference as partners or exhibitors.
- ▶ The conference generated a financial profit.

### High level assessment

Delegates were asked to describe their conference experience in three words.

- ▶ Positive experiences (engagement, enjoyment, educational value, networking, community) were the most frequent sentiments expressed.
- ▶ Some mixed experiences also surfaced, reflecting a challenging and intense experience that could be overwhelming and exhausting.
- ▶ Less frequent but still present were negative experiences best represented by disappointment, boredom, conflicts, and criticisms.
- ▶ Other frequent thoughts referred to the reflective nature of the event, empowerment, inspiration, and affirmation as well as an effective organization.

Of all survey respondents who offered a forecast, 93% indicated they were somewhat (22%) or very (71%) likely to attend another face-to-face CES conference and 94% said they were somewhat (21%) or very (73%) likely to recommend the CES conference to a colleague.

### Professional development

Many delegates offered positive testimony of the impact of participation in the conference on their professional development. Highlights included:

- ▶ discovery of new approaches and methods
- ▶ exposure to the latest thinking and trends
- ▶ inspiration offered by discussions of cultural awareness

Delegates appreciated the opportunity to network and collaborate as well as the care given to the practical application of knowledge.

The most frequent professional development criticisms levied against the conference focused on superficial and narrow presentations as well as lack of engagement of presenters with attendees.

### Professional networking

The conference was generally effective in facilitating professional networking, with a significant number of participants forming new connections, reinforcing existing ones, and planning future follow-ups. However, there were some challenges for newcomers and those with less experience in the field to connect with experienced conference goers who already have an extended network.

### Demonstration of CES core values

Most delegates were of the view that the conference demonstrated the CES core values through its organization and content, and emphasizing inclusivity, transparency, and environmental sustainability.

However, failure to demonstrate core values (including failure to assume cultural and social responsibility and to take safety precautions in case of micro-aggressions) was one of the most frequent critical messages.

## CES Core Value #1: Upholding the rights and well-being of persons, Peoples, and all of nature

**Inclusivity and representation.** The conference included a strong representation of First Nations, Métis, and international Indigenous Peoples, ensuring their voices were heard and respected. Land acknowledgments and ceremonies highlighted the significance of Indigenous culture and well-being.

**Environmental sustainability.** Efforts were made to minimize environmental impact, including reducing food waste, providing vegetarian and vegan meals, and using paper name tags printed on both sides to minimize paper waste.

The focus on sustainability was evident in the choice of food and the use of local resources, although some concerns were expressed about the ecological impact of certain menu items.

**Safe spaces and empathy.** Creating safe spaces for dialogue allowed for the sharing of new perspectives and improved understanding of diverse lived experiences and world views.

## CES Core Value #2: Seeking truth, honesty, and transparency

**Open dialogue and honesty.** C2024 participants felt presenters and attendees engaged in transparent and respectful discussions, even when there were disagreements. Keynotes and sessions emphasized the importance of truth and honesty in evaluation work, allowing for a candid exchange of ideas and experiences.

**Challenging conversations.** Difficult topics, such as decolonization and ethics in evaluation, were addressed openly. The conference facilitated honest dialogues, even when they involved identifying and addressing problematic behaviors or viewpoints. There were, however, some instances where audience members' approaches to disagreement could have been more respectful.

**Presentation of diverse perspectives.** The program included a variety of presentations covering a broad range of topics. This enabled multiple perspectives, particularly those with lived experiences of

marginalization, to be represented. This diversity in content and presenters promoted transparency and comprehensive understanding.

## CES Core Value #3: Being responsible to all engaged in, or affected by, their evaluation work

**Community engagement.** The conference involved local Indigenous communities, seeking permission to hold the event on their land and including them in the proceedings.

**Ethical considerations.** Sessions on ethics and the impacts of evaluation work underscored the importance of being responsible to those engaged in evaluation processes.

## Innovation

The conference was marked by several positive changes, especially in terms of the following:

- networking opportunities: participants indicated C2024 was more enjoyable and fun compared to past conferences
- diversity: an increase in the diversity of attendees and views was noted
- sustainability: efforts to reduce waste and implement sustainable practices were appreciated

However, there were mixed reviews on the quality of sessions and food, with some areas identified for improvement, such as accessibility to the presentation material and session depth.

The integration of workshops into the main program was a notable change, receiving mixed feedback from attendees, some indicating a preference for the traditional offer of workshops outside the concurrent conference program while others appreciated the improved time management and lower cost. Some negative opinions were also heard in relation to the conference app.

All in all, 84% of survey respondents who offered an opinion indicated the changes were either neutral (20%) or positive (63%).

## Suggestions for improvement

Only the most frequent suggestions are listed here.

**Reducing parallel sessions.** Many attendees suggested holding fewer concurrent sessions. This would enable participants to avoid missing out on interesting presentations and improve session attendance and engagement. Of course, fewer concurrent sessions also means fewer sessions and more rejections of proposals.

**Presentation accessibility.** Frequent feedback was to have all presentations uploaded to the conference app for easy access and referencing (this was the responsibility of the presenter). Some also suggested making session recordings available online.

**Better session organization.** Attendees frequently mentioned the need for better organization of sessions by themes, topics, or room layouts. This includes clearer session titles, more detailed schedules, and avoiding overlaps with important events like the student case competition. Unsatisfactory physical/room arrangements were among the most frequently noted conference weak points.

**Food and dietary options.** There were numerous mentions about improving food quality and offering more diverse dietary options, including non-vegetarian choices. Some also suggested providing snacks, such as fruits and vegetables between meals.

**Networking opportunities.** Many attendees recommended more structured networking sessions, such as ice-breakers, professional “speed-meeting” sessions, and specific networking events for different groups (e.g., students, government, non-profit, etc.).

## Conclusion

Overall, the 2024 CES conference was a success according to several key metrics: the number of participants, the quality of the professional content, the variety of the points of view heard, the opportunities for networking, the number of first time attendees, the likelihood of returning to a CES conference, etc.

But, conference organization does not come without issues. While some of them are familiar consequences of deliberate choices to ensure conference profitability (e.g., more and shorter presentations) and to be consistent with core values (e.g., vegetarian food), and are less likely to provoke change; most of the others can lead to effective proactive actions.

In some cases, this could require doing a better job of mainstreaming strategies that are already in place (e.g., communicating more proactively about such things as the app, improving the visual quality and accessibility of presentation decks, promoting and enforcing the quiet room).

In other cases, conference organizers will need to work with the CES National Board to develop appropriate tools and ensure their implementation (e.g., to address failures to uphold core values, assume cultural and social responsibility, and take safety precautions for physical and emotional health).

[For a reflection on the C2024 Indigenous gathering side-event, read this EvalIndigenous blog post The Wolastoq Declaration on Indigenous Evaluation: Honouring, Protecting, and Mobilizing Indigenous Knowledge \[English only\].](#)