

# CIPS ANNUAL REPORT

## 2022-2023





## CIPS National Board Chair's Report

This year we celebrated the 65th anniversary of CIPS - Canada's Association of IT Professionals. CIPS has an incredible legacy to look back on and is part of the very foundations of computing and information processing globally. With this proud history and tradition as our foundation, we look to the future as we endeavour to continue to be the source and voice of ethical IT knowledge and talent locally, nationally, and across the world.

We have continued to build community in the ICT profession across Canada. Thanks to the leadership of our CEO, Greg Lane, FCIPS, I.S.P. (ret.), we have deepened our partnerships with the CIO Association of Canada and CS-Can|Info-Can, among others, and have committed to work together to grow the pool of ICT professionals in Canada and develop the leadership of tomorrow. This year we launched our IT Community Forum to allow CIPS members and our broader stakeholder group to come together virtually and have dialogue about the present and the future of ICT in Canada and what is happening closer to our respective homes.

Our Executive Council held a strategic planning session in February to help us focus on areas where we have seen momentum and also to keep an eye out for potential roadblocks. We have made great progress in collaborating with government, and our member societies have received grants to help us with many elements of our mission, particularly skills development and increasing the number of ICT professionals in the workforce. We are keeping a careful eye on the news and efforts in certain jurisdictions to assert control of IT practices by overzealous regulators in other professions. We are also watching for legislation changes in provinces that could either help or hinder our goals to build and support ethical IT talent in Canada. Overall, we see more opportunity before us than ever before.

Looking back, I can think of several things that I wish we had made more progress during my term as Chair. Hopefully, to paraphrase Norm Kerth, hindsight is wisdom to be celebrated, not judgement used to embarrass. Firstly, there are several of our provincial societies that need more support to become active and vibrant and more progress must be made. I hope by the time we celebrate our 75th anniversary we can say that each society in every province and territory is strong and vibrant and sustainable. With cybercrime on the rise around the world, there is more that we can do to avoid becoming the "shoemaker's children" (to borrow the old proverb) with regards to our own infrastructure that we use to support our members and interact with our communities. We also should be doing more to follow our own practices of automating business processes and providing data-driven dashboards to help our employees and volunteers have more time and be able to make better decisions. Our digital project was paused last year, but we cannot escape the need to use our resources more effectively and efficiently in the same way that we help our colleagues and customers every day in our profession.

I am very pleased to welcome Trevor McDonald I.S.P., ITCP, as CIPS' new Chair of the National Board. Trevor has served us well as our Finance Director, pushing us to think differently, adopt new practices and new ideas, and will do the same in his new role as he provides leadership and direction to the entire society going forward. Trevor has been relentless in his work to ensure we have a fiscally sustainable future, particularly with respect to the new economic landscape we find ourselves in. He has my full support in his new role, and I

trust that he will also have yours. He has already started creating new committees to create and foster collaboration across the country. If you want to help Trevor and CIPS directly, there are plenty of opportunities available to you.

Our staff not only work tirelessly to support our membership and beyond, but they have been incredible partners to me personally. Our COO Mary Jean (MJ) Kucerak, CAE and our Chief Marketing Officer, Jonathan Elias, have done so much for CIPS again this year, like they have for so many years. It's no exaggeration that we owe CIPS' continued existence in large part to their service and dedication.

In closing, I would like to extend my most sincere thanks to the entire CIPS community for your support throughout my term as Chair. It has been both an honour and a pleasure to serve. It was inspiring to meet and interact with so many wonderful people doing their best to make Canada and the world a better place. Particularly, I would like to make special mention of my fellow Board members, whose support made a tremendous difference not only to CIPS but to me personally. There is always more to do and we will not be able to achieve our vision without more people in our community getting actively involved. I have always received much more from CIPS than I have provided in return, and I am confident the same will be true for you. CIPS and Canada need your commitment to ethical and competent practice in IT. Please consider providing your expertise and wisdom in whatever way you can to our community of IT professionals.

Respectfully submitted,



Derek Burt, FCIPS, I.S.P., ITCP  
Chair, CIPS National Board of Directors, 2022-2023



## CEO Report

July 2022 – June 2023

The past twelve months have seen progress in several areas. On Canada's IT Community we continue to work to get closer to CIO-Can and CS-Can|Info-Can. CIPS also continues to contribute on the international front by stepping up to lead Seoul Accord activities and contributing to IFIP by assisting on Ethics and Diversity work.

As illustrated as per our updated diagram (see below), CIPS is demonstrating how professionals can use the SkillsTX tool to develop career options by assessing their skills and consider options by comparing their skills with requirements for over 600 potential roles.

In conversations with our government stakeholders, we continue to emphasize *career versus getting a job*. Specifically with government we continue to work with our Provincial Society members to present proposals that demonstrate how CIPS can increase the supply of competent ethical digital talent through assessments, identifying career options and then assisting in pursuit of new opportunities through courseware and mentoring. CIPS has submitted proposals to both provincial and federal governments directly and as part of consortia.

Increasingly key stakeholders are seeing the value of having the Skills Framework for the Information Age (SFIA) used as a common language in role profiling and skills development. That is the primary reason for updating our diagram to show how our designations illustrate career advancement. AITP is SFIA level 1-2, ISP is SFIA level 3 and the ITCP is SFIA level 5.

During the next twelve months CIPS will continue to focus on marketing the concept to academia and employers. As part of our 65<sup>th</sup> anniversary we will also make every effort to work with our Provincial Society members and with our partners at CIO-Can and CS-Can to get back to more live events. We will continue to work to reinforce and make our diagram "REAL".

Another area of focus will be continuing to expand stakeholder engagement with international partners for both resources and building brand. CIPS will be reaching out to significant north American stakeholders like ACM. As the IT industry grows and new capabilities like AI and Quantum mature the role of societies like CIPS, IFIP and ACM will become more important. Protecting the public, while always our primary goal, will be more challenging.

Respectively submitted,

Greg Lane, FCIPS, I.S.P., (ret.)

# CANADA'S DIGITAL SKILLS SUPPLY

## OPPORTUNITIES FOR INCREASING CANADA'S DIGITAL SKILLS SUPPLY

### Non-IT Students

Attract students to IT careers and reskill

### Immigration

Increase incentives and opportunities

### Skills Transfer

Reskill non-IT workers by providing more re-training opportunities



[www.cips.ca](http://www.cips.ca)



### School

Get students excited about IT careers and increase diversity (e.g. Girls, Indigenous)

### Post-Secondary

Education should be relevant to IT industry needs to increase Internships/Co-Ops

### First 2 Years in Industry

Increase number of entry IT roles to accommodate overflowing available workers.

Encourage employers to train and develop talent.

### Mid-Career

Provide more retraining opportunities to accelerate career progression

### Senior Specialists

Increase number of IT specialists to meet high demand for talent

## Director of Finance Report



This report includes an update on the 2021-2022 audited financial statements, the 2022-2023 unaudited financial results and our 2023-2024 financial plan.

### 2021-2022 Audited Financial Statements

The 2021-2022 audited financial statements, which we will be asking membership to approve, show that the fiscal year ending in June 2022 resulted in a Net Income deficit of (107,148) on a target of (176,440).

Fiscal 2021-2022 saw a year over year reduction in Net Assets of 13.4%, a decrease in revenue of 12% and an increase in expenditures of 15.9%.

### 2022-2023 Financial Results

Unaudited financial results show that we finished the year off stronger than budgeted.

#### Financial summary (unaudited) as of June 30, 2023:

##### Net Income

Actual YTD Net Income of (51,722) is **above** target of (196,556)

##### Revenue

Actual YTD Revenue of 354,779 is **above** target of 348,040

##### Expenses

Actual YTD Expenses of 406,501 are **below** target of 544,596

##### Financial Position

Total Assets 794,667

Total Liabilities 312,249

Total Equity 482,417

##### Other

Discipline fund balance of 104,554

### 2023-2024

The National Board has approved a deficit budget of (212,100) while working towards a “stretch” balanced budget.

Moving forward, the provincial societies will work together to achieve our goals. During 2023-2024 we will form the following joint committees comprised of representatives from each province:

- Finance Committee – Comprised of provincial treasurers, this committee is responsible for the overall budget and monitoring progress towards meeting financial goals.
- Membership Committee – Responsible for achieving membership growth targets.
- Brand & Awareness Committee – Responsible for achieving advertising and sponsorship revenue targets.



- Program Committee – Responsible for event planning and achieving event revenue targets.

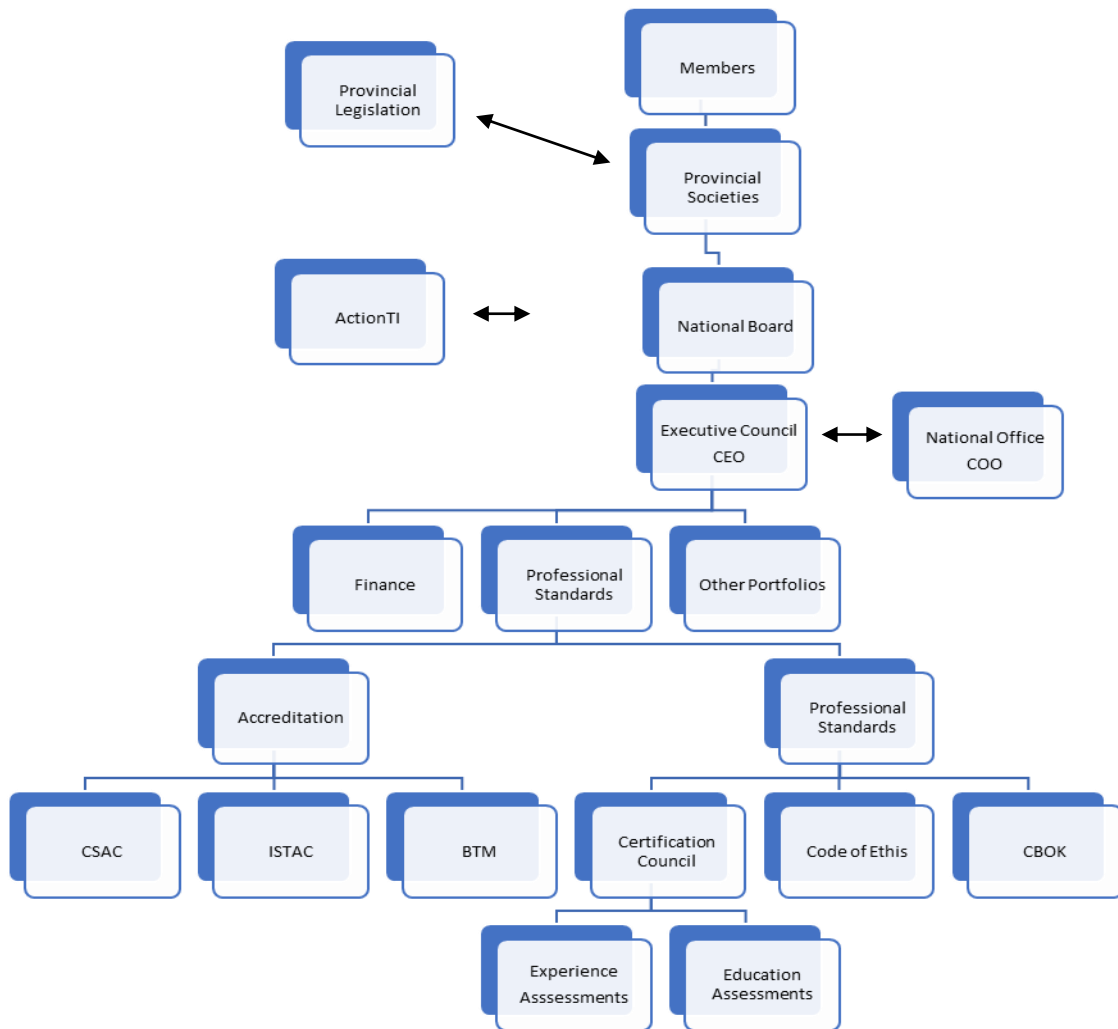
On an annual basis, each committee will create and implement plans in support of our tactical and financial goals.

The success of CIPS remains dependent on the engagement of our staff and volunteers. I want to thank each of you for your continued dedication and commitment to the successful future of CIPS and the IT profession.

Respectively submitted,

Trevor McDonald, I.S.P., ITCP  
Director of Finance  
CIPS Executive Council

## Governance Structure





## CIPS National Board (as of June 2023)

The National Board is the governing body of CIPS. The Board is composed of CIPS Provincial and National members who represent both certified and non-certified members.



Chair  
Derek Burt, FCIPS, I.S. P, ITCP



Director-At-Large  
Kyle Loree, I.S.P.



Director-At-Large  
Vacant



CIPS British Columbia  
Ton van der Tol, I.S.P., ITCP



CIPS Alberta  
Daniel Petley, I.S.P., ITCP



CIPS Saskatchewan  
Trevor McDonald, I.S.P., ITCP



CIPS Manitoba  
Gary Craven, I.S.P., ITCP



CIPS Ontario  
Dale McInnis, I.S.P., ITCP



ActionTI  
Vacant



CIPS New Brunswick  
Vacant



CIPS Prince Edward Island  
Vacant



CIPS Nova Scotia  
Lem Murphy, FCIPS, I.S.P., ITCP



CIPS Newfoundland & Labrador  
Vacant



Chief Operating Officer (Ex-Officio)  
Mary Jean Kucerak



CEO (Ex-Officio)  
Greg Lane, FCIPS, I.S.P., (ret.)

## **CIPS Fellows**

Being awarded the CIPS Fellow status is earned recognition of significant development or outstanding contribution to the advancement of the profession, computer technology, the ICT sector, or the adoption of ICT. Contributions can be made at a local, provincial, national, or international level. Contributions can be made within or for the profession, business or government or industry. They can be made through research, systems development, education, authorship, public policy, or advocacy.

## Accredited Programs

### CIPS accreditation helps:

- Raise the profile of IT courses.
- Fast-tracks graduates of accredited programs to the AITP, I.S.P. and ITCP designations.
- Exposes students to the perspectives of CIPS members on opportunities in the IT industry and the importance of professionalism, ethics, and ongoing professional development.

## Accreditation Councils

### COMPUTER SCIENCE ACCREDITATION COUNCIL (CSAC)

Programs accredited by the CSAC are those leading to a computer science, software engineering or interdisciplinary degree (leading to professional practice across the broad spectrum of computing, computational, information, and informatics disciplines). CSAC accredits programs at the bachelor's level.

### INFORMATION SYSTEMS AND TECHNOLOGY ACCREDITATION COUNCIL (ISTAC)

Programs accredited by ISTAC are those leading a diploma in computer systems technology (or equivalent), a Bachelor of Technology or Applied Degree. ISTAC accredits programs at either the diploma or bachelor's level.

### BUSINESS TECHNOLOGY MANAGEMENT ACCREDITATION COUNCIL (BTM)

Programs accredited by the BTM are those leading to business technology degree at the bachelor's level.

## Seoul Accord

Signatories of the Seoul Accord have joined together for the primary purpose of contributing to the improvement of computing education worldwide through the mutual recognition of accredited academic computing programs that prepare graduates for professional practice. By establishing desired attributes for graduates of computing programs that prepare graduates for professional practice and by sharing best practices for computing education, the Seoul Accord hopes to contribute to the acceptance of international standards for the academic preparation of computing professionals and efforts to achieve these standards in computing education throughout the world. Our accord is non-governmental and is not affiliated with any country. CIPS is a founding signatory to the Seoul Accord and CSAC's accreditation processes were accredited by the SEOUL Accord in 2018.

## **CIPS Volunteers 2022-2023**

THANK YOU to the following CIPS Members who have volunteered their time to represent CIPS to national and international bodies, and for serving on National Councils and Committees.

### **Representatives**

Margaret Havey, FCIPS, I.S.P., ITCP – IFIP and IP3  
Robert Weisman, FEAPO  
Greg Lane, I.S.P., (ret.), ICCP

Gerald Caissy, FCIPS, I.S.P., (ret.), SEOUL Accord  
Derek Burt, FCIPS, I.S.P., ITCP, SFIA Council

### **Executive Council**

Derek Burt, I.S.P., ITCP

Trevor McDonald, I.S.P., ITCP

### **Certification Council**

Blaine Bey, I.S.P., ITCP  
Vincent Chiew, I.S.P., ITCP  
Trevor McDonald, I.S.P., ITCP

Gary Craven, I.S.P., ITCP  
Dale McInnis, I.S.P., ITCP  
Arthur Spriggs, I.S.P.

### **Experience Review Certification Council Sub-Committee**

Sasi Kumar, I.S.P., ITCP  
Tiffany Simister, I.S.P., ITCP  
Mohammed Shahid Ahmed, I.S.P., ITCP  
Kelvin Lo, FCIPS, I.S.P., ITCP

Fayyaz Ahmed, I.S.P., ITCP  
Madhi Abyaznezhad, I.S.P.  
Jaydeepsinh Chhasatiya, I.S.P.

### **Education Review Certification Council Sub-Committee**

Blake Kanewischer, I.S.P., ITCP  
Brian Gee Chacko, I.S.P.  
Kemin Wang, I.S.P.

Paul Izuchukwu Anekwe, I.S.P.

### **Computer Science Accreditation Council (CSAC)**

Dr. Richard Hurley, Chair  
Dr. Timothy Lethbridge, FCIPs, I.S.P., ITCP, Vice  
Chair  
Gerald Caissy, I.S.P., (ret.) Director of Accreditation

John Collinson  
Sabina Posadzziejewski, I.S.P., ITCP  
Brenda Byers, I.S.P., ITCP  
Daniel Amyot, I.S.P.

### **Information Systems and Technology Council (ISTAC)**

Gerald Caissy, FCIPS, I.S.P., (ret)  
Dave Morris  
Wejdan El-Lami, I.S.P., ITCP  
Lyndon Lapierre

Blake Kanewischer, I.S.P., ITCP  
Mark Orlando  
Michael Barclay, I.S.P.

### **CIPS Code of Ethics Committee**

Brenda Byers, I.S.P., ITCP

Donna Lindskog, FCIPS, I.S.P., (ret.)



## Vision

"To protect the public interest through ethical and skilled Information Technology Professionals and practice in Canada."

### ***CIPS Mission***

***Expanding*** self-regulated IT professional practice to all 13 provinces and territories.

***Increasing*** the number of accredited IT-related post-secondary programs in Canada.

***Leading*** the development of global standards for IT professional practice and academic accreditation and align our own designations and accreditation programs to same; and

***Achieving*** recognition and acceptance of the information technology profession by industry, government, post-secondary institutions, students, information technology

## **New AITP, I.S.P./ITCP Designation Holders (as of July 1, 2022, to June 30, 2023)**



Holders of the AITP designation have demonstrated that they have the educational requirements for the I.S.P. designation and are working to obtain the required work experience for full certification status.

### **Congratulations to the following AITP Members:**

#### **CIPS Alberta**

John Robert Buena, AITP

#### **CIPS Ontario**

Ruth Jocelyn De Guzman, AITP

Ajai Sudhakara Leena, AITP

#### **CIPS Saskatchewan**

Adebola Adegboye Akinsete, AITP

Moshe Coleen Adique, AITP

Amarpreet Singh Chawla, AITP

Kabir Cheema, AITP

Yuze Chen, AITP

MD Ilias, AITP

Vinit Kumar, AITP

Dustin Law, AITP

Mohd Mudasir Shafi Lone, AITP

Shantanu Mishra, AITP

Sathiamoorthy Muthu, AITP

Helen Osadunmi, AITP

Sujal Patel, AITP

Harpreet Singh Saini, AITP

Dhruvish Suthar, AITP

Changxuan Zhao, AITP



Holders of the I.S.P. and ITCP designations have demonstrated that they possess the education and experience to practice to the highest standards in their field.



## Congratulations to the following Certified Members

### CIPS Alberta

Geovanni Gutierrez, I.S.P.  
Tareq Hanaysha, I.S.P.  
Sofiane Khelifa Ouared, I.S.P.  
Shafiq Ahmad Kohistani, I.S.P., ITCP  
Stephen Lawson, I.S.P., ITCP  
Caroline Locke, I.S.P., ITCP  
Shane M Ridgway, I.S.P., ITCP  
Steven Sherley, I.S.P.

### CIPS British Columbia

James Bishop, I.S.P., ITCP  
Craig Hime, I.S.P., ITCP  
Muhammad Adeel Javaid, I.S.P., ITCP  
Chi Ho So, I.S.P., ITCP  
Harun Talikov, I.S.P.  
Chris Winter, I.S.P.

### CIPS New Brunswick

Abass A. Balogun, I.S.P., ITCP  
Gamo Yamo Arnold Wilson, I.S.P.  
Rommel Martinez, I.S.P.

### CIPS Newfoundland & Labrador

Yawen Li, I.S.P.

### CIPS Nova Scotia

Melvin K. Hart, I.S.P.

### CIPS Ontario

Edenilson L De Meira, I.S.P.  
Jai Karan Korpai, I.S.P., ITCP  
Jason Noble, I.S.P.  
Oluwaseun Rotimi Ologbon, I.S.P., ITCP  
Kirthika Seralathan, I.S.P.  
Andrew Szasz, I.S.P., ITCP  
Thirumaran Thirugnanasampanther, I.S.P.

### CIPS Prince Edward Island

Basant Mudalgi, I.S.P.  
Policarpio II Tena, I.S.P.

### CIPS Saskatchewan

Kehinde A. Aderinto, I.S.P.  
Nasir Ahmad, I.S.P.  
Babatunde Joseph Akinwande, I.S.P.  
Zohaib Ali, I.S.P.  
Anubha, I.S.P.  
Kevin Christian Bayani, I.S.P.  
Manish Chaudhary, I.S.P.  
Krunal Chauhan, I.S.P.  
Duy Thanh Dang, I.S.P.  
Degambada Gamaralalage Nuwan Malaka Dayarathne, I.S.P.  
Bernadette Docuyan, I.S.P.  
Sylvain Lavoisier Fongang Duny, I.S.P.  
Murtaza Fazal, I.S.P.  
Serhii Filatov, I.S.P.  
Anu Gupta, I.S.P.  
Adeshina Olusegun Johnson, I.S.P.  
Ajay Kadwaikar, I.S.P.  
Chinny Sarath Karumanchi, I.S.P.  
Malvinder Kaur, I.S.P.  
Meena Kediya, I.S.P.  
Mark Jovine Malgapo, I.S.P.  
Vangu V Mbambi, I.S.P.  
Mahendra Muvvala, I.S.P.  
Jayesh Nair, I.S.P., ITCP  
Declan Odor, I.S.P.  
Oluwabori Olaleye, I.S.P.  
Mofehintolu Olaogun, I.S.P., ITCP  
Gauravjeet Singh Paahuja, I.S.P.  
Jothy Christiya Panchavararam, I.S.P.  
Swati Panda, I.S.P.



Hasmukhi Patel, I.S.P.  
Mosam Patel, I.S.P.  
Anna Petrosyan, I.S.P.  
Gopakumar Pooyath, I.S.P.  
Mitika Hemang Ponda, I.S.P.  
Mokhlesur Rahman, I.S.P.  
Prasad Ranasinghe, I.S.P.  
Parvin Rezaei, I.S.P.  
Muhammad Kaleem Uz Zaman Siddiqui, I.S.P.  
Jissy Sabu, I.S.P.

Neetu Sharma, I.S.P.  
Kuldeep Singh, I.S.P.  
Zahra Taghiyar, I.S.P.  
Pravin Yenpure, I.S.P.  
Rehan Zafar, I.S.P.

**CIPS - Canadian Information Processing Society**

**Growing Ethical IT Talent in Canada**

[www.cips.ca](http://www.cips.ca) [info@cips.ca](mailto:info@cips.ca)

**65<sup>TH</sup> ANNIVERSARY**  
**CIPS**  
Canada's Association of Information Technology (IT) Professionals

**AITP CANDIDATE** **ISP CERTIFIED** **ITCP CERTIFIED**

## Financial Statements

**Canadian Information Processing Society: Consolidated Financial Statements, June 30, 2022.**

The 2021-2022 Audited Financial Statements are available in a separate document.

## National Services

The CIPS national service delivery is an integral part of the Executive Council and ensures the daily administration of the association is successful. The National team provides support for the National Board, Standing Committees, Councils and Provincial Societies.



Mary Jean Kucerak  
Chief Operating Officer



Greg Lane, FCIPS, I.S.P., (ret.)  
CEO



Jonathan Elias  
Contractor



Maria Galati  
Contractor

### Contact:

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THANK YOU TO OUR CORPORATE and ASSOCIATION PARTNERS

