



# Canadian Evaluation Society: 2024-25 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.

## 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.

# CES 2024-2029 Strategic Plan

## **Priority 1: Elevate professional evaluation**

Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.

Objective 1.2: Increase uptake and maintenance of the CE designation by evaluators and employers' support of the CE designation.

Objective 1.3: Support innovation, research, and critical reflection in the field of evaluation.

Objective 1.4: Promote and uphold CES competencies, standards, and ethics.

### **So that by 2029:**

CES is a preferred space for a sense of professional affiliation and a source for sustained, high-quality learning and professional development in the field of evaluation.

## **Priority 2: Engage CES members and evaluation partners**

Objective 2.1: Foster the growth of a diverse and inclusive membership.

Objective 2.2: Connect meaningfully with members and non-members through communications and collaborations.

Objective 2.3: Strengthen partnerships with Chapters, post-secondary learning institutions, and others.

Objective 2.4: Contribute to the development and implementation of shared international evaluation agendas, such as the Global EvalAgenda.

### **So that by 2029:**

CES facilitates responsive dialogue and connection across an expanding breadth of membership and partnerships.

## **Priority 3: Advocate for quality evaluation and its use**

Objective 3.1: Build awareness of the value of professional evaluation in diverse sectors and contexts.

Objective 3.2: Promote the use of evaluation to support the rights and well-being of persons, Indigenous Peoples and all of nature.

Objective 3.3: Encourage enabling environments for evaluation capacity building, evaluation governance, and evaluative culture among policy makers, commissioners of evaluations, and employers.

### **So that by 2029:**

CES is recognized as a credible voice and expert resource on professional evaluation by diverse organizations, including governments, and is a valued contributor to results/ knowledge ecosystems across sectors.

Read the full [strategic plan here](#).

# 2024-2025 Board of Directors

July 1, 2024 to June 30, 2025

**President:** Matthew Sanscartier, CE (November 2024-Present), Michelle Anderson-Draper, CE (July 2024-October 2024)

**Vice-President:** Beth Snow, CE

**Treasurer:** Paul Bakker, CE (November 2024-Present), Amanda Ferneyhough (July 2024-November, 2024)

**Secretary:** Cassandra Parsons, CE

**Past President:** Andrealisa Belzer, CE

**Chair, Audit Committee:** Paul Bakker, CE (November 2024-Present), Amanda Ferneyhough (July 2024-November, 2024)

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

**Director, Governance and Process:** Helaine Krystkowiak

**Director, Information Management/Information Technology (IM/IT):** Benoit Gauthier, CE, FCES

**Directors, Engagement and Membership:** Diane Billingsley, CE & Sharlene Wolbeck-Minke, CE

**Student and Emerging Evaluator Representative (SEER):** Holly Zapreff

**Director, Professional Learning:** Judy Lifshitz, CE (December 2024-Present), Matthew Sanscartier, CE (July 2024-November 2024)

**Director(acting), e-Institute:** Mathew Sanscartier, CE (December 2024-Present)

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

## Chapter Representatives:

**Alberta and Northwest Territories:** Sharlene Wolbeck-Minke, CE

**British Columbia:** Helaine Krystkowiak

**Manitoba:** Matthew Sanscartier, CE

**National Capital and Nunavut:** Judy Lifshitz, CE

**New Brunswick:** Mollie Coombs

**Newfoundland and Labrador:** Brandon Lillington

**Nova Scotia:** Evan Poncelet, CE

**Ontario:** Paul Bakker, CE

**Prince Edward Island (acting):** Mollie Coombs

**Saskatchewan:** Evan Poncelet, CE

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

**Yukon:** Diane Billingsley, CE

# National Reports

## President

It has been both an honour and an energizing experience to step into the CES presidency this November, building on the exceptional foundation laid by Presidents before me. This transition came at a pivotal moment for our Society—as we embrace new strategic priorities, strengthen partnerships, and navigate organizational changes—and I'm continually inspired by the dedication and expertise of our members, volunteers, and Board colleagues, at both chapter and national levels, who make this work possible.

**The following highlights activities per strategic priority areas:**

### **Elevate professional evaluation**

This year marked significant advances in our commitment to ethical practice and professional excellence. We invested in Bystander Ethics training for Board members, Chapter Presidents, and Fellows, equipping our leadership with tools to create more inclusive and respectful evaluation spaces. The development of our new Ethics for Evaluators e-Institute course—which will be offered free to all members—demonstrates our commitment to making ethical guidance accessible to our entire community. Working with the Vice-President and Credentialing Board, we supported important enhancements to the CE designation process, including clearer competency requirements and improved application guidance that better serves both applicants and reviewers. These initiatives, detailed in the portfolio reports below, collectively strengthen the foundation of professional evaluation practice in Canada while ensuring our standards and supports evolve to meet members' needs.

Last, I have had the privilege of representing CES on the Joint Committee for Standards in Evaluation Education (JCSEE) since October 2023, which is currently working on the 4<sup>th</sup> edition of the Program Evaluation Standards (PES). This year, the committee produced a first draft for review by members of constituting societies, including CES, AEA, CREATE, NIST, and the APA, among others. CES members will have the opportunity to provide rigorous feedback in the coming year on this initiative.

### **Engage CES members and evaluation partners**

One of the most rewarding aspects of this role has been witnessing the strength of our evaluation community across Canada. Our Chapter Presidents meetings have become vibrant spaces for sharing successes and tackling challenges together. The exceptional response to our national membership survey—with some chapters achieving over 40% participation—demonstrates the engagement and investment of our community. The success of C2025's virtual format, with innovative features like chapter-hosted watch parties and thematic meet-ups, showed our ability to connect meaningfully despite distance.



*Matthew Sanscartier, CE*

I'm particularly excited about our emerging Membership and Revenue Strategy, and the collaborative spirit driving it forward. Key transitions started at the end of this fiscal year to set ourselves up for financial and operational resilience. We transitioned to a new, more responsive Association Management company that is able to serve members more quickly, meaningfully, and understands the complex needs of CES' many areas.

Last, planning for C2026 in Edmonton—with the leadership and support of some of our Society's very well-known and forward-thinking Fellows—promises an exceptionally engaging experience, while early discussions about an in-person C2027 gathering demonstrates our commitment to bringing members together for meaningful learning and connection. As I've said countless times (or seemingly countless times, at least) over the past year: as volunteers, community is our currency. We want nothing more than to come together and share our stories, break bread together, and enjoy each other's company. The C2026 Conference Committee and I will be hard at work ensuring these experiences can be the best they can be.

### **Advocate for quality evaluation and its use**

Forging the new Advocacy Task Force (to be formally launched in 2025-26) has been a highlight, bringing together passionate voices from across our community—including our SEER, Fellows, and chapter representatives—to develop a coordinated approach to championing evaluation across Canada. Our continued dialogues with the Treasury Board Secretariat and other government partners reinforces evaluation's vital role in public policy. Internationally, we remain a leader in innovation, such as in the area of Footprint Evaluation—and through our extensive international contacts, are constantly working to build connections and strengthen partnerships that can guide us toward healthier communities and a healthier planet. Our growing international presence reflects not just Canadian leadership in evaluation, but our genuine desire to learn from and contribute to the global evaluation community in addressing our shared challenges.

As I look ahead, I'm filled with optimism about our Society's future. The strategic priorities we've set, the partnerships we're building, and most importantly, the passion and commitment of our members position us to make meaningful contributions to evaluation practice and its use across Canada and beyond. Together, we're actively strengthening the foundation for evidence-based decision-making that serves all people and communities. Thank you for your trust, your engagement, and your continued dedication to excellence in evaluation.

## Summary of Strategic Plan contributions over the past year:

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### **Priority 1: Elevate professional evaluation**

- ☐ Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.
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- ☒ **Objective 1.3: Support innovation, research, and critical reflection in the field of evaluation.**
- ☒ **Objective 1.4: Promote and uphold CES competencies, standards, and ethics.**

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### **Priority 2: Engage CES members and evaluation partners**

- ☐ Objective 2.1: Foster the growth of a diverse and inclusive membership.
- ☒ **Objective 2.2: Connect meaningfully with members and non-members through communications and collaborations.**
- ☒ **Objective 2.3: Strengthen partnerships with Chapters, post-secondary learning institutions, and others.**
- ☒ **Objective 2.4: Contribute to the development and implementation of shared international evaluation agendas, such as the Global EvalAgenda.**

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### **Priority 3: Advocate for quality evaluation and its use**

- ☐ Objective 3.1: Build awareness of the value of professional evaluation in diverse sectors and contexts.
- ☒ **Objective 3.2: Promote the use of evaluation to support the rights and well-being of persons, Indigenous Peoples and all of nature.**
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## Vice-President

The Vice President is the chair of both the Credentialing Board and the Ethics Guidance Working Group. Thus, my work has been focused primarily on the first strategic priority area of “elevating professional evaluation”. In addition, I’ve been an active member of the executive, supporting the transition to our new Association Management Company and the presidential transition. I was honoured to have the opportunity to represent CES at the American Evaluation Association’s 2024 conference in Portland, OR.

### The following highlights activities per strategic priority areas:

#### Elevate professional evaluation

- We implemented [changes to the CE designation](#), including that the competencies 1.1 and 1.3 are now mandatory to pass in CE application and that applicants must have completed at least 3 years of full-time evaluation work experience. In addition, changes were made to the application process to help clarify expectations for applicants and to ensure sufficient information is included in CE applications for reviewers to assess the applications.
- 48 people received their CE designation in 2024-2025 (as of June 30)
- 531 people hold an active CE designation (as of June 30)
- We held a selection process for new Credentialing Board members and [6 new members were appointed to the board](#). Thank you to the members of our Selection Committee for reviewing and assessing the applications: Birgitta Larsson, CE, Martha McGuire, CE, Cassandra Parsons, CE, and Eyerusalem Tessera, CE.
- Collaborated with the SEER to host a [webinar](#) on the application process.
- Ethics Workshops were held in both English & French at C2025. Thank you to Vanessa Anastasopoulos, CE and Natalie Kishchuk for developing and facilitating those workshops.
- An eInstitute course on Ethics, which will be free to all CES members, is being developed. It is expected to launch in 2025-26.
- To promote the use of our ethics guidance and competency documents by evaluators, evaluation educators, and evaluation commissions, we added Creative Commons licenses to our Ethics Guidance and CES evaluator competencies documents. This license makes it clear that others can use these documents with appropriate attribution to CES.

#### Engage CES members and evaluation partners

- In collaboration with the Teaching Evaluation Community of Interest, Ethics Guidance Working Group members developed a [Teaching Evaluation Ethics Tip Sheet](#).

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### **Priority 3: Advocate for quality evaluation and its use**

- ☐ Objective 3.1: Build awareness of the value of professional evaluation in diverse sectors and contexts.
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# Past President

The following highlights activities per strategic priority areas:

## **Elevate professional evaluation**

- Supported the President, Executive and Board with corporate history and continuity on numerous matters, including attention to environmental sustainability and operational “footprint” reduction and mitigation efforts.

## **Engage CES members and evaluation partners**

- Represented CES on the International Organization for Cooperation in Evaluation as Treasurer and served as a member of the EvalPartners Management Group.
- Worked with IOCE-EvalPartners networks to complete the development of Global Agenda 2.0 in alignment with CES Core Values and Commitments to Indigenous rights, and Truth and Reconciliation.
- Partnered with the International Evaluation Academy to bring alignment between the CES Core Values and Strategic Priorities, the Global Agenda 2.0, and a Three Horizons mapping exercise to correlate a vision for the evolution of evaluation systems that can contribute to addressing the polycrisis. Noteworthy in the Global Agenda 2.0 and Three Horizons work is ongoing collaboration with the EvalIndigenous Network to cite the Wolastoq Declaration, named in honour of the River where delegates gathered for the c2024 conference. This Declaration calls for evaluation practice around the world to Honour Indigenous rights, protect knowledge sovereignty, and mobilize Indigenous paradigms.

## **Advocate for quality evaluation and its use**

- Collaborated with CES National Governance and Process Chair, to initiate the Advancing Indigenous Rights and Sovereignty in Evaluation (ARISE) Working Group to support implementation of CES Commitments across our protocols and activities.
- Continued Liaison with National Treasury Board Secretariat, in support of shared priorities for quality use of quality evaluation within the federal government. Specific collaborations included CES professional development offerings and updates on renewal of the federal Policy on Results.
- Contributed to numerous in-person and virtual events of international partners, offering plenary addresses and concurrent sessions related to CES strategic priorities such as professionalization and application of core values within evaluation theory, practice, and VOPE operations. Highlights of international networking and knowledge exchange included: 2024 European Evaluation Society Conference; 2024 South African Monitoring and Evaluation Association Conference, the 2025 International Development Evaluation Association, the 2025 Culturally Responsive Evaluation and Assessment Conference; and the 25<sup>th</sup> Anniversary of the African Evaluation Association.

## Summary of Strategic Plan contributions over the past year:

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## Treasurer

Andrews & Co, Chartered Professional Accountants, prepared the 2023-2024 audited financial statements. During 2023-2024, CES had an excess of revenue over expenditures of almost \$38,354. CES also had an excess of revenue over expenditures of \$37,639 in 2022-2023. Based on CES's bookkeeping, we estimate that 2024-2025 will again end with substantial revenue in excess of expenses. Those three years of excess revenue allowed CES members at our 2024 Annual General Meeting to pass a 2025-2026 budget focused on delivering more value to members (with an expected deficit of \$199,080 of revenue over expenses).

Based on CES's Carbon offset policy, we have allocated \$10,000 of our 2025-2026 budget towards reducing our Society's Carbon footprint. Options being explored include providing training to members on incorporating environmental sustainability into their evaluations, providing incentives for members using lower carbon producing options for travelling to our in-person events, among others.

The role of Treasure contributes to CES's strategic priorities by paying attention to CES's financial health. The following are key activities to enhance CES's financial health:

- Resolved challenges that arose during transitions between Association Management Companies (AMCs). Financial oversight systems are operating smoothly with our current AMC. Reviewed banking needs and made recommendations for new banking solutions.
- Identified inconsistencies with how membership allocations have been paid to chapters, and identified the need to update our membership allocation policy to explicitly include all membership categories. Proposed a new membership allocations policy that results in increased payments to all chapters and removes any disincentives for chapters to encourage new members of any type.
- CES has a financial disagreement with its former Association Management Company, Megram, and is pursuing legal action to recuperate the amount in question. Oversight mechanisms are now in place to prevent this issue from occurring in the future.

## Student and Emerging Evaluators Representative

Over the past year, the Student and Emerging Evaluator (SEE) portfolio has continued to grow in reach, impact, and engagement. Through a range of initiatives focused on connection, capacity building, and advocacy, we've worked to strengthen the foundation for those entering the field of evaluation. This update highlights some of the key accomplishments from the past year, including engagement efforts, peer-to-peer learning opportunities, and contributions to broader evaluation initiatives. These activities reflect our ongoing commitment to supporting students and emerging evaluators as they begin their professional journeys, while also helping to expand pathways into the profession.

**The following highlights activities per strategic priority areas:**

### **Elevate professional evaluation**

- Continued to strengthen our relationship with Eval Youth North America, with the aim of collaborating on a series of events which provide student and emerging evaluators with an opportunity to explore career possibilities across the field.
- Based on the feedback and expressed interests of our SEEN members, two webinars were held. One was focused on The Canadian Evaluation Society Education Fund, and the other on the Canadian Evaluation Society credentialing process. These aimed to support student and emerging evaluators in staying connected to the evaluation community, while also remaining informed about relevant professional development opportunities.

### **Engage CES members and evaluation partners**

- The Student and emerging evaluator network currently has 1332 members subscribed.
- Updated the quarterly newsletter, which included relevant resources such as upcoming free and low-cost events and workshops, and interesting literature on innovative practices and approaches in the field.
- Two SEEN meet-ups were held, including a peer-to-peer session where members were able to share about their experiences in the field, creating a network of support and information sharing.

### **Advocate for quality evaluation and its use**

- Submitted a self-assessment on behalf of the Canadian Evaluation Society in support of the Youth in Evaluation manifesto. This manifesto is a call to action to meaningfully engage youth and young evaluators in the field, and the Canadian Evaluation Society is actively exploring ways to accomplish this.

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# Equity, Diversity, Inclusion, and Environmental Sustainability

During this past year, we have raised the profile of environmental sustainability through a well-attended webinar with presenters who are well known and respected in this area. We also hosted a C2025 conference session, plus ongoing outreach to members who wish to be part of an environmental sustainability community of interest.

We also have made good progress on the Identity/Demographic Data (IDD) Special Project. CES is doing this project in order to better understand our community to get a clearer picture of who our members are and how we can serve them better. CES is committed to being more inclusive, ensuring everyone has equal access to opportunities and resources. The consultants (DPM Research) have completed a document review/scan, and have conducted interviews and focus groups with CES Board members and committees plus members of CES chapters across Canada. A survey of CES members will launch in July.

The EDI-ES Committee “sunsetting” on June 30. The Director will support the transition of our important work to the Core Values Committee and to other CES committees/groups - in order to embed EDI, ES, and accessibility principles and functions across the whole of CES.

## The following highlights activities per strategic priority areas:

### Elevate professional evaluation

- Our Environmental Sustainability (ES) Subcommittee organized a webinar on integrating ES into evaluation practice, in collaboration with the Professional Learning Committee (PLC). (EDI-ES has representatives on the PLC.) We had three presenters: Andy Rowe, Francois Dumaine, and Debbie Delancey. All are CES Fellows with deep experience with this topic and related professional development offerings. We received positive feedback and interest in learning more about practical “how-tos” for ES integration. We are planning to work with the presenters to offer a longer workshop and/or course in the future.
- The Identity and Demographic (IDD) Special Project is focused on the importance of aligning CES’s work with the diversity of our members, in ways that are inclusive of multiple ways to participate, so that we achieve equity in how members benefit from participating in CES and our activities. The learning from the project will also enhance member knowledge about the roles of identity and demographic data in evaluation.



### **Engage CES members and evaluation partners**

- About 200 people registered for the environmental sustainability webinar and 120 attended. (A recording was available to registrants who could not attend.) The webinar was followed by further outreach to registrants/attendees to gauge further interest in networking and learning about ES in evaluation. We also hosted a thematic meet-up on integrating ES into evaluation, at C2025, teaming up with a group from Cathexis Consulting that had planned a similar meet-up. Attendance was 75-80 people. So far, 40 people wish to join an ES Community of Interest, and 10 of these expressed interest in joining the ES subcommittee to organize future activities.
- The consultants (DPM Research) have completed interviews and focus groups with CES Board and committee members, and with members of CES Chapters across Canada. This member engagement was preceded by a document review/scan, which informed the engagement. The review/scan covered: CES's past processes for collecting IDD; academic and grey literature on benefits and challenges of IDD collection; some recommended IDD practices; and examples of questions and response options used by other organizations. We will launch a survey of the broader CES membership in July. The IDD project will continue into early fall, with synthesis across data sources, recommendations to the CES Board, and Town Hall events to communicate further with members.
- Our Conference Subcommittee provided advice on EDI, ES, and accessibility to the C2025 Conference Planning Committee, for the purpose of enhancing member experiences with the conference. Examples included discussions of improving French-English translation during C2025 compared to prior conferences, and sharing tools (our Accessibility Checklist and Guidelines, and the EDI\_ES Rubric) to support local Chapters to plan conference watch parties (with session recordings) and social events during or following C2025.

### **Advocate for quality evaluation and its use**

- Our work on integrating environmental sustainability into evaluation aims to broaden how evaluators view quality evaluation, in that we need to be more intentional about considering all of nature when doing our work.
- The learning from the IDD project will raise awareness of identity and demographic data (uses and challenges). We foresee opportunities to build capacity to focus IDD collection in ways that are relevant and acceptable for intended uses.
- We anticipate that our contributions to C2025 will carry forward to inform future conferences (as well as other professional learning events), so that a more diverse group of evaluations will view the conference and other learning events as inclusive and accessible. The result should be more equitable participation across our membership. More diverse participation will support more evaluators to strengthen their capacity for doing quality evaluation.

## Summary of Strategic Plan contributions over the past year:

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# Governance and Process

Holding this role for one year, the past year involved strengthening governance and process related matters for National Board operations.

Key activities involved addressing integral processes for updates to Corporations Canada, initiating a resolution and review process to update gaps in the Operational Policy 6-Chapter Fee Allocation policy, facilitating implementation of Operational Policy 22-Complaints and Policy 2-Expulsion or Suspension of Membership with the Board, supporting vacancy management with executive positions, coordinating annual report processes, and maintaining elections, nominations and awards processes.

Further attention is needed to operationalizing the 2024 sustainability policy commitment and the CES Commitment to Advancing Indigenous Sovereignty in Evaluation monitoring and reporting framework.

Ultimately, the year reflected the importance of doing our best to live up to our values within the day-to-day business and extraordinary moments of CES.

## The following highlights activities per strategic priority areas:

### **Elevate professional evaluation**

- Received two external research engagement requests. None were accepted for review by the Board. Historically, in the past five years (under the previous CES strategic plan), an estimated average of one external research engagement request had been received and approved by the Board.
- One special project RFP concluded and contract implemented.
- Two contracts regarding the e-Institute course development were processed and implemented.

### **Engage CES members and evaluation partners**

- Piloted first Vice-President meeting the candidates webinar for Vice-President election cycle.
- Supported the President with two Chapter Presidents meetings.
- Received communications and information regarding international evaluation partner activities and commitments.
- Supported Past President, Professional Learning, and SEER partner commitment inquiries.

### **Advocate for quality evaluation and its use**

- Facilitated Board approval for the Advancing Reconciliation and Advancing Indigenous Sovereignty in Evaluation Working Group Terms of Reference.

## Summary of Strategic Plan contributions over the past year:

### **Priority 1: Elevate professional evaluation**

- ☒ **Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.**
- ☐ Objective 1.2: Increase uptake and maintenance of the CE designation by evaluators and employers' support of the CE designation.
- ☐ Objective 1.3: Support innovation, research, and critical reflection in the field of evaluation.
- ☒ **Objective 1.4: Promote and uphold CES competencies, standards, and ethics.**

### **Priority 2: Engage CES members and evaluation partners**

- ☐ Objective 2.1: Foster the growth of a diverse and inclusive membership.
- ☒ **Objective 2.2: Connect meaningfully with members and non-members through communications and collaborations.**
- ☒ **Objective 2.3: Strengthen partnerships with Chapters, post-secondary learning institutions, and others.**
- ☒ **Objective 2.4: Contribute to the development and implementation of shared international evaluation agendas, such as the Global EvalAgenda.**

### **Priority 3: Advocate for quality evaluation and its use**

- ☐ Objective 3.1: Build awareness of the value of professional evaluation in diverse sectors and contexts.
- ☒ **Objective 3.2: Promote the use of evaluation to support the rights and well-being of persons, Indigenous Peoples and all of nature.**
- ☐ Objective 3.3: Encourage enabling environments for evaluation capacity building, evaluation governance, and evaluative culture among policy makers, commissioners of evaluations, and employers.

# Information Management and Information Technology

The Information Management / Information Technology portfolio acts in support of the priorities of service portfolios and in pursuit of good management practices for the entire Society. Hence, the IMIT Director report is not organized into the strategic priority areas.

In 2024-2025, the emphasis of this portfolio has been on structure, security, and innovation. Some actions supported more than one of these areas.

## Structure

- Development of a project/issue tracking system where 174 tickets were opened and 146 were closed
- Transition to Google Workspace shared drives for all project management needs and repatriation of all documents within this structure
- Adoption of policies on file storage, member communities, and the use of email addresses
- Transition of CES committee exchanges to Google Groups
- Support to the technological transition to a new association management company
- Development of an operations manual to collate descriptions of all CES administrative processes
- Contribution to the on-boarding of new Board members

## Security

- Adoption of a policy on information security
- Periodical review of storage access permissions
- Implementation of a real-time self-hosted remote information backup technology and strategy

## Innovation

- Transition the handling of user questions on the website to a smart chatbot
- Reorganization of the member communication workflow to support organizational learning, to standardize answers to queries, and to speed up response time
- Adoption of a short link system to facilitate communication and to reduce the risks of dead links

# Engagement and Membership

This past year marked the inaugural term of the Engagement and Membership Director position, which replaced the former Communications and Marketing portfolio. This change followed the adoption of the updated Terms of Reference by the National Board of Directors in March 2024.

Throughout this foundational year, the co-directors focused primarily on supporting the successful onboarding of the Association Management Company (AMC), ensuring a smooth transition and high-quality service for members. In parallel, efforts were made to further define and refine the scope and priorities of the Engagement and Membership portfolio to align with the organization's evolving needs.

## The following highlights activities per strategic priority areas:

### **Elevate professional evaluation**

- Expanded communications support to CESEF.
- Assumed the leadership of member-driven communities of interest, including the two pilot projects, Teaching Evaluation and Independent Consultants.

### **Engage CES members and evaluation partners**

- Delivered insights through a national member survey and thematic meet-up at C2025.
- Delivered actionable insights from C2025 feedback to enhance future event planning and member experience.
- Improved efficiency through digital tools, including partnering with IMIT to implement website chatbot and streamline communications workflows.
- Managed communications transition.
- Oversaw transition to AMC-led communications and phased out communications manager role smoothly.

### **Advocate for quality evaluation and its use**

- Key social media communications are connected evaluation competencies.

## Summary of Strategic Plan contributions over the past year:

### **Priority 1: Elevate professional evaluation**

- ☒ **Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.**
- ☐ Objective 1.2: Increase uptake and maintenance of the CE designation by evaluators and employers' support of the CE designation.
- ☐ Objective 1.3: Support innovation, research, and critical reflection in the field of evaluation.
- ☒ **Objective 1.4: Promote and uphold CES competencies, standards, and ethics.**

### **Priority 2: Engage CES members and evaluation partners**

- ☒ **Objective 2.1: Foster the growth of a diverse and inclusive membership.**
- ☒ **Objective 2.2: Connect meaningfully with members and non-members through communications and collaborations.**
- ☒ **Objective 2.3: Strengthen partnerships with Chapters, post-secondary learning institutions, and others.**
- ☐ Objective 2.4: Contribute to the development and implementation of shared international evaluation agendas, such as the Global EvalAgenda.

### **Priority 3: Advocate for quality evaluation and its use**

- ☒ **Objective 3.1: Build awareness of the value of professional evaluation in diverse sectors and contexts.**
- ☒ **Objective 3.2: Promote the use of evaluation to support the rights and well-being of persons, Indigenous Peoples and all of nature.**
- ☐ Objective 3.3: Encourage enabling environments for evaluation capacity building, evaluation governance, and evaluative culture among policy makers, commissioners of evaluations, and employers.

# Professional Learning

The Professional Learning Portfolio includes webinars, the mentoring initiative, the Canadian Journal Program Evaluation which falls under the responsibilities of the Director of Professional Learning and the E-Institute which has its own Director aligns with two of the three strategic priority areas.

The E-Institute is an online professional platform that offers both self-paced and facilitated courses grounded in the CES competencies for Canadian Evaluation Practice and based on the Program Evaluation Standards.

Reflections for the e-Institute in the past year: continued to focus on delivery of its courses and particularly maintained attention to the development of two new courses.

## The following highlights activities per strategic priority areas:

### Elevate professional evaluation

- There were 4 national webinars that were offered by the Professional Learning Committee on the topics of environmental sustainability and evaluation, the CE designation, becoming an evaluation consultant, and artificial intelligence.

### e-Institute activities

- The e-Institute Director together with leadership support from the Vice-President, acquired Board approval Ethics for Evaluators course that will to be offered free for members. The contracted work began in the summer of 2024 and launch of the course will be in Fall 2025.
- The e-Institute sold over 200 courses, and generated a net profit for the third year in a row.

The Canadian Journal of Program Evaluation (CJPE) and its permanent section of Roots and Relations (R&R) had the following highlights over the past year:

- Published 2 issues this year.
- Adopted a new logo.
- Developed Author Guidelines and Reviewer Guidelines.
- Incoming Editor-In-Chief Astrid Brousselle from University of Victoria (September 2025).
- Please see Appendix for a detailed CJPE report.



### Engage CES members and evaluation partners

The CES Mentoring Initiative facilitates mentorship among CES members and fosters personal growth.

- The Mentoring working group that managed the Mentoring Initiative became a subcommittee of the Professional Learning Committee.
- A group mentoring program to support CES members obtaining their CE designation was piloted and will be launched in September 2025.
- An expression of interest to have students in the field of evaluation work on the evaluation of the Mentoring Initiative to commence in Fall 2025.



## Summary of Strategic Plan contributions over the past year:

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### **Priority 1: Elevate professional evaluation**

- ☒ **Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.**
- ☐ Objective 1.2: Increase uptake and maintenance of the CE designation by evaluators and employers' support of the CE designation.
- ☒ **Objective 1.3: Support innovation, research, and critical reflection in the field of evaluation.**
- ☒ **Objective 1.4: Promote and uphold CES competencies, standards, and ethics.**

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### **Priority 2: Engage CES members and evaluation partners**

- ☒ **Objective 2.1: Foster the growth of a diverse and inclusive membership.**
- ☐ Objective 2.2: Connect meaningfully with members and non-members through communications and collaborations.
- ☐ Objective 2.3: Strengthen partnerships with Chapters, post-secondary learning institutions, and others.
- ☐ Objective 2.4: Contribute to the development and implementation of shared international evaluation agendas, such as the Global EvalAgenda.

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### **Priority 3: Advocate for quality evaluation and its use**

- ☐ Objective 3.1: Build awareness of the value of professional evaluation in diverse sectors and contexts.
- ☐ Objective 3.2: Promote the use of evaluation to support the rights and well-being of persons, Indigenous Peoples and all of nature.
- ☐ Objective 3.3: Encourage enabling environments for evaluation capacity building, evaluation governance, and evaluative culture among policy makers, commissioners of evaluations, and employers.

## Fellows Representative

The CES Fellowship (FCES) is the highest honour bestowed on a member. The Fellowship recognizes leadership and prominence in the field of evaluation, significant lifetime achievements, and exceptional service to the profession.

In 2025 CES welcomed Birgitta Larsson, CE, as the new FCES. Birgitta is an evaluation consultant and owner of BIM Larsson & Associates. She has served on the Credentialing Board, Competency Review Committee, Ethical Guidance Committee, and the Boards of CESEF and Alberta Chapter. Much of her work has focused on developing and supporting ethical value-based evaluation practice. She has received the Contribution to Evaluation in Canada award and the Alberta Chapter award.

### The following highlights activities per strategic priority areas:

#### Elevate professional evaluation

- All Fellows were invited and many provided input to the consultation tools developed by the Strategic Plan Working Group and subsequently into CES's 2024-2029 Strategic Plan.
- The Mentoring Initiative Working Group was co-chaired by Martha McGuire. This year saw the launch of the new platform and successful recruitment of mentees and mentors, including some Fellows.
- Gail Barrington and Natalie Kishchuk acted as mentors on the CE Cohort Mentoring Initiative, aimed at facilitating successful CE applications.
- Debbie DeLancey was a member of the ESS Refresh Working Group.
- Natalie Kishchuk chaired the subcommittee of the Ethics Guidance Working Group developing an e-Institute course on the CES Ethics Guidance, launched in 2025.
- Jean-Serge Quesnel's facilitation of professional development webinars and training sessions in collaboration with national evaluation organizations, associations and networks of Mali, Guinea, Ivory Coast, Mali and Senegal, entre malien de formation en Développement, and participation as a keynote speaker for Togo's Evaluation Week as well as a course on managing complex evaluations for an international cohort studying at the École nationale d'administration publique. Jean-Serge also served as a Board member of the International Development Evaluation Society.
- Michael Obrecht's continued co-leadership of the annual World Evaluation Case Competition for university students, a mechanism that helps build global evaluation capacity.
- Fellow Executive continued implementation of the action plan, including:

- Review of the Fellowship Policy OP-9: A Fellows Policy Review Subcommittee with members Linda Lee, Kim van der Woerd, Larry Bremner and Natalie Kishchuk with input from Michael Obrecht. Among other needed updates, the subcommittee considered including an eligibility requirement and assessment process for the new Fellows to demonstrate commitment to Reconciliation.
- Annual attestation of all Fellows to CES's core professional values, as is now required of all CES members. The attestation was implemented in November 2024.
- Fellows' participation in online training in anti-racism bystander intervention: along with CES Board members and chapter presidents

### **Engage CES members and evaluation partners**

- Martha McGuire with Kim van de Woerd and Keiko Kuji-Shikatani, planned and invited Monique Gray Smith, who delivered the inspirational Keynote Address: Connecting with a Light Heart, opening the 2025 CES National Conference, focusing on hope possibilities and lighting a way forward.
- Martha McGuire moderated the Fellows Panel at the 2025 CES National Conference, "Evaluations That Make a Difference: Taking Culture Into Account" with Birgitta Larsson, Larry Bremner, Jean Serge Quesnel and Keiko Kuji-Shikatani.
- Gail Barrington co-chaired and is now Past Chair of the Independent Consultants' Community of Interest (ICCI), whose activities included a Thematic Breakfast at the C2024 conference and webinars.
- Jean-Serge Quesnel served as President of the Société québécoise d'évaluation de programme (SQEP);
- Kaireen Chaytor was presenter and discussant to the CES Nova Scotia Chapter joint session with Dalhousie University MPA program on the institutionalization of evaluation in Canada;
- Debbie DeLancey led a webinar hosted by the Alberta/NWT chapter on How to be an Effective Ally, in recognition of Indigenous Peoples Day.
- Attendance at international conferences by Fellows Larry Bremner, Linda Lee, Keiko Kuji-Shikatani and identifying themselves as such. Conferences included US Indigenous Data Sovereignty Summit 2024; AEA 2024, EES 2024; UKES 2024; 2024 EvalPartners IV Global Evaluation Forum.
- Many Fellows continued active publication in evaluation and related fields, as well as support to evaluation knowledge sharing in various fora.

### Advocate for quality evaluation and its use

- Debbie DeLancey co-chaired the UNDRIP Working Group, which produced a public statement on Reconciliation and Indigenous Sovereignty for Board consideration and a Final Report and Recommendations for Board consideration.
- Arnold Love was asked as a Fellow of the CES to write a tribute about Dr. Michael Scriven's specific contributions and influences on evaluation in Canada. This paper generated worldwide interest and was published in the Canadian Journal of Program Evaluation, in the American Journal of Evaluation, the Journal of Multidisciplinary Program Evaluation, as well as translated for publication by other evaluation societies around the world. It noted that Fellow Kim van der Woerd was the first recipient of the Scriven Award in 2007. Arnold also signalled the passing of Ricardo Miller whose many contributions included facilitation through the Kellogg Foundation of the joint work of CES and AEA to develop the International Organisation for Cooperation in Evaluation (IOCE).
- Steve Montague's co-leadership of the CES and Performance and Planning Exchange (PPX.ca)'s contributions to the federal government's review of the Review Policy; this included both online sessions and a C2024 session;
- Kaireen Chaytor's advocacy for the use of evaluation both in Canada, directly via the central agency, and externally via publication;
- Bob Lahey's vice-chairing of UN Women's Advisory Committee on Oversight, where his contribution centres on the use and practice of evaluation, as well as his ongoing research with the former Co-Chair of EVALSDGs aimed at improving evaluation commissioners' evaluation advocacy capacity.
- Representation of the Fellowship on CES National Board was led by Keiko Kuji -Shikatani, who acted as the liaison between the Fellows' Executive and the Board. Keiko also represented Fellows on the Equity, Diversity, Inclusion and Environmental Sustainability Committee. She also serves on the Credentialing Board.

## Summary of Strategic Plan contributions over the past year:

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### **Priority 1:** Elevate professional evaluation

- ☑ **Objective 1.1:** Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.
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### **Priority 2:** Engage CES members and evaluation partners

- ☑ **Objective 2.1:** Foster the growth of a diverse and inclusive membership.
- ☑ **Objective 2.2:** Connect meaningfully with members and non-members through communications and collaborations.
- ☑ **Objective 2.3:** Strengthen partnerships with Chapters, post-secondary learning institutions, and others.
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### **Priority 3:** Advocate for quality evaluation and its use

- ☑ **Objective 3.1:** Build awareness of the value of professional evaluation in diverse sectors and contexts.
- ☑ **Objective 3.2:** Promote the use of evaluation to support the rights and well-being of persons, Indigenous Peoples and all of nature.
- ☑ **Objective 3.3:** Encourage enabling environments for evaluation capacity building, evaluation governance, and evaluative culture among policy makers, commissioners of evaluations, and employers.

# Chapter Highlight Reports

Chapter Presidents provided the following Chapter highlights, and annual Chapter report reference where available, for the 2024-2025 CES annual reporting year.

**Note:**

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

## Alberta and Northwest Territories

This year the CES Alberta and Northwest Territories Chapter Board continued endeavours to build on the strategic directions of enhancing Chapter Member engagement, and creating opportunities for evaluation professional development. To that end, the Board embarked on several initiatives. Board members collaborated across Committees to support each others' work; leveraging capacities, utilizing skillsets, and committing to offer a diverse range of activities for Members.

The 2025/2026 year ahead is an exciting one for the Chapter as the 2026 CES National Conference will be held in Edmonton in the Spring of 2026. We look forward to seeing you in-person in Edmonton!

For more information, read the [AB/NWT Chapter Annual Report here \(2025\)](#) [available only in English].

## British Columbia

It is my pleasure to share this message as the BC Chapter's newly appointed President, as of October 2024, as I reflect on the 2024/2025 year.

We have continued to provide the BC evaluation community with opportunities to connect and learn together. Since our October 2024 AGM, we have also welcomed many new Executive Council members.

The 2024 annual CESBC Conference was a highlight of the past year. It was an opportunity to gather and explore big questions and ideas to better support the individuals and communities we work with. Attendees emphasized the value of having this space to connect, and identified some key learnings and takeaways from the day. During the conference, we piloted an innovative session specifically for students and emerging evaluators to support them to make connections and discuss their ideas and experiences in a safe space. Finally, we started to build a cross-chapter relationship with the Saskatchewan Chapter through our keynote, Dr. Carolyn Hoessler.

In late 2024/early 2025, we surveyed BC CES members and the wider BC evaluation community to better understand what they value about their membership and our CESBC offerings, and how we can better support them. Survey learnings are already shaping our priorities and future activities for the coming years.

Moving forward, we want to continue providing learning and networking opportunities, increase our reach across the province, and strengthen partnerships within and beyond BC. We have already started planning for our next annual conference in November 2025, "Unfolding the Evaluation Journey". We also want to create space to explore timely issues and questions in evaluation, such as Artificial Intelligence (AI) and technology, and the intersection of evaluation, sustainability, and the environment.

Another significant focus this year has been reflecting on the Chapter's Diversity, Equity and Inclusion (DEI) practices. Our DEI Committee, with support from the rest of Council, has revisited and refreshed our DEI statement and commitments, informed by feedback from the BC Evaluation Community Survey. Setting a strong foundation, the Committee's ongoing efforts will shape how we work and engage —promoting that DEI is embedded in everything we do.

We are also currently revisiting our Executive Council structure and policies to support how we work, and better reflect our Chapter and community's evolving needs.

Finally, I would like to thank all current and past Executive Council members, coordinators, volunteers, members, and others who contribute to the BC evaluation community. I am very grateful for this opportunity to serve as BC Chapter President, and I look forward to continuing to learn and grow in the role. I am excited for all of the things we have planned over the next year.



The following highlights activities per strategic priority areas:

## Elevate professional evaluation

### BC Chapter Annual One-day Conference and Pre-conference Workshop

At a Glance:

**Table 1.** CESBC Annual Conference Over the Years

	2022	2023	2024
Conference Attendees	130	104	103
Pre-conference workshop attendees	22	17	6
Presentations/Sessions	24	21	24
Bursary recipients*	3	5	9
Buddy program participants**	12	24	10

\* Bursary program open to individuals from underrepresented groups to attend the conference, supported by sponsors.

\*\* Pairs students/emerging and experienced evaluators.

### October 2024 Conference:

- 103 attendees gathered to explore *Evolving Our Evaluation Practice Together* to grow and better support the individuals and communities we work with, and create a more sustainable future. Building on previous conferences, this was explored through 3 streams:
  - Emerging Trends in Evaluation: Exploring Together to Improve Our Work
  - Inclusion, Diversity, Equity, and Access (IDEA): Building Our Skills and Integrating Learnings into Practice
  - Evaluation Coffee Talk and Story Exchange: Sharing Stories from Our Work
- Dr. Carolyn Hoessler, PhD, CE (University of Saskatchewan's School of Environment and Sustainability) delivered the keynote and the pre-conference workshop (focused on principled guided approaches to Artificial Intelligence).

- The conference also included a specific session for students and new and emerging evaluators to share stories of their experience in a safe, welcoming and encouraging way. This was well received and we have feedback to improve for future events.
- Conference Stream 2 explicitly encouraged presenters to consider the role of evaluators in advocating for IDEA and in addressing systemic barriers that hinder IDEA, given the [CES Core Professional Values](#). Additionally, as part of the abstract submissions, conference presenters were asked to identify the [CES Competencies](#) they planned to address (Table 2).

**Table 2.** Percentage of Presentations Addressing Each CES Competency, as Identified by Presenters (n=29).

Reflective Practice	Technical Practice	Situational Practice	Management Practice	Interpersonal Practice
76%	34%	62%	3%	66%

**NOTES:**

- Includes 6 presentations in the new and emerging evaluator session.
- Presenters were able to identify more than one competency.

- Conference post-event survey respondents (n=44) generally reported satisfaction with many aspects of the event, notably opportunities for interaction (89%) and conference theme (84%). Respondents noted valuable learnings they took away from the day, and emphasized the importance of connecting with others.
- Plans are underway for our next conference in November 2025, “*Unfolding the Evaluation Journey*”. The conference planning and implementation will be informed by feedback of last year’s event. Information about the event will be provided in next year’s report.

**Other BC Chapter Professional Development (PD) Opportunities**

- Collaborative event with AND Implementation Consulting - Introduction to arts-based evaluation methods, facilitated art making (January 2025).
- Two in-person C2025 CES National Conference watch parties to view Steve Jacob’s keynote, “*What competencies do we need in the age of artificial intelligence?*” (May 2025, Vancouver and Victoria). The C2025 Watch party in Vancouver was hosted in collaboration with the Evaluation Couch Podcast.
- CESBC Interior webinar - “*Environment and Sustainability on the Periphery of Evaluation Practice*” with Executive Council Member, Rob Friberg (May 2025).

## Engage CES members and evaluation partners

### BC Evaluation Community Survey

A priority over the past year has been to engage with our community to better understand what they want to see from the chapter and how we can support them. From December 2024 to January 2025, we gathered feedback from the BC evaluation community through a survey. Feedback gathered is already informing our work. A survey summary will be posted on the [CESBC website](#).

- ▶ 62 respondents (65% CES members)
  - From all regions in BC
  - 32% students and emerging evaluators (less than 5 years), 27% 5-10 years of experience, and 39% more than 10 years of experience
- ▶ What they like: Value PD, community connections and communication.
- ▶ What they want to see: More events (including virtual events) and regional inclusion. Respondents identified interest in specific PD and networking opportunities, as well as topics to explore.

### Regional BC Chapter Events

The BC Chapter has volunteer Coordinator roles within each region of the province. Coordinators organize events to bring together BC members, partners and those interested in evaluation to build community, learn together, and develop evaluation competencies. They also build local relationships. Current Regional Coordinators:

- ▶ Lower Mainland – 2
- ▶ Vancouver Island – 2
- ▶ Northern BC – 1
- ▶ BC Interior – 1

In 2024 and 2025 (so far), coordinators hosted 9 events (Table 3).



**Table 3.** Summary of Regional Events for 2024 and 2025 (up to June 30).

	2024	2025
Lower Mainland Events	3	2
Vancouver Island Events	0	1
Northern BC Events	1	0
BC Interior Events	1	1

**NOTES:**

- Includes one virtual event (webinar in the Interior).
- Include the events noted above under PD, as they had a networking/social component.

### BC Student and Emerging Evaluator Network

The BC Student and Emerging Evaluator Network Coordinator's work over the past year has been focused on:

- Engaging with students/emerging evaluators.
- Connecting with University partners.
- Planning and facilitating the SEEN session at the 2024 BC conference to create an opportunity for students/emerging evaluators to share their work and explore questions together.

### Diversity, Equity and Inclusion

The BC DEI Committee reviewed and updated our DEI statement to better reflect the evolving priorities of our provincial evaluation community.

- To support PD, we continued offering the [CESBC DEI Fund](#) for members from underrepresented groups. The application process was simplified and we increased the maximum award to \$500. One grant was awarded, and we are developing a communication plan to raise awareness and improve uptake.
- Feedback was gathered through the BC Community Survey about current DEI-related challenges, opportunities, and the types of support members would find valuable. These insights will continue to shape our future programming and engagement efforts.

- The DEI Committee is meeting with Coordinators and Conference Leads to operationalize the Evergreen Accessibility Guide & Checklist\_2023\_EN.docx, and help to support meaningful participation in all events.
- To maintain momentum and promote accountability, we are developing a DEI monitoring framework.
- CESBC Interior webinar - "Environment and Sustainability on the Periphery of Evaluation"

Please see the [CESBC website](#) for the updated DEI statement (to be posted soon).

### Advocate for quality evaluation and its use

2024 conference attendees identified working in a range of environments including government organizations, not for profits, private companies, and as independent contractors. The conference included presentations and sessions that touched on many topics within the theme, related to quality evaluation and its use. Below are a few examples:

- **Evaluation methods:** *"Defense Against the Dark Arts: Using arts-based techniques to learn from failure (a reflective practice workshop)"* (Maya Lefkovich & Jennica Nichols)
- **Capacity building:** *"Building Evaluation Capacity through Reflective Practice: A Year Long Experiment in a Non-Profit Organization"* (Michelle Naimi)
- **Innovation:** *"Adopting AI: A practical example of integrating AI tools into evaluation"* (Reilly Baldwin & Dylan Weicker)
- **Collaboration:** *"Collaborative Evaluation 2.0: Reflections and Learnings in Practice"* panel discussion (William Reid, Shauna McGarvey, Lauren Rutherford, & Leah Zillie)
- **Knowledge translation:** *"Evaluating Knowledge Translation Dissemination Strategies in Virtual Health: Wins, Challenges, and Lessons Learned"* (Mahabhir Kandola & Megan MacPherson)

Previous annual BC Chapter conferences and pre-conference workshops explored more in detail the areas of culturally responsive and equitable evaluation, and decolonizing evaluation.

- At the 2023 conference, *"Weaving Our Story: Co-creating the Future of Evaluation"*, Dr. Chandria D Jones delivered the conference keynote and pre-conference workshop. *The pre-conference workshop, Culturally Responsive and Equitable Evaluation*, included discussions about how "culturally responsive and equitable evaluation incorporates cultural, structural, and contextual factors into the evaluation plan through participatory processes that shift power to those most impacted by the evaluation process."

- The 2022 conference, *"Access & Empowerment"*, keynote and pre-conference workshop was delivered by Dr. Marissa Hill. In the pre-conference workshop, *"Re-Imagining Indigenous Evaluation Systems"*, participants had the opportunity (as part of their journey to decolonize their evaluation practice) to reflect on and discuss "Indigenous and Western evaluation methodologies and the key systemic barriers that exist within the context of Indigenous evaluation". Participants also reflected on their own and shared commitments in this area.

The conference bursary program supports individuals from underrepresented groups to attend the conference. Additionally, the CESBC DEI fund is available to people in BC to help remove financial barriers to other evaluation-related learning opportunities for underrepresented groups.

### **Next Steps for 2025**

- At the request of the National Board, the BC Chapter has confirmed a Chapter Board member to participate as a liaison in the new CES Advancing Reconciliation and Indigenous Sovereignty in Evaluation working group over the coming year.
- This year's conference (in November 2025) will encourage discussion and reflection around quality at all stages of an evaluation, and the role of the evaluator in helping to bridge the gap between evaluation and action.
- Over the next year, we also plan to continue exploring environmental evaluation and sustainability, and how evaluations can support the rights and well-being of persons, Indigenous Peoples and all of nature through their work, through our PD offerings.

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

# Manitoba

With the conclusion of another year, I am pleased to provide an overview of our accomplishments as a chapter. This report has been organized in accordance with the priorities of the 2024 to 2029 National strategic plan.

## Elevate professional evaluation

This was the first year that we provided our own professional development curriculum in partnership with the United Way. In total, 123 people registered with 103 attending at least one of the sessions.

Session attendance ranged from 16 to 21 (the maximum number of spaces was 25). Specifically,

- Evaluation, Theory, and Performance Measurement: An Introduction (n=18)
- Understanding and Applying Qualitative Research (n=17)
- Understanding and Applying Quantitative Research (n=15)
- Understanding and Applying Mixed Methodologies and Designs (n=16)
- Surveys and Questionnaires (n=16)
- Data Visualization (n=21)

The overall feedback was very positive for all the sessions. Positive feedback included:

- Participants appreciated the personal experience and anecdotes that the facilitators brought to the sessions
- The collaborative aspect that allowed participants to work through exercises together
- The additional handouts and resources that were provided to further participant's learning.

As for constructive feedback, respondents noted that:

- Clearer descriptions of the sessions to help them know if prior knowledge was needed, would be appreciated
- To allow ample time for discussion and group interaction during the sessions
- To include hands-on learning as part of the sessions.

Moreover, we received input regarding topics for other professional development workshops that attendees are interested that included; participatory evaluation methods, how to analyze data in excel for beginners, and help on how to effectively report on, share, and utilize evaluation findings. This feedback will be integrated with a member engagement initiative to develop new professional development courses in suggested areas of interest in 2025-26 and 2026-27.

Also in 2025-26, we will be organizing the Essential Skills Series with a local evaluator from our membership. This will be the first time that CES MB has utilized the content from the CES National E-Institute to provide the Essential Skills Series. The value of this is to be in accordance with National as well as the ability to provide attendees with a certificate of completion, which is issued at the National level as well.

With no prerequisites, reasonable cost, and an estimated 20 hours to complete the course, we anticipate positive uptake of this PD opportunity. Course objectives include:

- Describing the role of evaluation within a program life cycle;
- Explaining common evaluation terminology, functions, and approaches;
- Identifying the steps in planning and conducting evaluations;
- Describing the use of common social science data collection methods in evaluations;
- Describing the use and value of project management concepts;
- Outlining how to support using evaluation findings to produce actionable reports;
- Recognizing evaluation standards and ethical principles, and their roles in the national professionalization of evaluation.

We are currently recruiting local evaluators from our membership to lead various modules based on their interest and expertise. The modules are also customizable, allowing Manitoba-focused content to be added which will enhance the relevance for participants. The value of providing the ESS is to be in accordance with National, as well as the ability to provide attendees with a National level certificate of completion.

### **Engage CES members and evaluation partners**

Last month, the Manitoba chapter began reaching out to members and recent event attendees to gather feedback on CES-MB sponsored events. The resulting discussions were meant to help the chapter plan events that better meet the needs of evaluators here in Manitoba. The feedback from these discussions will be reviewed by the chapter in the coming months as we plan our full slate of events for 2025-2206.

While the feedback discussions are not complete, any member with feedback on CES-MB activities is always welcome to reach out to the chapter at [membership\\_cesmb@evaluationcanada.ca](mailto:membership_cesmb@evaluationcanada.ca).

Unfortunately, we were not able to organize and support a team for the 2025 CES National conference this year. Our Chair, Dr. Sarah Heath believes that aligning the evaluation course that she teaches with the timing of the National Conference will result in a higher likelihood of students participating in the event. However, this new approach will be tested in 2027 as Dr. Heath is away on leave for 2026.



Consequently, the CES MB board will work with other professors in the province to see if they are able to coordinate a student case competition team for the 2026 National Conference.

Finally, our chapter still has a priority to organize regular networking events. Our Board has been reviewing various formats for how we structure the networking events and will assign a Board member as being responsible for organizing and piloting networking events in 2025-26. However, we are in need of a lead for these events. Consequently, if you are interested please contact [president\\_cesmb@evaluationcanada.ca](mailto:president_cesmb@evaluationcanada.ca).

### **Advocate for quality evaluation and its use**

In 2025, I began to engage with organizations in the province to offer our chapter's services in providing introduction to evaluation type courses. The purpose of this initiative is for engagement and to help educate professionals about evaluation and how / why / when to use them. To this end, I have engaged with Volunteers Manitoba, The Winnipeg Foundation, and the Centre for Social Scientific Research and Policy at the University of Manitoba. I will continue this work into 2025-26 with any potential opportunities being pursued and shared with our membership at our AGM next year.

In closing, I would like to thank all of the volunteers that have invested their time into accomplishing and working on the goals/initiatives outlined above. The evaluation community is very supportive and filled with great people that makes these efforts possible. Our chapter is looking forward to the year ahead.

For more information, read the [Manitoba Chapter Annual Report here \(2025\)](#) [available only in English].

# National Capital and Nunavut

## Annual Learning Event

CES-NCCNT held its Annual Learning Event (ALE) once again in February 2025

- 263 attendees – the highest number of ALE attendees ever!
- We are proud to have welcomed an Elder to open and close the event – a first in the history of the ALE.
- Held 13 sessions, a keynote, and multiple networking sessions throughout.
- We reached new sponsors while retaining existing sponsors
- Due to overwhelming interest in various sessions, we responded to members' desire to continue the conversation by holding a post-ALE webinar series. 4 webinars in April with 59 registered attendees.

## Professional Development

- CES-NCCNT held three Essential Skills Series: 2 in English (one virtual, one in-person) and 1 in French.

## Partnerships & Engagement

- Established four new partnerships with:
  - CES Educational Fund (CESEF)
  - Institute of Public Administration of Canada – National Capital Region (IPAC-NCR)
  - Indigenous Evaluation Network (IEN)
  - CES Manitoba (CES-MB)
- Supported Ottawa's Eval Café in March and June 2025.
- Held our first Watch Party for C2025 in May.
- Welcomed Larry Bremner and Linda Lee for a storytelling session alongside CES National in April.

## New Brunswick

The New Brunswick Chapter had another building year, capitalizing on C2024 being held in Fredericton. Regular events were held every month or two under the banner of community of practice conversations. These chapter chats aligned with the CES strategic priority area of engaging CES members.

Sometimes these events were very informal but often we were fortunate to tap into the local talent to discuss evaluation case studies. A highlight was a session by Brenda Stead (CE) on the topics of standards and ethics. In April we hosted a session for the Atlantic provinces where Judy Lifshitz (CE) instructed us on changes to the credentialling process and where to find coaching. These sessions in particular were focussed on the CES strategic goal of elevating professional evaluation.

By sending email updates to our membership, we also encouraged regular participation in the monthly Journal Club sessions hosted by our neighbours in Nova Scotia. Along with other professional development events hosted across the country.

We had several New Brunswick members attend the C2025 conference. And we encouraged the wider New Brunswick research and evaluation community to check out C2025 by sending emails to some of our institutional partners.

This year our chapter sponsored two CESNB members with their conference fees. To fulfill the third strategic priority area of advocating for quality evaluation and its use, I presented at C2025 on the 2020 Call to Action for more provinces to implement evaluation policies.

The geography of New Brunswick poses a challenge with members distributed between Fredericton, Moncton, and Saint John. All of our events were held virtually this past year. But we are looking forward to hosting an in-person event or two in the coming months.



## Newfoundland and Labrador

Our 2024-2025 year kicked off in July, following the success of CES-NL's one day conference in June which helped to increase our local membership and secure several new members to our board.

Our chapter held a professional development session on AI, providing foundational knowledge, tips, tricks, and cautions for evaluators using this technology. The session was well attended, both in-person and online.

Unfortunately, CES-NL's annual conference was postponed from June 2025 to the fall of 2025 due to limited submissions. We will put out another call for submissions over the summer months and will adjust to a half day conference, if necessary.

There have been several discussions with other Atlantic Canada chapters to further collaborate and share resources to streamline our operations, including website, communications, and professional development. This collaborative work includes continuing discussions with Atlantic Chapter Presidents, as well as specific working groups related to communications and professional development. These groups will continue their work into the 2025-2026 year.

### The following highlights activities per strategic priority areas:

#### **Elevate professional evaluation**

CES-NL held a well attended professional development session on utilizing AI in evaluation with 28 participants, including in-person and online attendees.

#### **Engage CES members and evaluation partners**

CES-NL has strengthened our connection to other Atlantic chapters and is actively working on collaboration opportunities to provide value for members across the region.

#### **Advocate for quality evaluation and its use**

CES-NL has been developing educational and communications materials to circulate within the local public sector to increase awareness of our chapter and opportunities for members. The goal of this initiative is to build connections and capacity within our evaluation community to promote quality evaluation and its use.

# Nova Scotia

As the past President, I'm excited to share that in this last year we have had many new members join the CES NS Board including: Secretary, PD Chair, IT Chair, National Rep, Membership Chair, New and Emerging Evaluator Representatives. We have not yet filled the President or Vice President roles but are working together to keep the chapter moving forward. I am excited about what the board can accomplish in the next year.

In the last year CES NS continued to work to increase collaboration across the Atlantic CES Chapters by engaging in multiple virtual meetings with the Atlantic Chapter Presidents with the goal of better supporting each other. This year we continued to share events across the region. We have also started an Atlantic Communication & Engagement working group. The first task for this group is to develop an Atlantic CES website for the Chapters to engage and share information with our members and more easily.

For professional development and engagement we offered a hybrid ESS course in the fall of 2024, as well as monthly journal clubs and several social events this year.

We were also pleased to be able to support several members to attend the CES Conference this year.

## The following highlights activities per strategic priority areas:

### Elevate professional evaluation

Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge for evaluators, evaluation managers, and employers.

- ▶ CES NS offered a variety of professional development this year including: Hybrid ESS session with facilitation support to provide introductory evaluation learning in the fall of 2024
- ▶ Monthly Journal Clubs covering a broad range of topics
- ▶ Project management session as part of our AGM

Objective 1.4: Promote and uphold CES competencies, standards, and ethics

- ▶ CESNS demonstrated its commitment to professional ethics and standards by encouraging participation in national-level learning opportunities. Three CES-NS board members attended the CES Bystander Ethics Workshop, which shows board dedication to upholding the CES ethical guidelines and competencies among its members

## Engage CES members and evaluation partners

Objective 2.2: Connect meaningfully with members and non-members through communications and collaborations

- Hosted two social networking events including one in December 2024 and another in May 2025. The intention of the events were to foster informal dialogue, strengthen local connections, and offer an entry point for prospective members to engage with the evaluation community in Nova Scotia.
- Held 3 Atlantic CES Communications and Engagement Committee meetings (April/May/June), the purpose of which is for the Atlantic provinces to find synergies in ways of working together to engage members and build on effective communication strategies and processes. The current task is to develop a shared Atlantic evaluation website - considering platforms, costs and proposed management structure, with support from CES NS incoming IT chair and National's IT Director.
- One Atlantic CS PD committee was held to identify opportunities for working together on shared PD. This committee is on hold for now while partnership efforts are focused on building the website.

## Advocate for quality evaluation and its use

- CES NS supported 4 Chapter members to attend the CES National Conference with a bursary to support increased evaluation capacity in Nova Scotia.
- Held monthly Journal Club meetings as an opportunity for both members and non-members to review and discuss journal articles across a variety of topics as part of supporting skill building and reflection.
- Delivered Evaluation Essential Skills Series using both the E-institute content and virtual facilitated sessions to provide introductory learning opportunities.

# Ontario

As we reflect on this year, I'm heartened by CES Ontario's resilience as a chapter and by our ongoing commitment to equity, evaluative learning, and professional community—despite financial and operational challenges that tested our capacity.

## **Navigating Financial Pressures with Strategy**

This year we experienced a sharp 21.8% drop in revenue—the lowest since 2009—due in large part to reduced participation in chapter-level professional development (PD) offerings, continued ripple effects from the pandemic, and increased competition from different training providers free online learning opportunities, certification programs from universities, and non-profit organizations. However, with thoughtful cost containment and a focus on long-term sustainability, we limited our net asset drawdown to just 2.9%. Importantly, our investment strategy and COVID support funds from CES National buffered some of this decline. The Board's strategic decision to alternate annual audits with compiled statements also saved over \$12,000 in audit fees over the past two years, ensuring our fiduciary responsibilities are met without compromising our financial position.

## **Commitment to Inclusion and Learning**

We continued to evolve our programming and outreach with a focus on accessibility, relevance, and anti-oppression. Nearly all of our PD workshops were offered virtually, with new sessions tailored for evaluators across career stages. We also re-entered the in-person delivery for the Essential Skills Series in summer 2024, and hosted eight evaluators in downtown Toronto. Our third CE Mentorship cohort was launched, and we celebrated mentees who are now Credentialed Evaluators. While we did not convene the Diversity, Equity, Inclusion, and Anti-Oppression (DEIAO) committee this year due to limited director capacity, groundwork such as revised recruitment practices and updated Terms of Reference has been laid for future leadership.

## **Looking Ahead: Capacity and Community**

As we move forward, we are deeply aware of the importance of board capacity and volunteer engagement. This past year underscored how critical it is to have a strong, diverse leadership base—something we will continue to actively prioritize in the coming year. We are committed to expanding our reach by fostering inclusive spaces like EvalCafé and launched our online groups.io space for online networking. We will host our third virtual conference in October 2025, on the topic of Progress, Politics and Possibility, with the aim to connect members and evaluators across the province and the country.

## **The following highlights activities per strategic priority areas:**

### **Elevate professional evaluation**

- CES Ontario launched two new PD workshops: Qualitative and Quantitative Analysis Techniques for Qualitative Data, and Navigating Evaluation Challenges. We also continued to offer popular courses such as the e-ESS and The Art and Science of Producing Effective Infographics

- Our CE Mentoring program has continued to work with potential CEs by connecting them with experienced evaluators. In the third cohort, we have moved from a 1:1 model to a group model, with the aim of alleviating pressure on mentors and to allow peer-to-peer learning
- Our upcoming virtual conference will be an opportunity for evaluators to connect with new-and-next approaches to evaluation identified by our members and other evaluators as priority learning areas: community-led and participatory evaluation; innovative frameworks; and reconsidered, less-extractive relationships in the evaluation ecosystem, including with funders, program clients and users, and program staff

### **Engage CES members and evaluation partners**

- CES Ontario hosted two focus groups with six CES-ON members to discuss the issue of PD workshop awareness and enrolment, and to help create new responses to the issue of declining enrolment
- We are in the planning phases of our third virtual conference, which will cover themes of technology, connection, and politics in evaluation. In response to our first-even call for proposals, we received eight responses from diverse knowledge-holders
- CES Ontario leadership is in dialogue with an Ontario university about how best to support their Program Evaluation Certificate program and professional competencies offered through that learning stream

### **Advocate for quality evaluation and its use**

- Chapter volunteer engagement continues to be robust at the committee level, but the board has seen a sharp decline in the number of directors who can commit to a full term. We are working on innovative approaches to recruitment, but have consistently operated with a very lean governance team over the past three years. This has made it especially difficult for the chapter to engage in long-term or high-level strategic planning, or to build globally- or nationally-oriented outreach or advocacy agendas. We are hopeful that our newer recruitment strategies will lead to greater engagement; however, we anticipate that it will take some time to onboard and orient new directors, and our priority at this time is to ensure the fiscal and member-engagement baselines of the chapter remain stable. Once we re-enter a growth era, we anticipate more meaningful engagement in this area.

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



# Prince Edward Island

The following highlights activities per strategic priority areas:

## Elevate professional evaluation

- On October 18/2024 the CES PEI Chapter hosted a half day workshop on focus groups with Dr. Richard Kreuger (virtually). There were 20 participants (18 in-person in Charlottetown and 2 virtual).
- An in-person half day workshop was held May 29, 2025 in Charlottetown titled: Logical Frameworks (LogFrames) & Theories of Change with Molly den Heyer. There were 12 participants.

## Engage CES members and evaluation partners

- A winter celebration was held on December 12th. The evening included food, beverages and a visit from our National rep Mollie Coombs.
- The CES PEI Chapter continues to participate in the Atlantic Communication and Engagement Committee led by Nova Scotia. The primary objective is to explore opportunities for collaboration and communication.
- The CES PEI Chapter Director of Professional Development is actively engaged with the PD Rep National Committee/PLC Group .

## Advocate for quality evaluation and its use

- Wendy collaborated with Helen Bernard-Ward, a colleague from the North Shore Mi'kmaq Tribal Council in developing evaluation capacity, and presented *"More Than Doing "Good" in Evaluation: Doing Evaluation in a Good Way"* at the 2025 CES conference. Abstract: "In a good way" is a term used by many Indigenous Peoples to describe work done in a respectful, authentic, and meaningful way, with intention and sincerity, through reciprocal and respectful relationships that honour culture, language, and ceremony. This presentation explores how Indigenous-Settler partnerships challenge and expand the "basics" of evaluation to embrace ethical and transformative practices. Drawing on the principle of Etuaptmumk (Two-Eyed Seeing), we argue that understanding and doing "good" evaluation requires recognizing and respecting diverse ways of knowing. Through examples from community-based initiatives, we will share how collaboration done in a good way can shape and redefine evaluation basics. Centering Indigenous knowledge systems and values—such as relational accountability, respect for self-governance, and reciprocity—transforms conventional approaches while adhering to CES competencies and ethical guidance. Participants will engage in reflective questioning to critically examine their assumptions about evaluation basics and the tensions between "doing good evaluation" and "doing good in evaluation." We will discuss strategies for co-developing culturally responsive frameworks that uphold the rights of all involved, ensure transparency, and prioritize the well-being of persons and the natural world.

## Saskatchewan

Over the past year, CES - Saskatchewan Chapter has focused on building our group's capacity and continuing to provide educational opportunities for members and others interested in evaluation. Highlights of the past year include hosting a successful watch party as part of the national CES 2025 conference and a hybrid full-day learning event with workshops on strategic planning and AI in evaluation, as well as engaging with students and programs at both the University of Saskatchewan and University of Regina. With four new board members helping to expand our reach across the province and with different sectors, we look forward to supporting our members and the profession in the months to come.

## Société québécoise d'évaluation de programme

With great enthusiasm and a sense of responsibility, I am pleased to present the annual report of the Société québécoise de l'évaluation de programmes (SQEP) for July 1, 2024, to June 30, 2025. This report outlines our main achievements, the challenges we faced and perspectives that will guide our future actions, in line with our 2025–2030 Strategic Plan and Business Plan.

During 2024–2025, the SQEP actively pursued implementation of its 2021–2024 Strategic Plan and developed its 2025–2030 Strategic Plan, which is structured on five strategic axes: ensuring the SQEP's good governance; enhancing SQEP's visibility; making the SQEP's associative life more active; contributing to the professionalization of evaluation in Quebec and internationally; and promoting evaluation in French.

These challenges include a shortage of volunteers, a lack of interest from some members, and a financial shortfall. Developing innovative strategies for attracting and retaining members is still the most feasible and promising option. Another challenge is to introduce revenue-generating strategies that will cover all planned activities, satisfy members' expectations and provide quality service. We have evaluated several options in this area and are committed to ongoing efforts within this domain. One of our objectives is to develop another category of members, namely institutional, and explore new forms of collaboration.

### Elevate professional evaluation

- Nine training courses offered between July 2024 and June 2025
- Award of a Marie Gervais bursary to support an emerging evaluator's participation in the CES 2025 Conference
- Sharing job opportunities in evaluation via the monthly newsletter and the SQEP website
- Contribution to the C2025 student case study competition
- Organization of face-to-face watch parties on ÉNAP's Quebec City and Montreal campuses in conjunction with C2025
- Preparation of the SQEP 2025 Conference (scheduled for October 2025)

- Preparation of annual plan with performance indicators
- Creation of working committees (permanent and ad hoc)
- Monitor application of regulations and code of conduct in SQEP activities
- Strategic reflection on the need to integrate issues and considerations relating to ethics, gender, diversity and inclusion and sustainable development into SQEP's commitments
- Creation of a SQEP Promotion Committee
- Monthly meetings of the Board of Directors
- Meeting of Quebec CEs to promote the designation
- Formalization of committee mandates defining roles and responsibilities and performance indicators
- Development of the SQEP 2025–2030 Strategic Plan

### **Engage CES members and evaluation partners**

- Inform SQEP members about SQEP activities and the French-speaking world
- Promote training opportunities through multiple platforms: LinkedIn, Facebook, etc. and channels (universities, government institutions, community networks)
- Maintain the website with relevant, up-to-date and accurate information
- Discussions with the research community aimed at strengthening its collaboration with SQEP
- Recognition Award 2024 to the Treasury Board Secretariat for its initiatives to enhance evaluation within the Quebec Government
- Active participation on the Canadian Evaluation Society's Board of Directors and committees
- Participation on the administrative council of the Réseau francophone d'évaluation

### **Advocate for quality evaluation and its use**

- Promote the professional designation, CE
- Availability of program evaluation resources and working tools
- Publication of the SQEP Newsletter

- Contribute to international program evaluation networks beyond Quebec:
  - Representation on CES Board of Directors
  - Representation on RFE Board of Directors
  - Representation on RE-ÉE
  - Representation on IDEAS Board of Directors
- Contribute to national francophone evaluation networks and associations:
  - Association marocaine d'évaluation (AME)
  - Association sénégalaise d'évaluation (SenEval)
  - Assoc. promotion de l'évaluation Mali (APEM)
- Réseau guinéen de suivi et évaluation (REGUISE)
- Offer professional training courses
- Disseminate evaluation-related information in French via the newsletter
- Offer events and training courses in French
- Distribute evaluation resources in French



# Yukon

The Yukon Chapter of the Canadian Evaluation Society is a member-based organization that aims to improve the practice and use of evaluation in Yukon. By engaging with individuals and organizations, we intend to build a vibrant and collaborative community of practice that can help evaluation in the Yukon evolve in a manner appropriate for Yukon's small population sizes and diverse communities.

The Yukon Chapter is proud to represent the profession of evaluation within Yukon, and we thank our members and partners who continue to support our efforts by participating in events and volunteering on committees. The CESY Board of Directors meets on the first Tuesday of the month, usually on Zoom.

Key accomplishments for the Yukon Chapter over the 2024/25 (1 July to 30 June) fiscal year include:

## Elevate professional evaluation

### PROFESSIONAL DEVELOPMENT AND PROFESSIONALIZATION

- The Yukon is now home to four credentialed evaluators.
- Via a letter sent by the CES National President (Matt Sanscartier), CESY reiterated its willingness to support the Yukon Government's Evaluation Unit in the development of a government-wide evaluation policy as a means to support effective public policy decision-making.

## Engage CES members and evaluation partners

### MEMBERSHIP AND COMMUNITY DEVELOPMENT

- CESY held its Annual General Meeting in-person on 25 October 2024, with a guest presentation by Dr. Michelle Anderson-Draper, President of the Canadian Evaluation Society on the topic of "The Power of Reflection: How My Experience as an Evaluator is Informing My Vision for the Future of the Canadian Evaluation Society." (via Zoom)
- We continued to implement our 2024 – 2026 Chapter Strategic Plan as guided by its accompanying 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.
- Our National Council representative (Diane Billingsley) continued to serve the National Council as the co-director of Engagement and Membership.
- On 17 June 2025 CESY hosted a c2025 Watch Party: *Evaluations that Make a Difference: Taking Culture into Account*.
- Membership in the Yukon Chapter stood at 8 members at the end of the fiscal year.

## Advocate for quality evaluation and its use

### ADVOCACY

- CESY delivered three offerings of the Evaluation Basics Series to Yukon Government employees, staff from Yukon non-governmental organizations and interested members of the Yukon's evaluation community (30 participants in total). The Evaluation Basics Series was delivered in September 2024, November 2024 and May 2025 and 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).

In the 2025/26 year ahead, the Yukon Chapter of the Canadian Evaluation Society will:

- continue to build a supportive evaluation community in Yukon that includes Indigenous governments, not-for-profit organizations, social enterprises, educational institutions as well as the Yukon Government;
- continue to promote the practice of culturally responsive, Indigenous-led evaluation as part of ongoing efforts to advance reconciliation with Canada's Indigenous peoples;
- continue to provide networking and learning opportunities for CESY members and interested individuals;
- continue to facilitate professional development opportunities for CESY members including mentorship for members interested in achieving their Credentialed Evaluator designation; and,
- continue to attempt to engage with the Yukon Government in the development of an evaluation policy that is appropriate and relevant for the circumstances of Yukon people and communities.

# Acknowledgments

## Chapter Boards and Volunteers

### 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:** Stephanie Gazzola

**Director, Communications:** Guy Innes

**Director, Membership:** Rita Yembilah, CE

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

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

**Director-at-Large:** Allison Larsen, CE

**Director-at-Large:** Vanja Spiric

**Director-at-Large:** Nærlie Daplios

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

### British Columbia

**President:** Angela Randall

**Past President:** Kasra Hassani

**Vice President:** Becky Gormley, CE

**Treasurer:** Anne Worthington

**Secretary:** Saran Mallinson

**National Chapter Representative:** Helaine Krystkowiak

**Member-at-Large, Conference Lead:** Maryam Dehnadi

**Member-at-Large, Conference Support:** Wei Yan

**Member-at-Large, Membership Secretary\*:** Rob Friberg

**Member-at-Large, Professional Development & Communication:** Reanna Clark

**Interior / Okanagan Coordinator:** Cassandra Adjetey

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

**Northern Coordinator:** Christiana Onabola

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

**Vancouver Island Coordinators:** Michelle Vanchu-Orosco and Ashley Rakoff

*\*to be reprofiled as second Member-at-Large, Professional Development & Communication role following the 2025 CESBC AGM*

We would also like to thank the CESBC Administrator, Louise Mason.

## Manitoba

**President:** Ryan Catte

**Vice President:** Dr. Matthew Sanscartier

**Treasurer:** Marianne Krawchuk

**Secretary:** Stephanie Houvardas

**Professional Development Officer:** Necole Sommersell

**Membership Development Officer:** Dr. Andrew Buchel

**Academic Liaison Officer:** Dr. Sarah Heath

## National Capital and Nunavut

**President:** Brian Case

**Past President:** Susanna Beaudin

**Treasurer:** Maria Reyes

**Secretary:** Yosra Salem

**VP Communications & Marketing:** Brian Case

**VP ALE:** Julie Eldridge

**VP Professional Development:** Émilie Sauriol

**VP REDIAS:** Victoria Diaz

**VP Partnerships & Engagement:** Mahmoud Rahim

**Board member:** Gita Zareikar

**Board member:** Mariève Vaillancourt

**National Chapter Representative:** Judy Lifshitz

**Student member:** Naomi Stobart

**Student member:** Eduardo Gomez Diaz

### ALE Committee Volunteers

- ▶ Julie Eldridge (Chair)
- ▶ Émilie Sauriol
- ▶ Victoria Diaz
- ▶ Mahmoud Rahim
- ▶ Sylvie Geauvreau

- ▶ Charline Cormier
- ▶ Ojonwa Miachi
- ▶ Nelson Jean-Francois
- ▶ Robin Baldwin
- ▶ Wesley Hunnisett

## New Brunswick

### From President Greg Lutes, CE:

We are fortunate to have a great Board of Directors. I would like to say a huge 'thank you!' to all the volunteers on the Board. It would be especially appropriate to highlight the contributions of our Past President Katerina Lysenko who has moved from New Brunswick but whose impact was enormous over the past few years. And also our former Treasurer Léa L'Hoir whose spirit of enthusiasm will continue to be a ray of light.

I would also like to acknowledge the volunteer efforts of our NB National Representative, Mollie Coombs. Along with faithfully attending national meetings, and some Atlantic regional meetings, and doing double-duty as the National Rep for PEI, Mollie provided many hours of volunteering toward C2025!

Each volunteer is a treasure and the driving force of CES in New Brunswick. Without the dedication of volunteers we simply would not be able to accomplish our professional mission to move forward on the CES Strategic Plan.

## Newfoundland and Labrador

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

**Vice-President:** Kaylah Mercer

**Treasurer:** Sarah Mills

**Director at Large, (Membership & Communications):**  
Natasha Elms, CE

**Director at Large, (Professional Development Chair):**  
Tracy Gulliver



**Director at Large:** Jennifer Donnan

**Director at Large:** Angela Collins

**Director at Large:** Kayla Parsons

**Student Director at Large:** Madison Hynes

**Student Director at Large:** Shawna Brenton

**National Chapter Representative:** Brandon Lillington

The CES-NL Chapter would like to thank outgoing members Tracy Gulliver, Madi Hynes, and Shawna Brenton for their work.

## Nova Scotia

**President:** Vacant

**Past President:** Dorian Watts (2024-2025)

**Vice President:** Vacant

**Secretary:** Sarah Bowen (2024-2026)

**Treasurer:** Humaira Yasmeen (2023-2025)

**National Chapter Representative:** Budzi Divine Ngh (2025-2027)

**PD Chair:** Sabrena Jaswal (2024-2026)

**IT Chair:** Phong Vu Hong (2025-2027)

**Membership Chair:** Lee-Anne Lavell (2024-2026)

**Student & Emerging Evaluator Chairs:** Gladstone Deklu (2025-2027) and Hannah Walsh (2025-2027)

**Member at Large:** Andrealisa Belzer (2023-2025)

- ▶ We would like to recognize and Melissa Neil, our outgoing Vice President 2023-2025
- ▶ We would also like to thank Peter MacIntosh who hosted monthly journal club sessions via Zoom as part of our PD activities for NS Chapter members and non-members.

## Ontario

**President:** Nikhat Rasheed

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

**Secretary & National Chapter Representative:** Paul Bakker, CE

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

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

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

**Membership Committee Co-Chair:** Courtney Kupka

**Outgoing board members:** Nick Petten and Tanya Darisi

## Prince Edward Island

**President:** Carolyn MacPhail

**Vice President:** Vacant

**Secretary:** Charlene VanLeeuwen

**Treasurer:** Tess Miller, CE

**Professional Development:** Wendy Kraglund-Gauthier

**Membership and Communications:** Carolyn MacPhail

**Director-at-Large:** Sarah Lavers

**Graduate Student Representative:** Vacant

**National Chapter Representative:** Mollie Coombs (New Brunswick)

## Saskatchewan

**President:** Brian Hoessler

**Secretary:** John Marshall

**Treasurer:** Carolyn Hoessler

**National Chapter Representative:** Evan Poncelet

**Member at large:** Adriana Cashwell

**Member at large:** Oluwasegun Hassan

**Member at large:** Trish Paton

**Member at large:** Linzi Williamson

## Société québécoise d'évaluation de programme

First, I wish to express my sincere gratitude to the current members of the Board of Directors, whose commitment, professionalism and vision were essential to the progress of SQEP's strategic priorities over the past year. Their dedicated involvement, at both operational and strategic levels, has made it possible to maintain solid governance, develop promising projects and reinforce our influence in the evaluation community. To each and every one of you, thank you for your availability, your collaborative spirit and your invaluable contributions to the vitality of our organization.

**President:** Anna Gueye, CE

**Vice-President:** Kossi Gumedzoe, CE

**Past President:** Jean-Serge Quesnel, CE

**Treasurer:** Sandrine Wettach

**Secretary:** Joey Jacob

**Director:** Christian Doly

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

**Director:** Achille Roghemrazangb Yameogo

**Director:** Ikram Turki

**Director:** Chantal Mubarure

**Director:** Maciré Sissoko

**Director:** Loïc Nsabimana

To the outgoing Board members, I wish to express my gratitude for your outstanding contributions during your term of office. Your commitment, insights and sense of duty left a lasting imprint on the SQEP's direction and actions. You have supported the organization with integrity and conviction, and it is with deep appreciation that we salute your tenure at the heart of our organization's governance. Thank you for putting your time, expertise and passion at the service of our collective mission.

Here is the list of outgoing Board members:

**Vice-Chairman:** Daniel Boutaud

**Secretary:** Hadja N'Sira Balde, Secretary

**Director:** Adja Seynabou Kane

**Director:** Yrina Janvier

I would also like to extend my sincerest thanks to the volunteer members, who, while not members of the Board of Directors, actively contribute to the ongoing work of our various committees. Their generosity and commitment are central to many of SQEP's initiatives. Their discreet but essential involvement has helped bring many projects to fruition. Their support is a testament to the vitality of our community and the strength of our collective work.

Finally, I wish to express my deepest gratitude to our Administrative Coordinator, Mr. Laval Villeneuve, whose professionalism, consistency and dedication were central to the smooth running of SQEP throughout the year. His presence ensures the continuity we need to effectively carry out our activities. His exemplary commitment is an essential pillar of our organization, and I thank him for his dedication.

## Yukon

For 2024/25, the Yukon Chapter Board of Directors were:

**President:** Paul Kishchuk, CE

**Vice-President and Professional Development Representative:**  
Gaye Hanson [1 July to 31 March]

**Vice-President and Professional Development Representative:**  
Kevin Salesse [from 1 April]

**Secretary / Treasurer:** Helen Stappers

**National Chapter Representative:** Diane Billingsley CE

**Member at Large and Professional Development Rep:**  
Gaye Hanson [from 1 April ]

## C2025 Virtual Conference Volunteers

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. 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 Standing Committee, the ARISE working group, the Professional Learning Committee, and the Ethics Committee.

### Conference Committee

- Paul Bakker, CE
- Janine Bell
- Frédéric Bertrand, CE
- Andrealisa Belzer, CE
- Diane Billingsley, CE
- Mollie Coombs
- Kevin de Souza
- Geneviève Deguire
- Amanda Ferneyhough
- Benoît Gauthier, FCES
- Keiko Kuji-Shikatani, CE FCES
- Marie-Philippe Lemoine, CE
- Brian McGowan
- Martha McGuire, CE FCES
- Cassandra Parsons, CE
- Evan Poncelet, CE
- Matt Sanscartier, CE

- Rachel Stewart
- Kim van der Woerd, CE FCES
- Sharlene Wolbeck Minke, CE
- Gita Zareikar

## Proposal Reviewers

- Jennifer Alsop, CE
- Kristin Beaton, CE
- Shawn Beatty, CE
- Fionna Blackman, CE
- Shelley Borys, CE FCES
- Cindy Boucher, CE
- Christopher Boughton
- Emily Brennan, CE
- Ryan Catte, CE
- Kelsey Chawla, CE
- Jane Cooper, CE
- Shelby Corley, CE
- Julie Côté-Stordy, CE
- Carrie Croll, CE
- Karen Croteau, CE
- Estelle Desaulniers-Coulombe, CE
- François Dumaine, CE FCES
- Shari Fitzgerald, CE
- Christina E. Gallucci
- Margaret Gassanov, CE
- Stephanie Gazzola, CE
- Kimia Ghomeshi, CE
- Oralia Gomez-Ramirez
- Russell Graham, CE

- Susanna Gurr, CE
- Amanda Hayne-Farrell, CE
- Laura Kelly, CE
- Natalie Kishchuk, FCES
- Marianne Krawchuk, CE
- Michele Lamont, CE
- Samantha Larose, CE
- Birgitta Larsson, CE FCES
- Linda E Lee, CE FCES
- Judy Lifshitz, CE
- Sarah Mathewson, CE
- Erika McMullin, CE
- Rea Mishaxhiu, CE
- Shevaun Nadin, CE
- Christie Nash, CE
- Karla Nievas, CE
- Lisa O'Reilly, CE
- Susan Palijan, CE
- Valeria Pandelieva, CE
- Hubert Paulmer, CE
- Oluwadamilola Pikuda, CE
- Eryn Pleson, CE
- Kate Powadiuk, CE
- Laurie Ringaert, CE
- Marshal Rodrigues
- Arlinda Ruco, CE
- Kimberly Saunders, CE
- Michelle Searle, CE
- Sandra Sellick, CE
- Beth Snow, CE

- Danielle Stennett, CE
- Deen Taposh, CE
- Diana Tindall, CE
- Betty Ann M. Turpin, CE
- Julie Vaillancourt, CE
- Hema Vyas, CE
- Rae-Anne Zaroski, CE

## Credentialing Board Members

Fundamental contributors to the Professional Development Program (PDP), the following were Credentialing Board members we are grateful for over the 2024-2025 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
- Chi Yan Lam, CE
- Birgitta Larsson, CE
- Judy Lifshitz, CE
- Martha McGuire, CE
- Hubert Paulmer, CE
- Martine Perrault, CE

- Cheryl Poth, CE
- Wendy Rowe, CE
- Simon Roy, CE

## National Portfolio Volunteers

### Volunteer Acknowledgements Ethics Guidance Working Group:

Chair:

- Beth Snow, CE

Members:

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

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

A sincere thank you to volunteers to the EDI-ES Committee and its subcommittees, who participated during 2024-25:

- Tammy Horne (Chair and Director-at-Large, EDI&ES) (Edmonton, AB)
- Vanessa Anastasopoulos (Montreal, PQ)

- Augustine Botwe (Edmonton, AB)
- Geneviève Daguire (Montreal, PQ)
- Josée Daris (Cacouna, PQ)
- Soni Dasmohapatra (Edmonton, AB)
- Kevin DeSouza (Ottawa, ON)
- Victoria Diaz (Ottawa)
- Keiko Kuji-Shikatani, Fellows' representative (Toronto, ON)
- Amoy Jacques (Ottawa, ON)
- Belinda Lutterrodt (Regina, SK)
- Elijah Osei-Yeboah (Winnipeg, MB)
- Hubert Paulmer (Ottawa, ON)
- Nick Petten (Toronto, ON)
- Emem Inyang (Uyo, Nigeria)
- Andy Rowe (Metchosin, BC)
- Rachel Stewart (Calgary, AB)
- Marcela Tapia (Ottawa, ON)
- Eyerusalem Tessera (Montreal, PQ)
- Gita Zareikar (Ottawa, ON)
- Julie Zhang (Ottawa, ON)
- Yuan (Linda) Zhou (Winnipeg, MB)

## Professional Learning Committee

Grateful for the following PLC members contributing their time and expertise for national webinars:

- Tammy Horne
- Amy Jacques
- Wendy Kraglund-Gauthier
- Emilie Sauriol
- Beth Snow
- Necole Sommerseil

- Holly Zapreff
- Julie Zhang

Thank you also to the volunteers of the Mentorship Initiative Subcommittee

- Kewir Nyuki-Dufe
- Rebecca Gormley
- Stephanie Laryea
- John Malyk
- Martha McGuire
- Crystal Tierney

Last but not least, thank you to the key members of the CJPE during 2024-2025:

- Jill Chouinard, Editor-in-Chief
- Paisley Worthington, Editorial Coordinator

Associate Editors:

- Tiffany Tovey, Book Reviews
- Allison Prieur, Practice Notes (French)
- Vacant, Practice Notes (English)
- Nicky Bowman & Larry Bremner, Roots and Relations
- Vacant, Articles (French)
- Vacant, Articles (English)
- Elyse McCall Thomas, Social Media Coordinator

# Appendix

## Canadian Journal of Program Evaluation Annual Report 2024-2025

### Annual Report

April 1<sup>st</sup> 2024 to March 31<sup>st</sup> 2025



### Introduction

The Canadian Journal of Program Evaluation promotes the theory and practice of program evaluation. The 2024-2025 editorial team includes:

- **Editor-in-Chief:** Jill Anne Chouinard / Vacant
- **Editorial Coordinator:** Paisley Worthington
- **Associate Editor, Articles (English):** Leslie Fierro / Vacant
- **Associate Editor, Associate Editor, Practice Notes (English):** Jane Whynot / Vacant
- **Associate Editor, Articles and Practices Notes (French):** Naïma Bentayeb / Vacant
- **Associate Editors, Roots and Relations:** Nicky Bowman and Larry Bremner
- **Associate Editor, Book Reviews:** Tiffany Tovey
- **Social Media Coordinator:** Vacant

## Current List of Board Members

- Ayesha Boyce
- Brad Cousins
- Burt Perrin
- Cheryl Poth
- Courtney Amo
- Daniela Schröter
- Gédéon Dossou Djissa
- Isabelle Bourgeois
- James C. McDavid
- Jeremy Acree
- Lynda Rey
- Mark Seasons
- Marlène Laeubli
- Michelle Searle
- Nancy Carter
- Paul Favaro
- Ray Rist
- Robert Schwartz
- Sandra Sellick
- Sanjeev Sridharan
- Sarah Earl
- Steve Jacob
- Tim Aubry
- Valéry Ridde

## Reviewer Database

As of 9 April 2025, our reviewer database has 342 entries. Throughout Volume 39, the Editorial Team **requested 127 reviews from 96 unique reviewers**. Of these 96 invited reviewers, over half (51) declined to complete the review task.

During the 2024-2025 year, **59 reviews were completed by 45 unique reviewers**. On average, reviewers took 26 days to complete their review, although this number ranges from 0 days to 114 days. We have since implemented an auto-decline function in Scholar One, where the system automatically declines the task on behalf of the reviewer after 21 days without a reply. We hope that this functionality will prevent articles from getting “stuck” in the system and prompt Associate Editors to select new reviewers.

## Journal Management Updates and Key Accomplishments

### Changes in Editorial Team

- In June 2025, Jill Chouinard announced her intention to leave the **Editor-in-Chief role**. She has agreed to stay with the journal until a replacement has been identified. We thank her for her passion, scholarly expertise, and vision she shared during her term.
- As of 31 December 2024, Jane Whynot, Leslie Fierro, and Naïma Bentayeb concluded their service as **Associate Editors** with the journal. We thank them for their effort and time invested into the journal.
- Chris Lovato retired from UBC and resigned from the Board. Lucie Richard and Michael Obrecht (36 years) also retired from the Board.



## Roots and Relations

- The Roots and Relations community has been growing, with the **Editorial Team being invited to speak** with groups including Earth Partnership at the University of Wisconsin-Madison.
- The **decolonized author agreement was updated** in January 2025 with unanimous support from the CES Board.

## Changes in Journal Resources

- The journal has adopted a new logo, designed by Editorial Coordinator Paisley Worthington. The logo features the CES logo emerging from a book consisting of three layers to represent our commitment to English language, French language, and Indigenous scholarship in evaluation.
- Editorial Coordinator Paisley Worthington developed **Peer Review Guidelines** for [authors](#) and for [reviewers](#). We thank Benoît Gauthier for his support in translating the guidelines en français.

## Presence at Canadian Evaluation Society Events

- CJPE returned to the CES conference hosted in Fredericton, New Brunswick. We prepared three digital flyers that were shared with delegates via QR codes – an approach that seemed to work well.

## Publishing Updates

As usual, the CJPE published two issues this year. The issues of Volume 39 included 4 articles, 9 practice notes, 6 Roots and Relations pieces, and 3 book reviews.

- [June 2024: 39\(1\)](#)
- [December 2024: 39\(2\)](#)

Volume 40 will be published throughout the 2025-2026 year, with two regular issues and a **Special Issue on Evaluating E-Learning through a Decolonial Lens** will be led by Ayesha Boyce, Bich-Hang Duoong, Thomas Archibald, Gabriel Okello, and Iveta Silova.

### Key Publication Statistics

Sixty-six (66) manuscripts were submitted between April 1<sup>st</sup> 2023 and March 31<sup>st</sup> 2024 to the UTP system, including the articles and practice notes for the special issue. Table 1 shows key publication statistics over time. This year, the number of days to reach the first editorial decision increased from the two prior years, likely due to the learning curve associated with a new publishing platform.

**Table 1:** Summary of key publication statistics for past three years.

Metric	2022-2023	2023-2024	2024-2025
<b>Submissions &amp; Revisions Received</b>	<b>66</b>	<b>66</b>	<b>63</b>
<i>Ave. Days to Final Decision</i>	42	71	88
<b>Submissions Accepted (Rate<sup>1</sup>)</b>	<b>38 (62%)</b>	<b>33 (50%)</b>	<b>23 (37%)</b>
Submissions Declined	27	14	13
<i>No. Desk Rejects</i>	19	12	9
<i>No. Rejects after Review</i>	8	2	4
<b>Submissions Published</b>	<b>24</b>	<b>25</b>	<b>22</b>

### Marketing Activities

As of May 2024, our LinkedIn page has 193 followers (+23 from last year). Our page made 611 impressions over the year. We only posted once, but that post reached 134 members and led to 70 clicks. Our authors enjoy sharing their work and tagging our page; **it seems that our community is eager to engage on LinkedIn**. Further activity in this area of the journal’s outreach can be facilitated by a Social Media Coordinator.

### Acknowledgements

Our heartfelt thanks to the Editorial Team for their important contributions and hard work throughout the year. Our thanks also go to the authors and the reviewers, the Editorial Board Members, and the CES operational team for their support in putting together Volume 39.

<sup>1</sup> The percentage for the selected date range is calculated for submissions that were submitted during this date range and have received a final decision.