

Annual Report 2018-19

FISCAL YEAR 2018

Our Vision: The recognition of evaluation as a valued and respected profession necessary for the well-being of all Canadians.



CES

**CANADIAN
EVALUATION
SOCIETY**

Ontario Chapter

ANNUAL REPORT 2018-19



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PRESIDENT & VICE-PRESIDENT REPORT

This has been a busy past year for the Ontario Chapter as we maintained current operations and continued to engage in meaningful and integrated strategic planning launched during the previous fiscal year. The Chapter furthered its mandate across our three previously established strategic areas. Details of activities carried out during the past year are numerous, and will be provided by respective committee chairs/co-chairs. We will provide highlights here.

ENGAGING, GROWING, AND DIVERSIFYING MEMBERSHIP

This past year, the Ontario Chapter maintained a monthly membership of approximately 400-425 paid members in good standing. We continued to support New Practitioners with our discounts for professional development courses offered by the Chapter and were encouraged to receive confirmation that this category is being rolled out nationally. We focused our efforts on increasing the engagement of members through professional development and learning opportunities, and in internal strengthening through the development of the Chapter's second strategic plan that will be reviewed at our AGM on June 19, 2019.

PROVIDING GREATER VALUE AND LEARNING OPPORTUNITIES FOR MEMBERS

We offered 5 Essential Skills Series workshops and 4 intermediate/ advanced workshops this year including:

- Essential Skills Series (July 2018, Sept 2018, Nov 2018, Jan 2019, Apr 2019)
- The Art and Science of Producing Effective Infographics (Sep 2018, Mar 2019)
- Strategic Project Management for Evaluators (Oct 2018)
- Developmental Evaluation in Action: Facilitating Social Innovation in Real-time (Dec 2018)

We continued to sponsor Eval Café networking and learning events.

- Eval Cafe: OTF's Evaluation and Measurement Hub Discussion (July 2018)
- Eval Cafe: Youth Engagement in Evaluation: The Students Commission of Canada's Approach (Oct 2018)
- Eval Cafe: Launch of the Service Information System (SIS) for evaluators (Nov 2018)
- Eval Cafe: Tips of the Trade (Feb 2019)
- Eval Café: Equity in Evaluation (May 2019)

We built our professional development capacity by our team of adult educators and hired a new facilitator. In addition to our National Representative, several Chapter directors serve on other National Committees and Working Groups such as the Diversity Working Group.

STRENGTHENING INTERNAL CONTROLS AND PROCESSES

We continued to demonstrate fiscal responsibility by preparing an annual budget, enhancing our financial controls and undertaking an annual financial audit by Hogg Shain & Sheck CPAs. Fiscal management is a core component of the work of a nonprofit Board of Directors.

We continued to build our partnership capacity by developing new partnerships and supporting communities of practice in Ontario.

- CES Ontario partnered with the City of Hamilton to deliver a Research and Evaluation Network Event at Hamilton Public Library (Nov 2018).
- CES Ontario serves on the advisory board of the Propel Centre for Population Health Impact Chronic Disease Prevention Evaluation (CDP-EvaLL); a two-year, collaborative project funded by the Ontario Ministry of Health and Long-Term Care's Health and Well-Being (HWB) grant. CDP-EvaLL aims to build capacity for evaluation of Chronic Disease Prevention (CDP) initiatives in Ontario, primarily with Public Health Units (PHUs) and their CDP partners. CDP-EvaLL seeks to develop a high quality, useful and sustainable approach

to CDP evaluation within Ontario's public health system in order to ultimately improve the design, implementation and outcome of local CDP programs.

INTEGRATED STRATEGIC AND OPERATIONAL PLANNING (ISOP)

This past year the Board of Directors were actively engaged with an external consultant in developing a comprehensive and sustainable integrated strategic-operational plan (ISOP) that will anchor and guide the organization over the next five years. Through this process, we considered multiple criteria, including but not limited to:

- Reflecting the input of diverse stakeholders
- Taking into account the internal and external environment of evaluation and the Chapter
- Capitalizing on Chapter strengths, competencies, and aspirations
- Reviewing and building a current and compelling vision, mission, and values for the Chapter
- Identifying clear strategic directions, goals, and objectives, including a thorough discussion of key activities and implementation options to guide the Chapter's decisions and activities over the next 3-5 years and to ensure its relevancy and sustainability
- Identifying diverse potential revenue sources for the chapter
- Developing a strategic marketing framework for CES-ON that supports the ISOP

We will continue to engage our members in providing input into the plan during our AGM, 2019 and through a series of provincial engagement sessions to follow this summer. Our hope is that the ISOP will provide the strategic and operational framework to take our association to the next level, and set it up as a sustainable, well-resourced organization.

VOLUNTEERISM & ACKNOWLEDGMENTS

The Ontario Chapter runs on thousands of hours of volunteer power. We would like to continue to encourage our members to take on leadership roles with the Chapter, and to actively support moving the association forward. Whether it's championing the CES Ontario vision, mission and mandate within your networks, volunteering to sit on committees or special task forces, or promoting our events and trainings to your community, your active contribution will help strengthen our association and enhance capacity for evaluation across Ontario.

We have Tin Vo, retiring today after a full term as Chapter treasurer. The Treasurer is responsible for the association's finances, and under Tin's guidance the association streamlined the annual budgeting process, started undertaking bi-annual forecasting and continued quality assurance. We would like to congratulate Tin and honour him with an Award of Dedicated Service. We wish him continued success in his personal and professional endeavors.

To the rest of the team serving this year – Nick, Patricia, Paul, Marci, Arubah, Kelsey, Eden, Donna, Heather, and Suman – we owe you all a debt of gratitude for your commitment to CES Ontario. Thank you for your volunteerism.

A special thanks also for our Administrative Coordinator, Kaitlyn Kochany, for her attention to detail and follow-through over the past year. Kaitlyn's contribution to Chapter operations is immeasurable, and we are thankful for her ongoing commitment. We would also like to thank all the other committee volunteers who share their skills with this association.

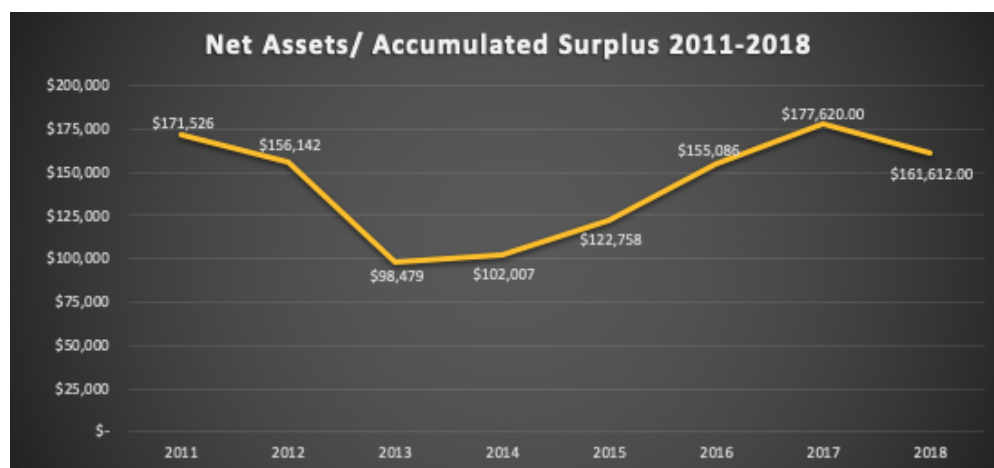
Respectfully submitted by: **Roxana Vernescu, President, and Nikhat Rasheed, Vice-President**

TREASURER & FINANCE COMMITTEE REPORT

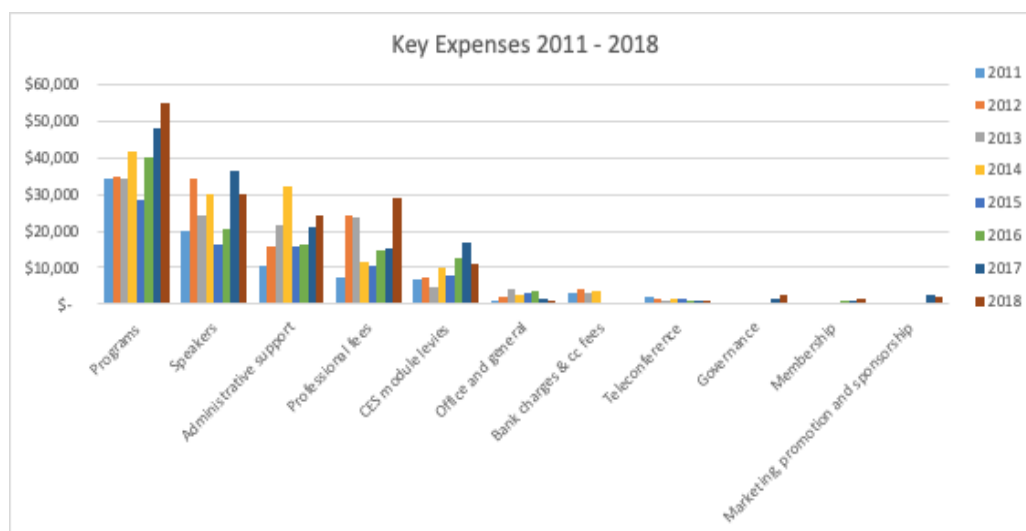
SUMMARY

The Chapter's finances are overseen by the Treasurer, who is responsible for the fiscal monitoring of the Chapter. The Treasurer also chairs the Board's Finance and Audit Committee.

The Chapter ended FY 2018 with a deficit of \$16,008. Despite this deficit, our net assets remained high with an accumulated surplus for the Chapter at a total of \$161,612. The Chapter is also working towards an investment policy as traditionally assets have been classed as unrestricted, that is they could be used for any designated expense. Developing an investment policy is a recommended best practice.



The Chapter maintained program activities in 2018, including both ESS and third-party workshops. No private ESS workshops were offered. Decreased participation in workshops and slight increased costs in program expenses (e.g., facility rental, hospitality) resulted in decreased revenue (by 16.5%) and increased expenses (by 7.4%). Increased process efficiencies (e.g., use of Dropbox) and reduced administrative costs (e.g., online banking, printing costs) helped keep the expenses low. The previous year's surplus was reinvested into the Chapter and used to engage in a strategic planning process, which contributed to one of the Chapter's major expenses for FY 2018. Further details are available in the Audited Financials for FY 2018.



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KEY ACHIEVEMENTS

This year, the Finance and Audit Committee undertook the following:

- Developed and approved the 2019 Budget.
- Completed the Annual Financial Audit for FY2018 with an unqualified opinion.
- Regularly monitored financial statements and conditions.
- Recommended process improvements for book keeping, including monitoring variances and recommending corrective actions as appropriate.
- Organized finance and budget training for the Board.

ANNUAL FINANCIAL AUDIT

The Chapter is very satisfied with the auditing services of Hogg, Shain & Scheck Professional Corporation. They were competent, thorough and professional. We recommend appointing Hogg, Shain & Scheck Professional Corporation as the auditors for FY 2019.

PLANS FOR 2019-2020

The Finance & Audit Committee will continue to focus its efforts to strengthening the internal financial controls (processes and policies) for the association; providing planning, budgetary and policy support to other committees; and overseeing the bookkeeping, accounting and audit to ensure best practices are being implemented. In addition, we will support and monitor the development of new third-party courses and participation in CES National's piloting of the e-Institute, as potential new sources of revenue.

ACKNOWLEDGEMENTS

I would like to acknowledge the contributions of: Nikhat Rasheed, Roxana Vernescu and Patricia King for their participation in the Finance & Audit Committee. I look forward to handing over the reins to Heather Walters as the new Treasurer.

Respectfully submitted by: ***Tin Vo, Treasurer***

SECRETARY REPORT

SUMMARY

As Secretary of CES-ON and in response to a motion at the 2018 CES-ON AGM on increasing the resourcing for Indigenous evaluators and evaluations, I joined the Diversity Working Group at CES National as co-chair and have been attempting to create the conditions for the inclusive and equitable representation of Indigenous evaluators and other underrepresented groups in society in evaluation practice. As such, this Secretary's report is similar to the report given to CES National for their Annual Report. As Secretary, I decided to dedicate my volunteer efforts to increasing the capacity for a diverse, equitable and inclusive Society at the national level, with the hopes that this work will build upon and support the work already being done at the provincial and territorial chapter level. By taking on this role at the National level, it also served to demonstrate how the Ontario Chapter seeks to work collaboratively with their National counterparts on issues that are important to Ontario Chapter members.

The Canadian Evaluation Society's vision "to advance excellence in evaluation across Canada and internationally" contains the mandate to actively pursue the development of knowledge, practice and theory which is forward-thinking and well-suited to promote the wellbeing of all members of society. The purpose of the Diversity Working Group (DWG) is twofold: to advise the Board on issues relating to diversity and inclusion within CES and to promote inclusive evaluation practice within the evaluation community.

KEY ACHIEVEMENTS

- A desk review to inform the development of a diversity framework was commissioned and completed to provide guidance on how to integrate practices that reduce barriers and improve opportunities for participation for all individuals.
- Two presentations from the DWG were given at CES's 2019 Conference in Halifax: "Disentangling terms related to diversity and their implications for evaluative thinking and practice" and "Reducing Barriers and Cultivating Opportunities for Participation: The Past and Future of Diversity in CES".
- The co-chairs have been participating in several other CES functions related to increasing diversity, inclusion and equity in the organization, including:
 - Participating in CES's 2020 Conference planning meetings and providing feedback on the value of diversity and inclusion practices, operationalizing respectful engagement with Indigenous evaluators and communities, and inclusive social activities, volunteer and international recruitment efforts;
 - Meetings with the e-Institute director to discuss synergies between the DWG proposed work and special projects fund and future curriculum development at the e-Institute, including on culturally responsive evaluations and applied ethics; and,
 - Providing feedback to the work of the Credentialed Evaluators' Board selection committee on increasing the diversity of the Credentialing Board and aligning the selection criteria with values identified by the DWG, including a commitment to social justice and equitable and diverse representation of traditionally underrepresented groups.

PLANS FOR 2019-20

The DWG team seeks to recruit and support the work of CES members whose goals are to teach, study, practice, or theorize about evaluation in a way that includes perspectives and priorities that are traditionally underrepresented. Our plans for 2019-2020 include:

- Building from the results of the desk review including operationalizing equitable and inclusive practices and policies that support diversity;

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- Exploring options to situate the DWG within CES with a more permanent and cross-cutting function;
- Disseminating knowledge and resources related to the mandate of the DWG through the CES website and social media networks;
- Continuing to provide consultations to other functional areas of CES to advocate and guide work that is inclusive and equitable;
- Continuing to refer content experts and members of the DWG to other groups (including non-CES groups) to advance knowledge, practice and theory related to issues of diversity, inclusion and equity.

Respectfully submitted by: ***Nick Petten, Secretary***

PROFESSIONAL DEVELOPMENT COMMITTEE REPORT

SUMMARY

The Professional Development Committee is a standing committee of the CES Ontario Board. The mandate of the PD Committee is to plan, develop and implement professional development for evaluators across Ontario. The PD Committee of the Ontario Chapter strives to offer a wide range of professional development opportunities to CES members and new practitioners.

KEY ACHIEVEMENTS

- Since June 2018, the Professional Development Committee (PDC) consisted of two Board Directors (committee co-chairs) and a core group of five dedicated volunteers.
- Over the past year, PDC has continued to deliver additional workshops beyond the traditional Essential Skills Series workshops to meet the growing need of our membership. Three additional workshops on intermediate to advanced evaluation skills were offered to the members and general public throughout Fall 2018 and two intermediate-to-advanced workshops were offered between January to May 2019.
- CES-ON Chapter continued to offer the following intermediate/advanced workshops: Infographics Workshop, Developmental Evaluation, Strategic Project Management for Evaluators and Performance Measurement.
- Two public Essential Skills Series (ESS) workshops were run in January and March in 2019.

PLANS FOR 2019

- We will continue to further advance the field of evaluation and provide intermediate to advanced learning opportunities for evaluators that are based on feedback from our members and align with the Credentialed Evaluator Designation program. Workshops for Performance Measurement and Developmental Evaluation are already planned for the remaining year, in addition to Essential Skills Series.
- We will also continue to advance evaluation competency within organizations by diversifying our marketing strategies to offer customized Essential Skills Series workshops.
- We will be working closely with the other committees of CES-ON to promote professional development at the various other events including student networking and mentoring events, socials during ESS courses and the AGM learning event.

ACKNOWLEDGEMENTS

Professional Development Committee members for 2018-2019: Donna Howard, Kristin Beaton, Hiroyoshi Hiratsuka, Marion Trent-Kratz, Yasser Ismail, Marisha Holmberg and Martha McGuire. We would like to thank the volunteers of past and present for their time and commitment to the field of evaluation and CES Ontario.

Respectfully submitted by: ***Arubah Nadeem and Marci Pernica, Co-Chairs, Professional Development Committee***

MEMBERSHIP COMMITTEE REPORT

SUMMARY

The Membership Committee is a standing committee of the CES Ontario Board. This committee provides leadership in member relations and ensures that the Chapter's membership policy and related activities are in alignment with its mission, vision and values. The goals of the Membership Committee are to:

- Promote membership and effective services to members;
- Engage, grow, and diversify membership;
- Respond promptly to the needs and concerns of members.

KEY ACHIEVEMENTS IN 2018-2019

- The Chapter maintained a membership of over 400 members for 2018;
- Partnered with the City of Hamilton's Children's Services and Neighbourhood Division to offer an inaugural Research and Evaluation Network event;
- Updated the Membership Committee's Work Plan and participated in the annual budgeting process; and
- Organized the 2019 Annual General Meeting and Member Consultation.
- Built volunteer team capacity to utilize chapter data.
- Included \$250 bursary for new indigenous evaluator's professional development in CES-ON's 2019 budget, and began conversations with CESEF in launching the bursary nationally with other CES chapters.
- Reported to National on the New Practitioner Pilot, resulting in a National-level pilot moving forward.

PLANS FOR 2019-20

Membership will continue in 2019 to implement the committee's Work Plan which includes:

- Support for local evaluation Communities of Practice;
- Increase representation of and support for Indigenous evaluators;
- Coordinate the CES-ON member bursary for attendance at the CES National Conference;
- Enhanced outreach to students and new practitioners in evaluation;
- Increasing access to CES-Ontario events and activities to members outside the Greater Toronto Area;
- Create opportunities for members to network;
- Analyzing membership data to inform CES Ontario planning to best meet member needs and interests.

ACKNOWLEDGEMENTS

We would like to thank the volunteers of past and present for their time and commitment to the field of evaluation and CES Ontario. Specifically for 2018, Membership Committee volunteers included Olamide Sadare, Rachel Laxer, Steven Lam, Herleen Arora, Amanda Mongeon, Kelsey Chawla, and Eden Amare. We also want to thank all the tremendous support provided to the Membership Committee by Kaitlyn Kochany, Administrative Coordinator, CES-ON.

Respectfully submitted by: ***Paul Bakker, Chair, Membership Committee***

NATIONAL BOARD REPRESENTATIVE REPORT

SUMMARY

The National Board Representative serves as the voice for the Ontario Chapter at the National level. During monthly National Board meetings, as well as at the two in-person meetings, the representative ensures that Ontario's interests are brought to the table and reports back to the chapter on national initiatives that will impact the chapter. The National Board Representative also sits on committees at the National level, of which the Ontario Representative sits as a member of the Communications and Marketing Committee (C&M).

KEY ACHIEVEMENTS

- As part of the C&M Committee, Patricia is leading the Canadian Government Executive Partnership Proposal over the next 2 years. This includes marketing the E-Institute and Credentialed Evaluator program to Government Executives across Canada.
- The Ontario Chapter was represented on the working group for the National CES Strategic Planning process, with the Ontario President taking part in presidents' meetings to inform development.
- As a result of the Ontario Chapter's New Practitioner pilot project, there has been a New Practitioners membership category added at the National level.
- Patricia is the Co-Chair of the 2019 Annual CES Conference and has been highly involved with planning and execution of this year's conference.

PLANS FOR 2019-2020

- We will continue to focus and support the implementation of our New Practitioner category;
- We will continue to take part and implement the new CES strategic plan.
- We will also continue to support C&M Committee at the National level, with the main priority being moving ahead the Government Executive Partnership Proposal.

ACKNOWLEDGEMENTS

As the new National Representative, I would like to thank Kaitlyn Kochany, Paul Bakker, and Kelsey Chawla for their support in implementing the New Practitioner Pilot and Roxana Vernescu for her leadership of the Chapter and for her voice at the National level via the Chapter Presidents' council. Lastly, I would also like to extend my gratitude to Nikhat Rasheed for her ongoing support as Past President (and now Vice President) of the Ontario Chapter.

Respectfully submitted by: ***Patricia King, CES National Board Representative***

NOMINATING COMMITTEE REPORT

SUMMARY

The Nominating Committee is a Standing Committee of the Board of Directors, tasked with preparing and implementing a Nominations Process to ensure the continuity and succession of the Board. The Nominating Committee prepares the Call for Nominations, screens members for application to the Board of Directors, undertakes communications related to the Call for Nominations and implements a reliable process to select and recommend names of directors willing to serve in Board Officer capacity, in adhering to procedures set out in the by-laws.

KEY ACHIEVEMENTS

- Identified the number vacancies (2) required for a full board complement (13), including desired skills and competencies;
- Developed a detailed the Call for Nominations, outlining the expectations, roles and responsibilities;
- The Committee independently and collectively reviewed all nominations/ applications to the Board for eligibility and applicability;
- The Committee presents a Slate of Nominees to be put forth to the CES Ontario membership at the AGM for approval including (2) new nominees and (11) continuing in-term directors;
- In-term directors are: Arubah Nadeem, Donna Smith, Eden Amare, Heather Walker, Kelsey Chawla, Marci Pernica, Nick Petten, Nikhat Rasheed, Patricia King, Paul Bakker and Roxana Vernescu.

PLANS FOR 2019-2020

- The Board plans to revise Article 7 of the Bylaw regarding Nominations and Elections to reflect the current process.
- The Board plans to amend Article 6 by including the option to recruit non-voting Directors at Large.

ACKNOWLEDGEMENTS

The members of the Nominating Committee included: Arubah Nadeem, Kelsey Chawla, Nikhat Rasheed and Roxana Vernescu.

*Respectfully submitted by: **Nikhat Rasheed, Chair, Nominating Committee***

SPECIAL TRIBUTE: NIKHAT RASHEED

On behalf of the CES-ON Board of Directors, I would like to extend a most special thank you and a much-deserved acknowledgment to Nikhat Rasheed for her almost 9 years of outstanding leadership to CES-ON. Nikhat joined the CES-ON Board in 2011. Demonstrating long-standing commitment to the profession and practice of Evaluation in Ontario, Nikhat served as Chapter Vice President (2012-14), President (2015-18), and currently, is not only sitting Past President, but has generously accepted a nomination to yet another term as Vice-President (2019-21).

Leading a governing body that is by necessity also a working Board, Nikhat has dedicated thousands of volunteer hours to the Chapter, to our strategic path, and to our daily operations. She has surmounted the challenges of her respective roles tenaciously over the years. As an anecdote, I recall my initial observation during my very first meeting as a new Director with the Chapter a few years ago: the CES-ON Board was/is one of the most efficient and effective Boards I have ever had the honour to join, and Nikhat, the most effective and efficient Chair. Of course! I thought. We are all evaluators and evaluative thinkers: Working together to promote that about which we are passionate, and that which we do best! Having a focus on improved outcomes and accountability made perfect sense! Soon, it became obvious from learning our infrastructure, frameworks, processes, and policies, and also from my interactions with Nikhat, that she was instrumental in establishing and leading by example, a culture of efficiency, quality improvement, and accountability; not only to support our work and each other, but for the benefit of our members.

My appreciation for the value of Nikhat's leadership has only strengthened in my numerous interactions with her over the past few years. We've worked closely together on a number of projects and initiatives, and I share just a handful of my own observations during this time:

She is a tireless advocate for the practice and profession of Evaluation and evaluative thinking. She embodies the values we hold as an organization and truly "walks the talk". She is focused on fairness and equity, knowledge sharing and enhancing capacity for knowledge, ethical and evidence-informed decision-making, improved outcomes, and continuous quality improvement and accountability. She is an innovative, strategic thinker, with a clear, systemic, and systematic approach to issues. She is solutions-focused and a most agile and innovative decision-maker. She is well versed across multiple areas of organizational capacity, a critical strength in the growth and success of the Chapter. Of value to my own tenure, Nikhat has been a most gracious and generous colleague; with her time, ideas, and experience. She is committed to moving forward our shared vision, and I have, on more than one occasion, been thankful for her sound advice.

My experiences with Nikhat are not unique. Indeed, they are widely shared by her colleagues, past and current:

"Under Nikhat's leadership, vision, commitment, tireless work ethic and attention to detail, CES-ON emerged from a serious crisis as one of CES's strongest chapters. It was a tremendous privilege to serve under her chapter presidency for six years. I wish her continued success in the future."

Sid Ali, CES-ON Director, 2012-18
Co-Chair Membership Committee, CES National Representative

"...She has created an atmosphere of professional collaboration among directors, with a high standard of participation and achievement. She has overseen the expansion of chapter activities, including a robust professional development calendar and excellent member services, and encouraged directors to think about the chapter's long-term goals and mission over two strategic planning cycles. She has been a passionate advocate for evaluation and good governance, a hands-on mentor for new directors, and a responsive and thoughtful leader for the board and the entire chapter ... She has consistently strived for excellence, with a personal focus on creating strong policies and financial systems."

Kaitlyn Kochany, Administrative Coordinator, 2015-Present

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"Nikhat's commitment, leadership, professionalism, and knowledge has greatly strengthened CES-ON and our ability to support evaluation practice in Ontario. CES-ON and our members are privilege to have had her support, service, and leadership for so many years!"

Paul Bakker, CES-ON Director, 2017-Present
Chair Membership Committee

"Nikhat is truly an exceptional leader, one who excels at visionary leadership and strategy and in the granular details, not many can balance both. Deeply inspired by her passion, skills, and energy she brings to all that she does! It's been amazing to see all that has happened under her leadership for CES-Ontario. Nikhat, thank you for bringing your whole self, personally and professionally to your work. Loved working with, and alongside, you and am very grateful for all your support and inspiration!!!

Geetha Van den Daele, Administrative Coordinator, 2013-15

"I've had the pleasure of serving with Nikhat on the Board of Directors for 2 consecutive terms, first as a PD co-chair and then on the executive as Secretary. I want to acknowledge the tremendous commitment and dedication that Nikhat gave to CES-ON over the many years on the board. When I first joined the board, Nikhat was very attentive to how new board members became oriented the board, the work and the larger network of evaluators in Ontario. In addition, I quickly became aware of how instrumental Nikhat was in professionalizing the operation and governance of CES-ON so that we can achieve something greater as a group, that is, building the capacity for evaluation in multiple sectors in society. We, as evaluators in Ontario, owe a debt of gratitude to Nikhat for paving the way for future CES-ON members to continue promoting the use of evaluation through our networks."

Nick Petten, CES-ON Director, 2015-Present
Secretary

As a CES-ON member and Director, I echo the sentiments of my peers. Nikhat, I extend our deep appreciation for your visionary guidance, outstanding leadership, and exceptional commitment to CES-ON and Evaluation. We honour you this year with the CES-ON award for Outstanding Leadership, in acknowledgment of your continued dedication to the Chapter. Following your already lengthy and accomplished tenure, we are delighted with your decision to remain actively involved as Vice President for the upcoming term, and look forward to the next phase on the road to advancing our Vision. With much gratitude!

Roxana Vernescu, President

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THE TEAM

Our current Board of Directors were elected at the Ontario Chapter Annual General Meeting on June 19, 2018 and served in the following capacities for FY 2018-19. Our officer terms run as per fiscal year, January – December, for internal transition purposes, hence names will be repeated when directors have changed roles since the last Annual Report. All directors listed below are currently serving.

President	Roxana Vernescu (served as Vice-President in 2018)
Vice-President	Nikhat Rasheed (served as President in 2018)
Treasurer	Tin Vo
Secretary	Nick Petten
Past President	Nikhat Rasheed
CES Board of Directors Representative	Patricia King, CE
Professional Development	Marci Pernica
Committee Co-Chairs	Arubah Nadeem
Membership Committee Chair	Paul Bakker, CE
Directors	Kelsey Chawla, CE
	Donna Howard, CE
	Suman Budwhani
	Heather Walters
Administrative Support	Kaitlyn Kochany
Information Technology Support	Shiraz Khan
Auditors	Hogg, Shain & Scheck Professional Corporation
Bookkeeping & Accounting	Raghurai Inc.

