

ANNUAL REPORT

2022-2023





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OUR VISION, MISSION, AND VALUES

VISION



We are committed to inclusive and collaborative communities of inquiry and practice. We envision a world in which evaluative thinking and evaluation practice empowers individuals and enhances community well-being.

MISSION



We work to enhance capacity for evaluative thinking and evaluation practice across Ontario. We share knowledge and engage practitioners and users of evaluation by:

- Partnering and collaborating with individuals, organizations, networks, and communities;
- Creating accessible opportunities for professional development across key learning objectives;
- Supporting excellence in the field by informing public policy and promoting ethical and rigorous evaluation standards and practices;
- Curating, sharing, and embracing diverse ways of knowing and systems of knowledge.

VALUES



1. Equity and social justice
2. Diverse ways of knowing and systems of knowledge
3. Evidence-informed and ethical decision making
4. Continuous Quality Improvement (CQI)
5. Innovation

LAND ACKNOWLEDGMENT

Let us begin by acknowledging the land on which CES-ON's work, and the work of our members, takes place is traditional Indigenous territories covered by Treaties with many First Nations, Inuit, and Métis communities.

CES-ON acknowledges all Treaty peoples (including those who came here as settlers) as migrants, either in this generation or in generations past.

We acknowledge those of us who came here involuntarily, particularly forcibly displaced Africans, brought here as a result of the Transatlantic slave trade and slavery.

We recognize that systemic racism and oppression exists in our Province and the practice of evaluation takes place within these systems. We acknowledge the responsibility that CES-ON holds as a professional association in dismantling systems of oppression.

OUR VALUES

CES-ON values diverse ways of knowing and systems of knowledge. We value collaborative evaluation of knowledge and strive to create synergies across knowledge systems.

We seek to co-produce and share knowledge that is inclusive of multiple ways of knowing, including scientific, Indigenous and local knowledge systems, and practitioners' knowledge.

CES-ON DENOUNCES RACISM

View the full statement of [CES-ON's Commitment To Denouncing Racism against Black and Indigenous Communities, Increasing Diversity and Promoting Inclusion](#)

CES-ON denounces all racist behaviors, acts, and communications. We exist as an organization, and evaluation exists as a field, to improve conditions for all through the practice of evaluation (i).

Call to CES-ON Members:

CES-ON calls on evaluators to take on a leadership role in advancing diversity, equity and inclusion and to commit to carrying out the following acts given our collective responsibility to eradicate systemic racism and its consequences:

1. Do the individual-level learning that will help us recognize the ways that evaluation can cause harm (ii).
2. Turn the lens on ourselves as individual professionals and as a field, looking at the ways our field and our practice perpetuates injustice (iii).
3. Use our unique skills to dismantle racism and systems of oppression while creating healing and safe spaces to build bridges to a more equitable, democratic, and just future (iv).

Actionable Anti-Racist Commitments by CES-ON Board of Directors:

CES-ON shall enact an anti-racist agenda through the practice of culturally-responsive and equitable evaluation (v). The Board shall be guided by an intersectional approach that recognises that multiple intersections exist in endless combinations, and that they can lead to both privilege and discrimination (ix). An important element of culturally-responsive and equitable practice is evaluation teams led by people from communities that are the intended beneficiaries of programs. To meet this important prerequisite, we need to cultivate more evaluators of colour.

[i] American Evaluation Association – Statement on Systemic Racism: <https://www.eval.org/d/do/5007>

[ii] American Evaluation Association: <https://www.eval.org>

[iii] Ibid

[iv] Ibid

[v] Michigan Association for Evaluation: <https://www.maeeval.org/>

LETTER FROM THE PRESIDENT



Dear CES Ontario members,

We are pleased to present our Annual Report for the fiscal year 2022, marking our first year as an incorporated nonprofit organization.

This past year has been a period of growth, learning, and recalibration for CES, Ontario Chapter. We are excited to share our achievements and progress with you.

Financial Stability:

Despite the challenges presented by the ever-changing landscape, we are proud to announce that our organization continued to stabilize financially.

Our Net Assets Year-on-Year experienced positive growth for the first time since 2019, with an impressive increase of 12.5%. This achievement was made possible through a modest increase in total revenues of 4.2% coupled with a commendable reduction in expenses by 14.5%.

We are delighted to report that our auditors have given us a clean bill of health, confirming the soundness of our financial management practices.

Reserve Fund:

We are pleased to inform you that the Chapter currently holds over three years' worth of operational funds in reserve.

This achievement reflects our commitment to financial sustainability and positions us well for future endeavors.

Opportunities and Challenges:

While we celebrate our accomplishments, we remain dedicated to identifying new opportunities to raise revenues, expand our Chapter's reach, and address the evolving needs of our membership.

Our Board of Directors is actively engaged in an iterative business planning process, guiding us through the next phase of our work.

After twenty-five years, CES, Ontario Chapter officially registered as an incorporated nonprofit on February 1, 2022.

LETTER FROM THE PRESIDENT



However, we recognize several core challenge areas that demand our attention. Marketing and sales, stagnating membership numbers, and reduced Board capacity remain as areas of concern.

Currently, the Board operates at 54% capacity, which is a historical low for our Chapter. Until 2021, we had a full Board in place. To address these challenges effectively, we seek to fill key roles, including Treasurer, Membership Co-Chair, and Diversity, Equity, Inclusion, and Anti-Oppression (DEIAO) committee Co-Chairs.

Looking Ahead:

As we move forward, we are optimistic about the future. Our commitment to our mission remains unwavering, and we are determined to overcome the obstacles that lie ahead. We extend our heartfelt gratitude to our dedicated members, volunteers, and partners for their unwavering support, which continues to fuel our organization's growth and impact.

Sincerely,

Nikhat Rasheed

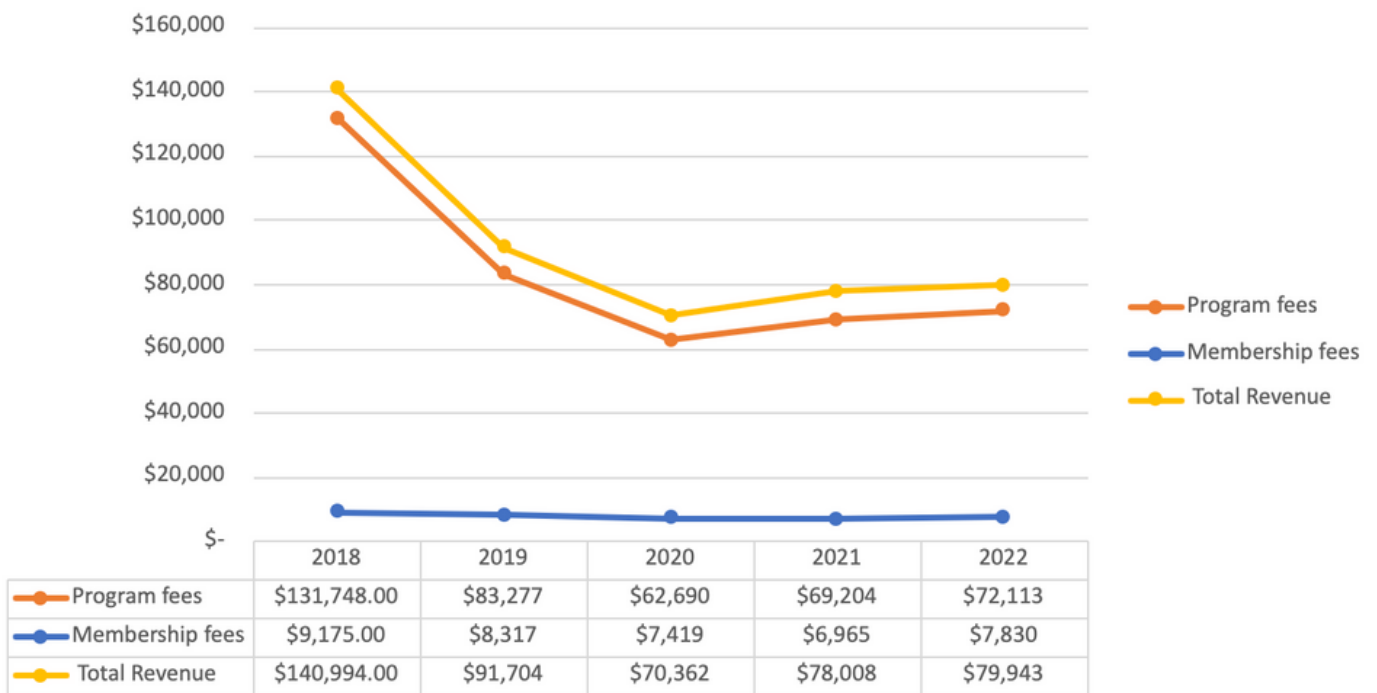
TREASURER'S REPORT

NOTE

This report is presented in conjunction with our prepared Audited Financial statements, and aligned to our Strategic Direction III , Goal III.3 (financial capacity).

- In 2022-23, the Chapter increased revenue by 2.5% revenue (\$79,943) and net assets (reserve fund) increased by 12.5% to \$146,637. Revenue pressures remain as revenue has fallen by 43% (\$140,994) since 2018.
- We present the Audited Financial Statements for your review.

REVENUE SOURCES 2018-2022



Finance Committee Highlights

- For the FY 2023, the Finance Committee has determined to put an investment strategy in place after discussion with our bank. The Chapter currently holds over three years' worth of operational funds in reserve. This achievement reflects our commitment to financial sustainability and positions us well for future endeavors.
- Audit costs have risen since 2019 and an initial quote from other auditors has shown that audit costs have increased across the industry substantially since 2020. Our accounting/ bookkeeping fees have also risen since 2018. Further, these professional fees have increased as a percentage of our revenue, as revenue has fallen.

\$170,846

net assets at the end of the Fiscal year

TREASURER'S REPORT

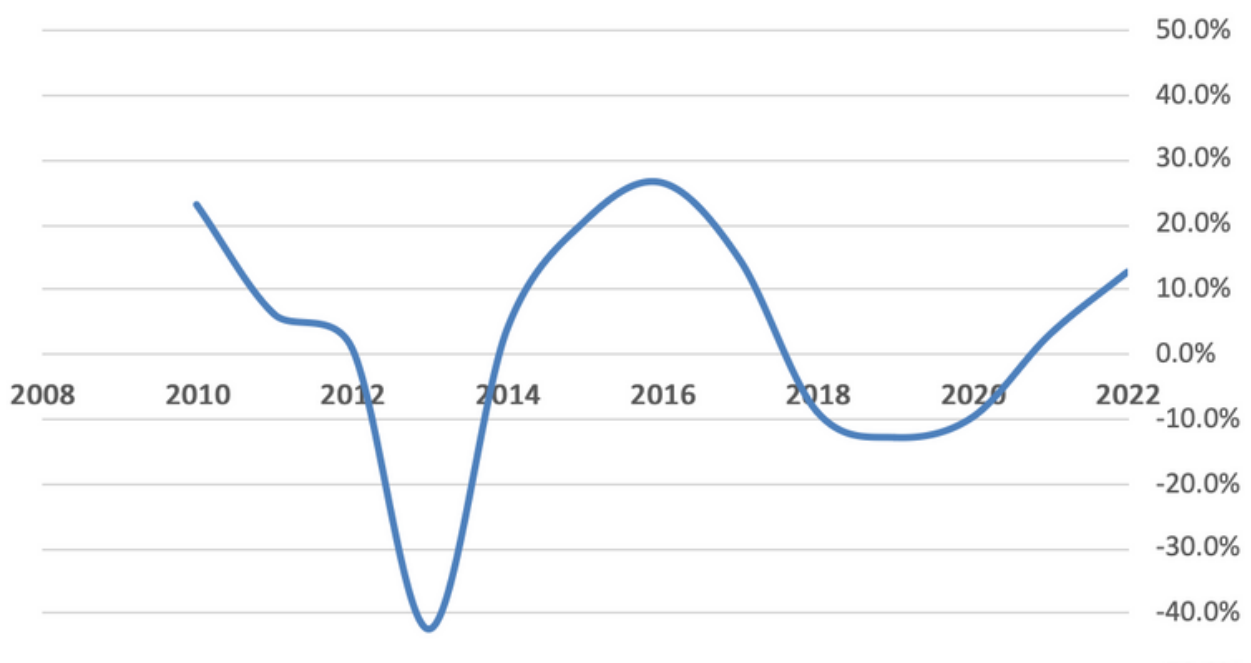
NOTE

This report is presented in conjunction with our prepared Audited Financial statements, and aligned to our Strategic Direction III , Goal III.3 (financial capacity).

Finance Committee Highlights

- The Finance Committee has developed a detailed budget for FY 2023 with contributions from each chapter committee.
- The Chapter is projecting a breakeven budget with a total revenue of **\$108,345**, total projected expenses of **\$108,345** and an operating margin of **0%**.
- We estimate professional development to bring in **76%** of the revenue this year, with the rest being generated from membership events, the virtual conference, event sponsorships and the membership fee rebate from National
- Despite the challenges presented by the ever-changing landscape, we are proud to announce that our organization continued to stabilize financially. Our Net Assets Year-on-Year experienced positive growth for the first time since 2019, with an impressive increase of 12.5%. This achievement was made possible through a modest increase in total revenues of 4.2% coupled with a commendable reduction in expenses by 14.5%.

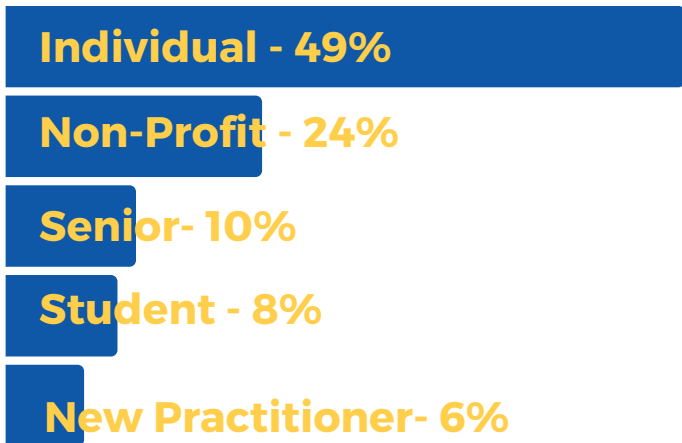
YEAR ON YEAR GROWTH IN NET ASSETS



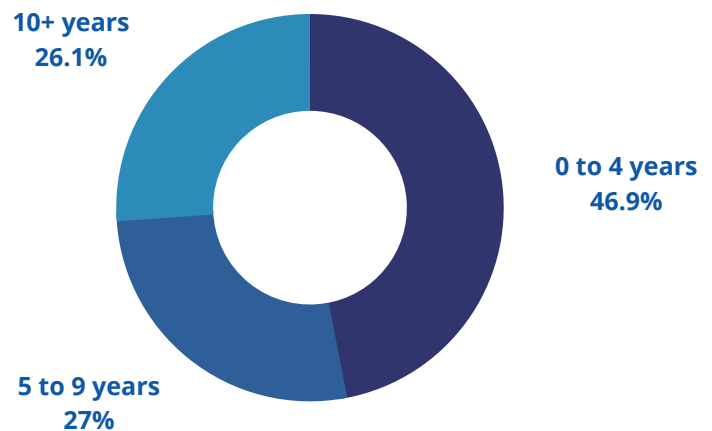
WHO ARE OUR MEMBERS?

347 CES-ON members as of May 2023

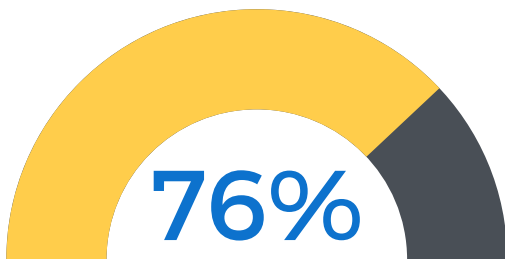
Membership Type



Membership Length



HOW DO MEMBERS ENGAGE?



of CES Ontario revenue comes from Professional Development

The remainder of revenue is generated from:

- Membership events (webinars, virtual conference)
- Event sponsorships
- Membership fee rebate from National

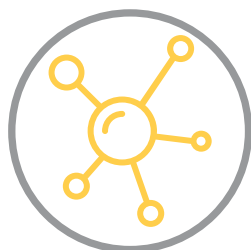
On average, events attract 42% non-members and 58% members

STRATEGIC DIRECTIONS



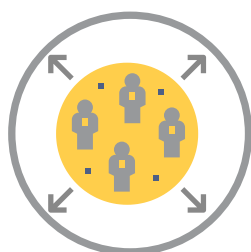
Strategic Direction I

CES-ON facilitates increased access to relevant services and supports for evaluation learners, practitioners, researchers, and users across Ontario.



Strategic Direction II

CES-ON engages with key stakeholders to strengthen the culture of evaluation and promote the value of evaluative thinking for enhanced public benefit.



Strategic Direction III

CES-ON will strengthen internal organizational capacity to support our Mission & Vision.

STRATEGIC DIRECTION I

GOAL I.1

We will enhance diversity, inclusiveness, accessibility, and relevance of Professional Development (PD) offerings for learners, practitioners, researchers, and users of evaluation across Ontario.

- We have built relationships with new facilitators.
- For flexibility and accessibility, we have adapted a virtual workshop format for learners.
- We have diversified our Advanced and Intermediate workshop options.
- CES-ON proactively sourced cost-effective high-quality PD workshops for Advanced/Intermediate PD to meet the needs of CES-ON members and align with the Chapter's commitment to diversity, equity and inclusion.

NEW 2022 PD WORKSHOP: Culturally Responsive Evaluation Training



CES-ON partnered with Reciprocal Consulting, Inc to offer a two-part online workshop for evaluators to support Culturally Responsive Evaluations through a Reconciliation lens in October 2022.

GOAL I.2

We will significantly increase delivery and delivery options for CES-ON PD offerings for learners, practitioners, researchers, and users of evaluation across Ontario.

PD PARTICIPANTS - BY THE NUMBERS

41 Essential Skills Series (e-ESS)

39 Infographics

10 Culturally Responsive Evaluation Training

9 Feminist MEAL

99 Total

- In our approach to PD, we continue to offer all PD workshops in a virtual format.
- The PD Committee is seeking Expressions of Interest for new trainings to be launched in Fall 2023.
- We are open to various lengths of courses between 2 and 20 hours, and to a variety of evaluation-related topics.
- On average, e-ESS events attracted 63% non-members and 37% members, while intermediate/advanced courses attracted 36% non-members and 64% members.

STRATEGIC DIRECTION I

GOAL I.3

We will promote evaluation standards, and support competency-based evaluation and the Credentialed Evaluator (CE) designation.

- CES-ON will launch a Membership survey to capture feedback and gather insights from members in June 2023 with the goal of enhancing services to members.
- CES-ON has expanded its CE Mentorship program that connects those applying for the CE designation with experienced CEs, to provide mentorship support as they navigate through the process.
- The program originally launched in March 2021, and after much positive feedback and interest, a second cohort was launched in February 2022, connecting 17 mentees to 11 mentors, assisting mentees in their process in completing their CE designation.
- In fall of 2022, the Membership Committee conducted an evaluation and gathered feedback from mentors and mentees in the first cohort of the program to find insights into their experiences and opportunities for improvement in planning for the launch of a third cohort in September 2023.
- Congratulations to the 5 Mentees who have now become Credentialed Evaluators!
- We would like to sincerely thank all Credentialed Evaluator mentors for their time and mentorship, and wish all the best to mentees completing their Credentialed Evaluator applications.



83 OF OUR CES-ON MEMBERS ARE CREDENTIALLED EVALUATORS

GOAL I.4

We will increase access for our members to networks that can support their evaluation practice.

- CES-ON increased access to CES-Ontario events and activities to members outside the Greater Toronto Area via use of webinars and virtual activities (mentorship program, PD).
- CES-ON offered a two-part online workshop to support culturally responsive evaluations through a reconciliation lens.
- For the June CES National C2023 Conference, CES-ON offered a draw for complimentary registration to an Ontario-based registrant to support increased access to evaluation networks at conferences and professional development events.
- CES-ON is a C2023 Silver Partner to support national efforts to develop and enhance evaluation networks in Canada.

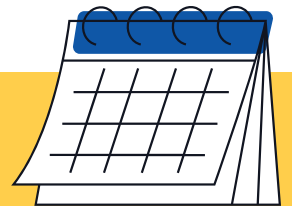
STRATEGIC DIRECTION II

GOAL II.1

We will significantly increase our awareness and capacity building efforts with non-profit and public sector organizations across diverse sectors.

- CES-ON continues to sponsor and support Evaluation Café Ontario (EvalCafé) - which provides informal networking and knowledge sharing events for Evaluators and those interested in evaluation within Ontario.
- CES-ON piloted a new communications approach and calendar in 2023 to increase its intentional use of social media to expand our online community, share evaluation-related resources and opportunities, and sustain engagement with our members.
- Building on CES-ON's 2021 virtual conference, CES-ON is planning to host its second annual virtual conference in fall 2023.
- This will allow increased accessibility for members who cannot attend in person and is part of CES-ON to develop innovative, inclusive and accessible virtual learning and development opportunities.

SAVE THE DATE!



**CES-ON 2023 Virtual Conference is scheduled for
October 26, 2022**

**Building Better Evaluation -
Increasing Diversity and Promoting Inclusion**

"Nothing about us, without us"



STRATEGIC DIRECTION III

GOAL III.1

We will strengthen our capacity for access and inclusion in our decision-making, processes, and operations.

- CES-ON developed and finalized Terms of Reference for establishing CES-ON DEI and Anti-Oppression Committee to guide the operationalization of the commitments laid out in the Board's Statement Denouncing Racism Against Black and Indigenous Communities, Increasing Diversity and Promoting Inclusion in 2022 and committed to report on progress annually.
- Due to limited capacity on the Board and not having DEIAO Committee co-chairs for a portion of the 2022-2023 fiscal year, the focus has been to look for ways to enhance capacity.
- CES Ontario consciously recruits diverse candidates for our Board of Directors. We updated our call out for recruitment and nominations and removed barriers to encourage diverse, equity-seeking groups to apply to the Board of Directors.
- Two-thirds of the CES Ontario Board of Directors in 2022 identified as BIPOC.

GOAL III.2

We will review and strengthen our governance and operational model to ensure that we can execute our goals and achieve long-term sustainability.

- CES-ON has been incorporated as a registered non-for-profit since February 2022 as we changed our governance structure to allow CES-ON to access different revenue sources such as grants, increase accountability and better protections for our directors and members.
- Over the last year, the Board clarified CES-ON business model for bringing value and growing our reach. Upcoming activities to increase our financial capacity will include prototyping new revenue generating activities, and strengthening outreach and network engagement.



BOARD OF DIRECTORS



Nikhat Rasheed
President



Maria Mirzoyan
Vice-President,
Interim Treasurer



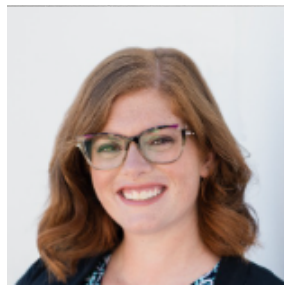
Tanya Darisi
Director



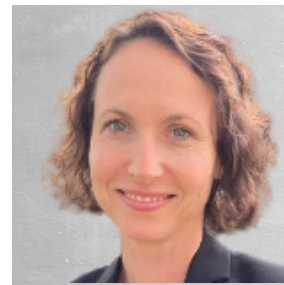
Antoine Vandemoortele
Membership Committee
Co-Chair



Nick Petten
National Representative



Allison Prieur
Professional Development
Committee Co-Chair



Holly Stack-Cutler
Professional Development
Committee Co-Chair

VOLUNTEERS OF 2022-23

Membership Committee

*Taryn Eickmeier
Courtney Kupka
Jashandeep Nijjar
Olamide Sadare*

A sincere thank you to our former Directors Hossam Bakir, Valentina Latorre Franky, Nicole Heaney, Betty Onyura, Lina Hammad, Marisha Holmberg and Annabelle Ragsag for their significant contributions to the Board in 2022 - 2023.

Professional Development Committee

*Antonia Berlingeri
Meaghan Costa
Sara Khodayari
Kalyani Vartak
Sarah Wallace
Kris Erikson
Astara van der Jagt
Sara Husain*

We would like to express our gratitude to past and present volunteers and Board members for their time, commitment, and professionalism they contribute to the field of evaluation and to CES-ON.

EXTERNAL CONTRACTORS

CES-ON Administrative Coordinator: Kaitlyn Kochany
Information Technological Support: Shiraz Khan
Bookkeepers: Raghurai Inc.
Auditors: Hogg, Shain & Scheck Professional Corporation

A sincere thank you to all our facilitators, for your time, commitment and for sharing your expertise with CES-ON.