

ces

Canadian
Evaluation
Society
Ontario Chapter



ANNUAL REPORT

2025



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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 year ending December 31, 2025, marking our fourth year as an incorporated nonprofit organization. This past year has been a period of recalibration for CES Ontario Chapter. I am excited to share an overview of the year with you.

Financial Health

As a financially prudent organization, we undertake a rigorous budget development process every year. As a non-profit we aim to at least breakeven and preferably generate additional revenue that allows us to grow and invest in the Chapter. Revenue from program fees increased 36.7% from 2024, yet it was 30% lower than we budgeted for in 2025. We have countered reductions in registration numbers and increased competition in the marketplace for evaluation training, by offering new and different professional development courses.

In terms of membership revenue, we received 80% of what we had budgeted for 2025 as membership hovers between the 350-390 members annually. A recent change in CES National's rebate process means that going forward, we should be receiving the 16% rebate for each membership fee regardless of membership type, which should help stabilize and grow revenues in 2026. Ontario has advocated for, and will continue to advocate for, an increase in the Chapters' share of their membership revenues to at least 20%-25%.

We have been drawing on reserves for the past two years. Our net assets year-on-year decreased by 1.3% in 2025, versus 2.9% the year before, so we were able to slow down the draw. At present, we still have 3 years' worth of operating expenses in our reserve fund.

Opportunities and Challenges

The Board is committed to meeting the professional development needs of our members. The Chapter hosted its bi-annual virtual conference in October 2025 on Politics, Progress and Possibility in Evaluation. With the profound technological shift of artificial intelligence, our Chapter is creating opportunities for members to discuss its impact on our profession. We sponsor Eval Cafe and our groups.io online forum to create spaces for evaluators to find community and collaboration.

LETTER FROM THE PRESIDENT



In this regard, I would like to recognize and thank Paul Bakker, who currently serves on our Board for his decade long dedication to running Eval Cafe, and making it the strong community of practice it is. As CES National's new membership chair, I look forward to working with him to enhance the internal alignment between National and the Chapter.

In terms of internal collaboration, the Board has advocated for better regional and National information sharing, marketing and advocacy, and improved governance processes through our participation on the Chapter President's Council, National Board Representative and other avenues.

In terms of external collaboration, the Chapter has advised a large, nationally recognized Ontario university on its forthcoming graduate programming in program evaluation. This engagement reflects the need to thoughtfully navigate collaboration with an institution whose programming may intersect with ours, while clarifying the Chapter's distinct mandate as the professional association for the field. We do not seek to compete directly with universities; rather, we are well positioned to add value by providing professional guidance, supporting partnerships related to employment readiness and job opportunities, and serving as a bridge between students, practitioners, and the labour market.

Our primary challenge remains board capacity, as we have six working directors (one on maternity leave; our full complement is thirteen). It has been a challenge to recruit volunteers; **we need members to step up** so we can continue to expand our offerings and meet member needs in this ever-changing landscape.

It is a testament to our strong governance and operational structure, and the dedication and excellence of our directors, contractors and volunteers, that CES Ontario's work continues full swing despite the small size of our team. I extend deep gratitude to all of them for their commitment to the Chapter.

Sincerely,

Nikhat Rasheed
President, CES Ontario Chapter

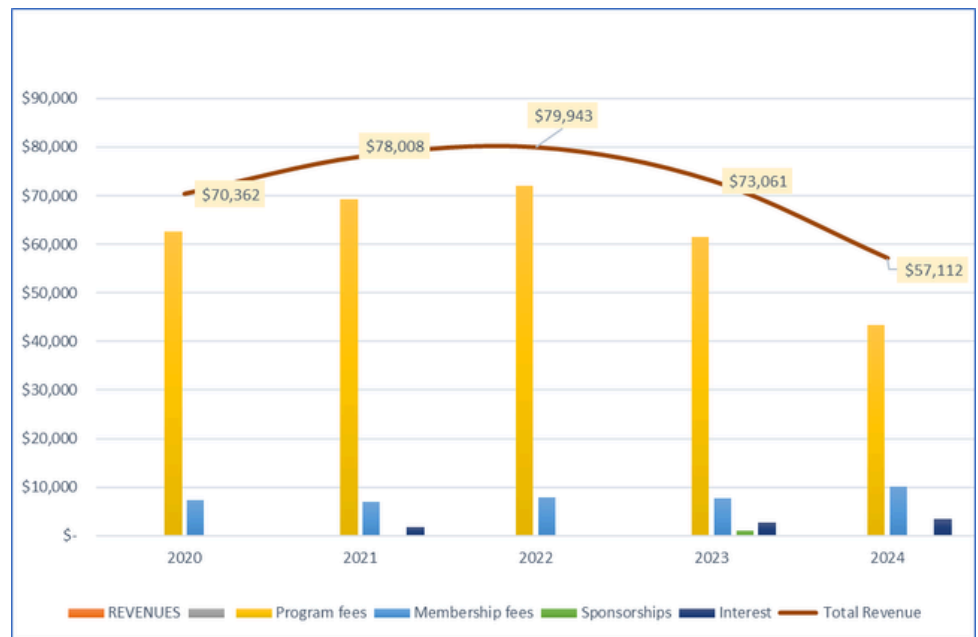
TREASURER'S REPORT

NOTE

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

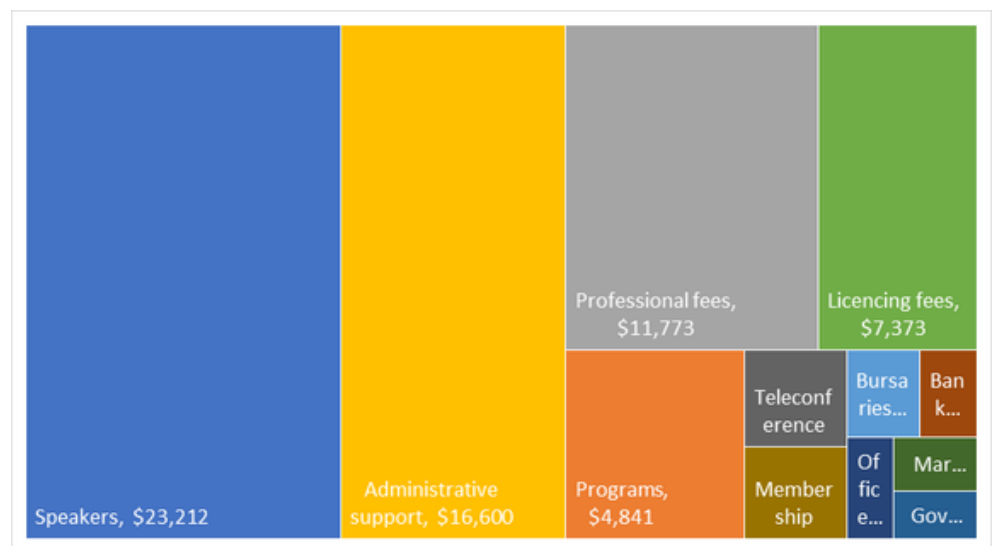
Professional development courses contributed to 87.1% of total revenue; Membership fees contributed to 9.4% of total revenue; Investment income contributed to 3.4% of total revenue

REVENUES



Speaker fees contributed the largest expenses 33.1% followed by Administrative support at 23.7%, followed by Professional (bookkeeping) fees at 16.8%. CES Module levies and licensing fees contributed 10.5% of total expenses

EXPENSES

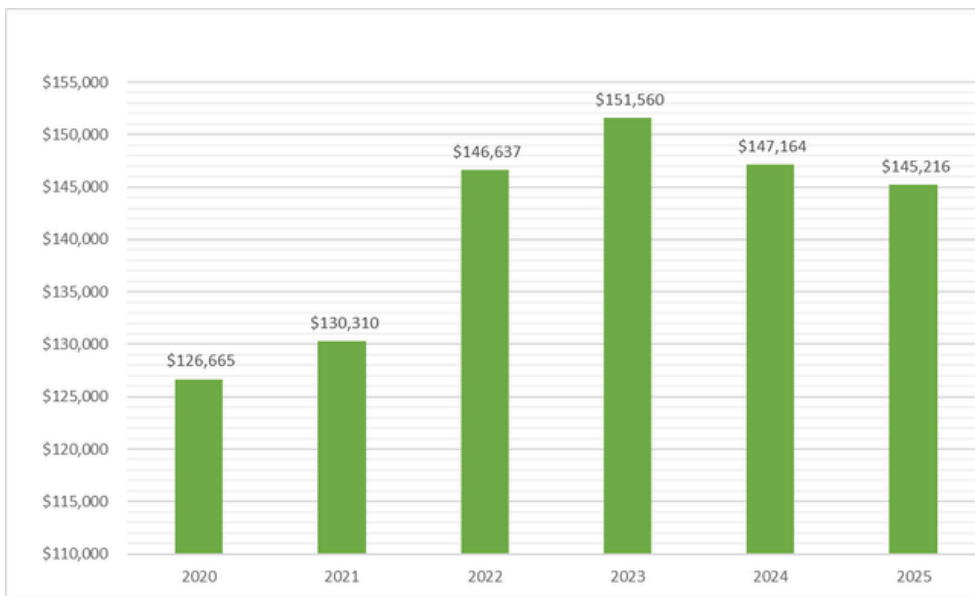


TREASURER'S REPORT

NOTE

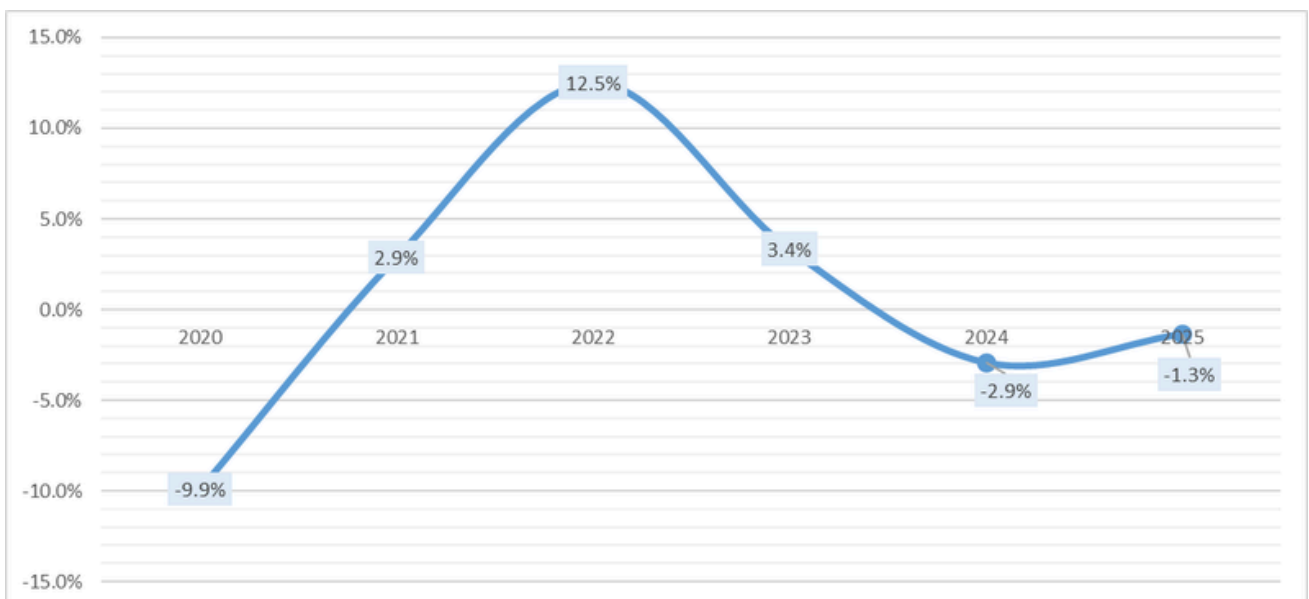
This report is presented in conjunction with our prepared Compiled Financial statements, and aligned to our Strategic Direction III , Goal III.3 (financial capacity).

NET ASSETS



Net assets increased during the Covid pandemic years as the demand for online learning increased. As lockdowns eased, demand for online learning decreased. With increasing competition for evaluation training, the Chapter has diversified its offerings. We drew less from reserves in 2025 than the year before.

GROWTH IN NET ASSETS



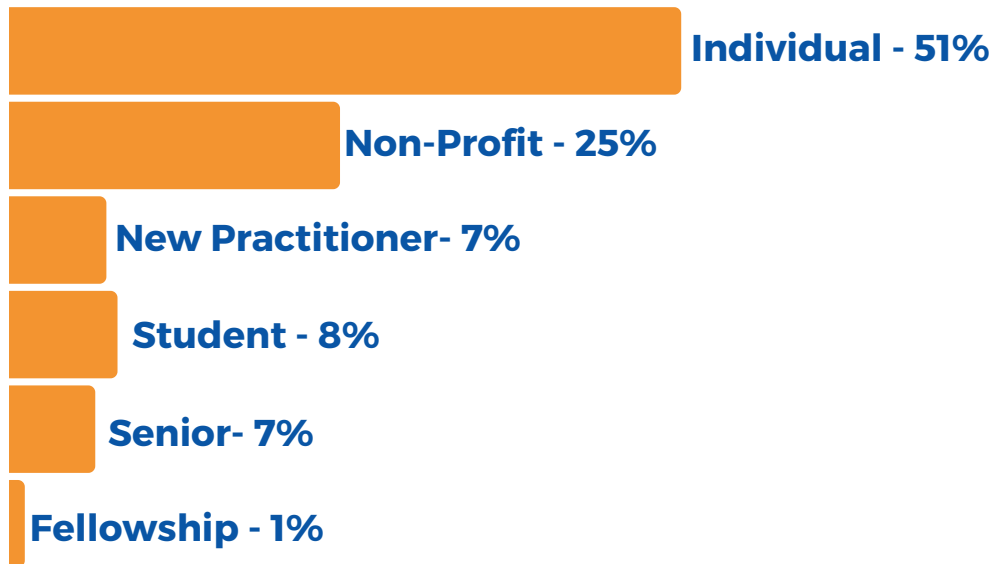
\$145,216

net assets at the end of the Fiscal year

WHO ARE OUR MEMBERS?

352 CES-ON members as of January 2026

Membership Type

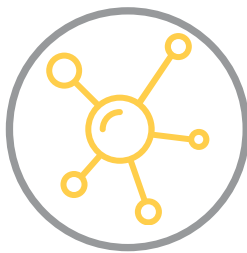


STRATEGIC DIRECTIONS



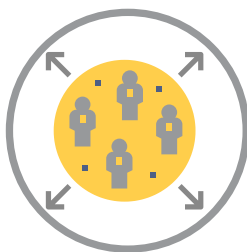
Strategic Direction I

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 continue to build relationships with new facilitators.
- For flexibility and accessibility, we have adapted a virtual workshop format for learners.
- We use a logic model to guide the PD Committee's work.
- We offer learning opportunities to build evaluation skills in new evaluators.
- We proactively source 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 2026 Evaluator's Toolbox Series:



In Fall 2026, we will be offering a 4-part series of skill development workshops. Learners will gain knowledge, skills, and practical tools in Logic Models, Evaluation Design, Evaluation Instrument Design and Data Collection, and Approaches to Analysis and Reporting for Evaluation.

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.

2025 PD PARTICIPANTS BY THE NUMBERS

21	Essential Skills Series
11	Infographics
6	Challenges in Evaluation
7	Logic Models & Performance Measurement
12	Quant & Qual Techniques for Qual Data
4	Essential Project Management Skills for Evaluators
60	Total

- In our approach to PD, we continue to offer PD workshops in a virtual format.
- We conducted focus groups to seek out relevant PD opportunities.
- On average, ESS events attracted 55% non-members and 45% members, while intermediate/advanced courses attracted 30% non-members and 70% 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 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 we have successfully facilitated three cohorts so far.
- Congratulations to the 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.



85 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, conference).
- CES-ON hosted its 2025 conference “Politics, Progress and Possibility” virtually in October 2025.
- Virtual hosting allowed us to increase accessibility for members who cannot attend in person, and is part of CES-ON’s mandate to develop innovative, inclusive and accessible virtual learning and development opportunities.

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 continued to support Communities of Practice and Evaluation networking groups and activities such as Evaluation Café.
- 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 2025 virtual conference contributed to this goal by providing a space for evaluators to learn, exchange and network during the conference.
- The 2025 CES-ON virtual conference was an opportunity for 38 CES members and evaluators in Ontario and Canada to network and collaborate on key issues related to the field of evaluation.

ces

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VIRTUAL CONFERENCE

OCTOBER 21, 2025

POLITICS, PROGRESS & POSSIBILITY
EXPLORING PROGRAM EVALUATION
IN ONTARIO

38 CONFERENCE PARTICIPANTS

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 this 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.

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 continued enhancing CES-ON business model for bringing value and growing our reach. This included dedicated efforts and spend on marketing activities to drive awareness and engagement with professional development activities and the CES-ON annual conference.

BOARD OF DIRECTORS



Canadian
Evaluation
Society
Ontario Chapter



Nikhat Rasheed
President
Interim Treasurer



Maria Mirzoyan
Vice-President
Treasurer



Antoine Vandemoortele
Membership
Committee Co-Chair



Courtney Kupka
Membership
Committee Co-Chair



Holly Stack-Cutler
Professional Development
Committee Chair



Paul Bakker
Board Director



Joe Putos
Board Director

2025 VOLUNTEERS

Membership Committee

Jashandeep Nijjar

Rovshen Shamedova

Caitlyn Bourque

Professional Development Committee

Antonia Berlinger

Disha Mehta

Fatima Mumtaz

Patricia Orser

Kathleen Slemon

Linda Zhao

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.

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

COMPILED FINANCIAL INFORMATION

CES, ONTARIO CHAPTER
(Operating as Canadian Evaluation Society - Ontario Chapter)

December 31, 2025

CES, ONTARIO CHAPTER
(Operating as Canadian Evaluation Society - Ontario Chapter)

Statement of Financial Position

as at December 31, 2025

	<u>2025</u>	<u>2024</u>
ASSETS		
CURRENT		
Cash	\$ 48,772	\$ 67,459
Guaranteed Investment Certificate	94,459	93,616
Accounts receivable	9,480	3,548
	\$ 152,711	\$ 164,623
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 7,495	\$ 17,459
	\$ 7,495	\$ 17,459
NET ASSETS		
UNRESTRICTED	145,216	147,164
	152,711	164,623

Approved on behalf of management:


 _____ Director
 Nikhat Rasheed (Jun 4, 2026 16:00:21 PDT)


 _____ Director
 Maria Mirzoyan (Jun 5, 2026 00:15:34 EDT)

CES, ONTARIO CHAPTER
(Operating as Canadian Evaluation Society - Ontario Chapter)

Statement of Operations and Changes in Net Assets

Year Ended December 31, 2025

	<u>2025</u>	<u>2024</u>
REVENUES		
Program fees	\$ 59,366	\$ 43,409
Membership fees	6,429	10,124
Interest	2,336	3,579
	68,131	57,112
 EXPENSES		
Speakers	\$ 23,212	\$ 19,240
Professional fees	11,773	12,411
Administrative support	16,600	16,200
Module levies and fees	7,373	4,355
Membership / Dues and fees	1,359	1,353
Teleconference	1,413	364
Bursaries, donations and sponsorships	900	500
Bank charges and credit card fees	718	519
Office And general	670	607
Governance	585	672
Marketing and promotion	635	667
Programs	4,841	4,620
	\$ 70,079	\$ 61,508
(UNDER) EXCESS OF REVENUES OVER EXPENSES	\$ (1,948)	\$ (4,396)
NET ASSETS - BEGINNING OF YEAR	\$ 147,164	\$ 151,560
NET ASSETS - END OF YEAR	\$ 145,216	\$ 147,164

CES, ONTARIO CHAPTER
(Operating as Canadian Evaluation Society - Ontario Chapter)

Notes to the Compiled Financial Information

Year Ended December 31, 2025

1. Basis of accounting

The basis of accounting applied in the preparation of the financial information of CES, Ontario Chapter as at December 31, 2025 is on the historical cost basis, reflecting cash transactions with the addition of:

- accounts receivable
- accounts payable and accrued liabilities