CIPS SASKATCHEWAN
Saskatchewan's IT Professionals

2017 - 2018
Annual Report

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CIPS SASKATCHEWAN:
THE ASSOCATION OF SASKATCHEWAN'S
IT PROFESSIONALS

CIPS Saskatchewan is the only legislated association for IT professionals in the province. Since 1958, CIPS has helped strengthen the Canadian IT industry by establishing standards and sharing best practices for the benefit of individual IT professionals and the sector as a whole. Together, Canada's provincial societies represent thousands of members across the country.

CIPS provides and coordinates vital services and programs for its members, including:
- networking opportunities
- professional IT designation certification programs (I.S.P. and ITCP)
- accreditation for IT post-secondary programs
- a niche IT job board
- a voice to government
- representation of Canadian IT professionals on the international forum
- facilitation of on-going professional development
- safeguarding of the public interest

CIPS CODE OF ETHICS AND PROFESSIONAL CONDUCT

As demand for professional IT services continues to grow around the world, IT practitioners need to gain the confidence and respect of the public. Therefore, IT professionals must establish and maintain a reputation for both integrity and competence.

The CIPS Code of Ethics and Professional Conduct was developed to establish ethical and enforceable standards. The Code shows that CIPS has taken steps to ensure professionalism and integrity to protect the public interest.

You can learn more about the CIPS Code of Ethics and Professional Conduct at sk.cips.ca.

Ethical Principles

The following five ethical principles are derived from the CIPS *Code of Ethics and Professional Code of Conduct*. All CIPS members are committed to these principles and perform their work with due regard for public health, safety and the environment.

1. **Protecting the Public Interest and Maintaining Integrity**
   CIPS members protect the public interest and discharge with integrity all duties and services owed to the public, Information Technology (IT) professionals, clients or employers.

2. **Demonstrating Competence and Quality of Service**
   CIPS members owe their client or employer a duty to be competent to perform any IT service undertaken on such a party's behalf. CIPS members serve their client or employer in a conscientious, diligent and efficient manner by providing a high quality of service and by not undertaking a matter without honestly feeling competent to handle it.

3. **Maintaining Confidential Information and Privacy**
   CIPS members hold in strict confidence all information concerning the business and affairs of the client or employer without exception.

4. **Avoiding Conflict of Interest**
   CIPS members do not place personal or professional interests, or those of colleagues, above interests of the public and/or client or employer, and avoid situations where there is a significant risk that the interests of the member may conflict with the public and/or client or employer.

5. **Upholding Responsibility to the IT Profession**
   CIPS members assist in maintaining the integrity of CIPS and the IT profession. They support and advance the interests of CIPS and the IT profession, and respect the rights and professional aspirations of their colleagues.

MEET THE BOARD OF DIRECTORS

Trevor McDonald, I.S.P., ITCP
President

Trevor joined the CIPS Saskatchewan Board of Directors in 2015. Trevor began his career in IT after graduating from the University of Regina with a Computer Science degree in 1996. Trevor is a Senior IT Leader with extensive experience leading application development, IT infrastructure, and data centre teams. Currently SaskTel's Director of IT Operations, Trevor has accountability for data centre, managed and cloud business services support.   In addition to serving as Treasurer for CIPS Saskatchewan, Trevor is a volunteer member of the Saskatchewan Polytechnic Business Information Systems Program Advisory Committee. Trevor has held an I.S.P since 2005.

Ryan Francis, I.S.P.
Past President

Colleagues have described Ryan as a professional technical expert with strong client focus. He enjoys working with people and credits his success to tackling new challenges and never-ending learning. Ryan joined the CIPS Saskatchewan Board of Directors in 2012 and has held the role of Treasurer for the past two years. Ryan brings to the board over 18 years of Information Technology professional experience. His background includes management roles within a wide range of technical disciplines including strategic planning, project management, marketing and architecture. His experience was gained through past employment at CSC, a leading global consulting and systems integration company; BHP Billiton, a global natural resources company and the Government of Canada's National Research Council. Ryan currently heads the Information and Communication Technology department for Prairie Plant Systems and its subsidiaries, focusing on technology development within the biopharmaceutical sector.

John Stevenson, I.S.P., ITCP
Vice President
Chair, Professional Development Committee

John's IT career started approximately 30 years ago, and he has been a member of CIPS for the majority of that time. He has worked with many great teams to deliver products and services in both the private and public sectors, and has been noted as bringing a strategic, results-oriented, team-based and innovative focus to the positions he has held and the teams he has lead. John has over 20 years of senior leadership experience (including Chief Technology Officer for the ministries of Justice and Corrections & Public Safety, and Manager of IT Operations for a Crown Corporation). His key areas of responsibility have included: working with executive and senior management to make sure their business vision, objectives and challenges are understood by the IT organization; the provision of leadership and technical advice to executive and senior management, He looks forward to contributing to the CIPS Board and to working to strengthen the IT profession and IT industry in Saskatchewan. John has a Bachelor of Science degree in Computer Science, an I.S.P./ ITCP designation, a PMP designation, is certified in change management, and believes in giving back to his community.

Fred Buschau, I.S.P.
Treasurer

Fred joined the CIPS Saskatchewan Board of Directors as Secretary in May of 2015. With advanced degrees in Chemistry and Computer Science, Fred currently holds the position of CEO and founding partner of Garda Tech Advantage Inc. Fred has over 20 years of experience at organizations ranging from crown corporations, the largest privately held corporation in the United States, to the world's largest mining company. Fred's skills and experience cross the manufacturing sector, finance, agriculture, food processing, mining, and small technology start-ups to name a few. Fred's strong leadership, organizational skills, proven project and process management as well as detailed technical knowledge help him to provide strategic direction and technical solutions to the organizations he has worked with. Fred has provided industrial business and manufacturing expertise linking long-term business objectives, strategy and process to IT strategy and has acted as a technology advisor on numerous projects with budgets exceeding 5 million dollars. Fred currently holds professional designations from CIPS (I.S.P. 2009) and the PMI (PMP 2010), as well as the ITIL Foundation certification (2011).

Shaun Herron, I.S.P., ITCP
Secretary

Shaun joined the CIPS Saskatchewan Board of Directors in 2014 and has been a member of CIPS since 2005. Shaun has been working in the IT field for over 25 years all with the same company, ESTI Consulting Services. Shaun has performed a number of roles as a Consultant including System Management, System Architecture, System Analysis, and Project Management. Along with being an I.S.P, ITCP, Shaun is a Professional Project Manager (PMP), a Certified Computing Professional (CCP), an Enterprise Architect (TOGAF), ITIL certified, and PROSCI Certified in Change Management. In his time at ESTI, Shaun has seen the company grow from one employee and a Saskatchewan focus to over 40 employees and a national focus. Shaun has performed consulting engagements in all four Western Canadian provinces. Shaun enjoys working with the CIPS Board and looks forward to strengthening CIPS Saskatchewan in the coming years.

Bev Gooding, I.S.P.,(ret.)
Registrar

In the early 70s, Bev started her IT career at a mining company in Thompson, Manitoba where she worked in the field for 10 years. In 1982, she moved to Regina and accepted a position with SGI where she worked for 32 years in various IT roles on many different systems which included auto, finance, reinsurance, claims, commercial lines, personal lines, and smaller supporting systems throughout the corporation; Bev retired in July 2014.

She started volunteering for CIPS Regina in 1991 when a prominent member convinced her that she could benefit her career in this unique organization. She served as a co-Program Director, finding speakers, venues and managing the details for monthly presentations. Bev also served as Vice-President, President, Chair of Spring Seminars and Regional Director for CIPS Regina, and also represented CIPS Regina at the national level in several roles. Bev was active on the committee to amalgamate CIPS Saskatoon and CIPS Regina into CIPS Saskatchewan. She was also on the committee to legislate the I.S.P. designation for the province as well. After CIPS Saskatchewan was established, Bev became the Registrar.

Bev reports that working for CIPS in different capacities provided opportunities to develop and enhance skills that helped her personally and in her professional position. She learned and was able to employee skills such as project management, working with volunteer staff, interviewing for appropriate presenters, assisting and directing others in their roles, learning nuances of dealing with government, and interacting with other CIPS sections and CIPS National.

Doug Lawrence
Public Appointed Director

Doug Lawrence is the founder of TalentC® a Human Resources solution provider focused on effective mentoring. Doug is an International Certified Mentor Practitioner (ICMP) and an International Certified Mentor Facilitator (ICMF). He has over 30 years of mentoring and leadership experience in federal, provincial and private sector environments and is recognized as a thought leader in the mentoring space. Doug authored the book entitled, "The Gift of Mentoring".

Doug has worked with organizations to establish mentoring programs/mentoring cultures and provides one on one professional mentoring with people at all levels in an organization. Doug currently serves on a number of Boards locally and internationally.

Doug was instrumental in developing a curriculum to train people on how to become effective mentors. He has also created the International Certification for Mentors in partnership with Acquiros.

TalentC's® Accredited Mentor Training Program was recently recognized in the 2016 Leadership Excellence Awards and was ranked in the top 10% in the Top Leadership Partner category at the Awards ceremony in Nashville, Tennessee.

Doug's passion is contagious. He is committed to helping organizations and people be successful and has dedicated his life to the mentoring of others.

Yashu Bither, I.S.P., ITCP
Chair, Professional Conduct

Yashu has been volunteering with the CIPS Saskatchewan board for over 10 years and was instrumental in the development of the Professional Conduct portfolio. An experienced business IT leader with 21 years of experience. He has demonstrated leadership, strategic thinking, innovation, continuous professional development and growth in his successful career. Yashu believes in networking, collaboration, building/maintaining relationships with his clients, team members and stakeholders. He holds a M.Sc. in Computer Science from University of Regina, Bachelor of Computer Engineering from India and several professional designations of Information Systems Professional (I.S.P.), Information Technology Certified Professional (ITCP), Professional Engineer (P. Eng.), Certified Business Analyst Professional (CBAP) from IIBA and Project Management Professional (PMP) from PMI. Yashu has started his career in 1997 as Programmer Analyst and has progressed into the current role as the Director of Business Intelligence and Data Analytics at Ministry of Justice, Government of Saskatchewan. He is promoting Ethics, Data Leadership, Business Analytics, Data Visualization, Data Security and Privacy.

Thomas Boxall, I.S.P., ITCP

Thomas Boxall started his IT career with the Canadian Forces as a Signal Operator, where he was proud to serve a Tour of Duty in Afghanistan in 2004. In 2007, Thomas began working at ISM Canada, an IBM company where he was first introduced to CIPS and its goal of promoting IT professionalism within the IT industry. Thomas successfully completed several projects over the next seven years due to his commitment to IT Professionalism and eagerness to always find a solution. In 2014 Thomas moved to Lexcom Systems Group to pursue his goal of becoming an IT Architect, and currently serves as Manager of Research & Development.

Kim Jasken, I.S.P.
Chair, Growth Committee

Kim began her IT career as a computer programmer with SED Systems in 2000 after completing her Computer Science degree from the University of Regina. In 2002 she moved on from programming to teaching IT at The Saskatchewan Indian Institute of Technologies (SIIT). Kim teaches a variety of IT classes including computer programming, database systems, CISCO networking and many more. She has since earned her M.Ed degree in Educational Technology and Design from the University of Saskatchewan and various other certifications such as A+ and ITIL Foundations.

Kim holds an I.S.P. designation and has been a CIPS member for several years. She encourages her students to become members and they actively attend as many Saskatoon CIPS events as they can. Kim recently joined the CIPS Saskatchewan board in 2016, she chairs the mentorship committee, sits on the youth engagement committee and also participates in an affiliated education committee.

Trent Lowes, I.S.P.
Chair, Discipline Committee
Chair, Awareness Committee

Trent started his Information Technology career in 1984 and has never looked back. Having held all types of positions such as Computer/Network Operator, Programmer Analyst, Business Analyst, Systems Architect, Manager, and currently the Director of IS Solutions Development. Along the way Trent has held accountabilities in leading large projects, Architecture Governance, and Strategic Planning, obtaining certifications as an I.S.P and Enterprise Architect (TOGAF). Having previous Board experience with the Grand Coulee School Board, Trent joined the CIPS Board in 2015 understanding the value CIPS can provide both the members and their employers. Trent is excited to work with the CIPS Board and members alike as the association and our everchanging industry continues to evolve.

John Winter, I.S.P.
Director

John started his career in IT in 1991. He completed the Computer Information's Systems Program at SIAST Palliser Campus in 1995. John has added a SANS GSEC (GIAC) and ISP to his professional designations.

He has worked for and with both Federal and Provincial government, Starting with Energy Mines & Resources (Application Specialist) and Search and Rescue Headquarters (System Administrator) in Ottawa and including many Provincial departments through TMC (Now Fujitsu), Highways, Municipal Government, SPMC and Casino Regina to name a few. Currently, John has been at SaskTel for over 19 years, most of it in IS Security as a Technical Analyst.

John also serves on a number of other boards in various roles including President, Vice President to member at large. Thus, he brings a variety of experience, enthusiasm to contribute to and help the CIPS SK Board accomplish their objectives and goals.

Rob Merritt, I.S.P.

Rob Merritt has over 20 years in I.T. In those 20 years I have been a software developer and System/Network Admin and on a variety of platforms. Computing is a hobby as well as a career.

Rob has volunteered at Habitat for Humanity Builds and at the Re-Store, -Bantam lacrosse coach, and is a Member at large for the University of Saskatchewan Computer museum.
Rob joined CIPS in February 2014 and obtained his ISP Designation in July 2014.

Maria Galati, CAE
Executive Director

Maria Galati has been the CIPS Saskatchewan Executive Director since 2009. She brings to the role a strong combination of event management, sponsorship-building, and membership/volunteer management skills. Since joining CIPS Saskatchewan, Maria successfully acquired new sponsors and identified program partners. As the ED, Maria's work supports both the CIPS' board and membership. Maria attends most committee meetings and helps coordinate the needs of the committee chairs and other volunteers. Maria has obtained her designation of Certified Associate Executive.

PRESIDENT'S REPORT

Trevor McDonald

2017-18 marked a very successful year for CIPS (Canadian Information Processing Society) SK. Beginning with a productive Board planning retreat in October that identified our goals and top focus areas and ending with a year that saw record membership and financial growth for our organization.

Year in review:
In October 2017, the CIPS SK Board met for the annual planning retreat in Davidson. The Board of Directors identified 3 key areas of focus for the 2017-18 fiscal year:
- Grow CIPS SK membership. (Growth Committee)
- Support the professional development of our members. (Professional Development Committee)
- Increase awareness of CIPS SK and IT Professionalism. (Awareness Committee)

Tactical initiatives where identified and then delivered throughout the year by subcommittees of the CIPS SK Board of Directors. Key successes by committee included:

Growth Committee
- Membership numbers increased over 300% during 2017-18! At the beginning of July 2017 CIPS SK was made up of 215 members. By July 2018 that number had grown to an amazing 714 members. Key areas of growth have been international and student members.
- CIPS SK has worked in partnership with the Saskatchewan Immigration Nominee Program to validate the credentials of foreign professionals as a step towards immigrating to Saskatchewan. This increase in membership validates the importance of a professional IT designation and the international recognition of CIPS.
- Through the new CIPS Youth Committee, CIPS SK has increased focus on CIPS accredited post-secondary IT programs to introduce the value of CIPS in assisting students with the transition into the IT workforce.

Professional Development Committee
- The Professional Development Committee oversaw the successful delivery of the CIPS SK Mentorship program, regular luncheon events, and the CIPS Professional Development Conference.
- In its first full year, the Mentorship Program has proven very successful based on feedback from both Mentors and Mentees. As a Mentor myself, I found the opportunity to share and to learn from others to be an amazing experience that certainly contributed to my personal growth this year.
- This year's professional development conference titled "Digital Transformation" brought close to 100 IT professionals and experts together to discuss the latest topics within the IT industry.

Awareness Committee
- The Awareness committee focused on activities to increase awareness of CIPS and the professional IT designation to employers, IT practitioners, and post-secondary programs. The committee was instrumental in connecting CIPS SK to students and employers around the province and securing sponsorship revenue.

CIPS National update…

2018 marks the 60th anniversary of CIPS as a National organization! Founded in 1958, as a non-profit organization, CIPS represents thousands of IT professionals on important issues affecting the IT industry and profession.   CIPS is a dynamic organization focused on IT excellence through its work on public policy, setting standards within the profession and providing IT support to its community. A couple of CIPS national programs include:
- Certification of IT professionals (Information Systems Professional (I.S.P.) and Information Technology Certified Professional (ITCP) designations); and
- Accreditation of computer science, software engineering, and MIS programs in Canadian colleges and universities.

CIPS also offers other benefits and services to its members ranging from a Code of Ethics and Standards of Conduct to educational conferences and networking opportunities.

Moving forward…

Off the heels of an exceptional year, the plan for 2018-19 will see CIPS SK work to maintain membership numbers by continuing to provide value to our members, to continue to promote and govern IT professionalism, and to maintain the financial health of our organization.
An organization cannot be successful without strong and dedicated members. Without the countless hours of volunteer work by our CIPS SK members, our current success would not have been possible. I would like to thank all our CIPS SK members and Board members for your ongoing dedication. I'm truly honored to be part of such a dedicated and talented team. I encourage those interested in becoming more active within CIPS SK to speak to any of our Board members about opportunities to volunteer. With your help we will continue to thrive as the professional IT organization within Saskatchewan, Canada, and Worldwide.

TREASURER'S REPORT

Ryan Francis
Interim Treasurer

I am excited to present the financial statements for the period of July 1, 2017 to June 30, 2018. This fiscal year we had our financial statements reviewed and prepared by Marvin Bandura with assistance from our bookkeeper, Goldene Mills.

CIPS Saskatchewan has posted a gain for the year of $26,666

Some reasons for the overall gain include:
1. 140% increase in net membership revenue related to new members including a large increase of international memberships due to CIPS certification requirements for Saskatchewan immigration applications.

2. 340% increase in net conference revenue due to reduced annual conference expenses

3. 11% decrease in general overall expenses which includes reduced office expenses, mailing & printing costs, and other general annual expenses.

CIPS Saskatchewan continues to maintain a healthy balance with $110,114 in current assets.

Our provincial chapter has made significant strides for CIPS by leveraging alternative membership sources such as the international and immigration communities. This unique opportunity also includes new challenges to maintain and balance membership services for all our members local and abroad. Investments into new programs and remote delivery mechanisms will be needed to ensure we maintain our new international memberships.

Our investments in student awareness and engagement is anticipated to begin increasing the membership numbers as the CIPS Saskatchewan students join the workforce. Lower luncheon event attendances are consistent with the other CIPS chapters as CIPS continues to face competition pressure for IT departments professional development dollars. We have responded to this trend by reducing the number of luncheon events and investing in a larger annual conference which has proven to be beneficial for members and the financial health of the organization.

I would like to thank our Board of Directors, Maria Galati, Executive Director and Goldene Mills our bookkeeper for their assistance this past year. I would also like to thank Past Treasurer, Fred Buschau, who had to step down from the board part way through the year due to work and family commitments. Everyone's dedication has been instrumental in ensuring our financial requirements have been met.

We have a great board and an opportunity to refresh an organization with fantastic history. Continuing to invest in marketing and refreshed programs will help position CIPS within the competitive landscape of Information Technology professional development. I encourage everyone to join the challenge - volunteer and provide input to help shape your professional association!

SECRETARY'S REPORT

Shaun Herron

The CIPS Board met five times in this past fiscal year:
November 23, 2017
January 17, 2018   June 20, 2018
March 21, 2018   August 22, 2018

The Executive Committee met eleven times:
July 20, 2017   January 11, 2018
August 22, 2017   February 14, 2018
September 13, 2017   February 14, 2018
October 12, 2017   March 14, 2018
November 16, 2017   April 11, 2018
December 14, 2017   June 18, 2018

The Board also attended one board retreat in Davidson in October, 2017. At the October retreat, the following items were addressed:
- The Board reviewed and discussed board expectations, Board roles, day to day operations.
- The highlights from the previous year were presented.
- The current Committees structure was reviewed.
- A new Committee structure was created with four main Committees.
- Board training on conducting effective meetings was provided.
- A financial review was presented along with the budget for the current year.
- A strategic planning session was held
- Pre-planning for the 2018 conference.

The Secretary's role continues to transition to the use of SharePoint. All meeting documents are stored on the SharePoint site and provides an archive of workings of CIPS Saskatchewan.

COMMITTEE REPORTS

MEMBERSHIP COMMITTEE

Beverley Gooding

This past year has yielded an amazing 300% increase in membership. The year began on July 1, 2017 with 215 members and ended in June 30, 2018 with 714 members.

The large increase in membership is due to the influx of applications from immigration. The largest increase occurred in the non-certified category which is now nine times larger than the beginning of the year. Our certified membership almost doubled. The candidate and student

categories each had a healthy increase. As of June 30, 2018 Saskatchewan has the largest provincial membership in Canada.

The following is a breakdown of the current membership:

Member Type	# end of July 2017	# end of June 2018	Difference
Certified	113	221	108
Certified & Retired	8	8	0
Non-Certified	44	402	358
Non-Certified & Retired	1	1	0
Graduate 1	6	2	-4
Graduate 2	1	0	-1
Candidate	2	16	14
Students	40	64	24
Totals	**215**	**714**	**499**

In the upcoming year we will continue to promote the Young IT Professionals Program and Designation for students as well as programs aimed for attracting new certified and non-certified members.

AWARENESS COMMITTEE

Chair: Trent Lowes
Committee Members: Trent McDonald, John Winter, Ryan Francis, Shaun Herron,
Fred Buschau, Maria Galati

An inaugural year for the Awareness Committee which is responsible to bring CIPS Awareness to employers, the public, and other associations throughout the province of Saskatchewan. As such, this past year information regarding the benefits that CIPS provides Employers, Sponsors and others has been assimilated, made available, and shared with various Employers, Sponsors and Organizations.   There has been formal and informal sharing of information and material with various organizations and Sponsors were obtained for the annual CIPS Conference. The committee has also been working to improve the CIPS Saskatchewan Brand & Marketing strategy and ensure alignment with CIPS National.

PROFESSIONAL DEVELOPMENT COMMITTEE

Chair: John Stevenson
Committee Members: Thomas Boxall, Kim Jasken, Doug Lawrence, Ryan Francis,
Maria Galati

The CIPS Professional Development Committee has the following three areas of focus:

THE MENTORSHIP PROGRAM

Mentorship Sub -Committee Members
Kim Jasken, Doug Lawrence, John Stevenson, Maria Galati

2017/2018 marked the second year of the Saskatchewan CIPS Mentorship Program, which pairs interested mentees and mentors. Each session of the program runs from late fall into the spring, and is intended and designed to facilitate the transfer of knowledge between program participants. The "call" for participation occurs in early fall, followed by the matching of program participants and an Introduction to Mentorship session (held in both Saskatoon and Regina).   The program was piloted in 2016-2017 with 6 mentees and 7 mentors, and in 2017-2018 we had 16 mentees and 12 mentors.

Each session of the Mentorship Program starts with a meet and greet and mentorship training event, held in both Regina and Saskatoon, bringing together the mentee and mentor applicants from that geographic area and introducing them to both their assigned partner(s) and to how to be an effective mentee and an effective mentor. The program wraps with an online survey of participants, and survey results have been very encouraging (for 2017-2018 50% of respondents rated the program as "excellent," followed by 17% rating it as "very good," and 33% rating it as "good")

The Mentorship Program is an on-going learning experience for both the participants and CIPS, and CIPS looks forward to continuing to offer and support a program designed to facilitate knowledge transfer in our rapidly changing industry.

THE ANNUAL PROFESSIONAL DEVELOPMENT CONFERENCE

2017 marked the return of the Saskatchewan CIPS Professional Development Conference, and 2018's professional development conference, Business Transformation, which was held in May had stronger attendance than 2017 (an always encouraging sign). The 2018 conference built on the 2017 conference's focus on security, and 2018 saw a change in venue as well, to better accommodate increased attendance and for easier travel logistics for attendees from Saskatoon.

The Board of CIPS Saskatchewan strongly believes that offering high-quality pertinent professional development within Saskatchewan is fundamental to serving our membership, and the planning process for the 2019 conference will be starting soon. As always, as a volunteer-run organization, volunteers are always welcome and needed to help ensure that the conference presentations are on pertinent topics and of high-value to participants.

LUNCHEON MEETINGS IN SUPPORT OF ADVANCING PROFESSIONAL KNOWLEDGE

CIPS Saskatchewan, has another component of its commitment to supporting on-going professional development and knowledge expansion, we offer monthly luncheons approximately 6-8 times per year in both Saskatoon and Regina. These luncheons provide members the opportunity to hear from a broad range of speakers, as well as the opportunity to connect with others in our profession.

Members can greatly assist the on-going success of these luncheons by suggesting speakers & topics that they would find to be of interest, and by attending the luncheons – sometimes the most interesting luncheons are those with topics that differ from one's day-to-day responsibilities.

GROWTH COMMITTEE

Chair: Kim Jasken
Committee Members: Trevor McDonald, Yashu Bither, Trevor McGugan, Bev Gooding, Rob Merritt, Maria Galati

The growth committee was formed to increase the number of CIPS members. This past year we have successfully increased CIPS membership by 300%. This was accomplished through 3 strategic targets; youth, international and general membership.

To promote membership among youth, we created a CIPS Youth committee at the Moose Jaw Saskatchewan Polytechnic campus. The purpose of the committee is to promote CIPS to the student body and to be a link to the CIPS Board to provide influence and experience volunteerism. We also tried to target student membership in other post-secondary institutions. We delivered a presentation at Saskatchewan Polytechnic in Saskatoon and made contacts to follow up with at the University of Saskatchewan and the University of Regina.

The international membership experienced significant growth this year due to the new legislation that made immigration to Saskatchewan easier for a person holding a CIPS ISP designation. Due to the increase of international membership we wanted to provide value and engagement to those living outside of Canada and unable to participate in our traditional luncheons and our annual conference.   We accomplished this by hosting two video conference calls. The first provided an overview of CIPS and discussed the mentorship program. The second delivered a walkthrough of applying for jobs and writing a résumé.

General membership was promoted at the CIPS SK conference. To recruit new members, non-member who attended the conference could sign up for a membership and receive a $50 discount.

PROFESSIONAL CONDUCT COMMITTEE

Chair, Yashu Bither

The Professional Conduct Committee (PCC) investigates complaints received about members that indicate a violation of the CIPS Code of Ethics & professional misconduct. I am pleased to inform that to date we have not had any grievances filed against any CIPS Saskatchewan members. CIPS members are bound by a Code of Ethics and the Standards of Conduct that defines the IT profession and protects the public interest. Visit http://www.cips.ca for additional details.

We at CIPS Saskatchewan encourage you to come forward with any IT professional misconduct against a certified* or a regular member of CIPS Saskatchewan. For any inquiries or to learn about next steps, please contact Saskatchewan@cips.ca.

*Source http://www.cips.ca/isp: The I.S.P. is legislated as a self-regulating designation in six provinces:

British Columbia, Alberta, Saskatchewan, Ontario, New Brunswick and Nova Scotia. Other provinces are working toward similar legislation through their provincial government.

DISCIPLINE COMMITTEE

Chair, Trent Lowes

The Discipline Committee is formed to handle disciplinary complaints and appeals under the regulations of the society. One key area of responsibility of this committee is to determine appropriate disciplinary action should a member breach our CIPS Code of Ethics and Professional Code of Conduct. The established discipline process follows the CIPS Saskatchewan Act and helps us govern our professional association within the province, ensuring our employers and business partners that CIPS Members and I.S.P. holders are held to the CIPS Code of Ethics and Professional Code of Conduct. As a self-regulating society, it is critical that we remember it is not CIPS regulating members it is about members regulating members. The word 'Professional' is not just a label, it comes with responsibility and obligations. We must ensure our qualified professionals are protecting the public while providing trusted services to their stakeholders.

REPORT ON SPONSORS & VOLUNTEERS

Maria Galati
Executive Director

Sponsorship Report
CIPS Saskatchewan successfully maintained the sponsorship program with the continued support of long time sponsor such as SaskTel. The CIPS Saskatchewan sponsors' continued support of the programs demonstrates their leadership in the IT community.

Our thanks to our sponsors for their financial and in kind support

Volunteer Report
Volunteer Report CIPS Saskatchewan's continued success has been due to the commitment of our volunteers. This past year, volunteers sat on various committees, including the programs, mentor and the conference. Most importantly, the volunteers also sit on the CIPS SK Board and are responsible for managing the CIPS SK day to day business.

Currently our active committees are: Awareness, Growth, and Professional Development, along with several subcommittees. We are always looking for volunteers, here's your chance to share your time and knowledge and further the work of CIPS SK to not only our members, but the community.

Our sincere thanks to our volunteers, giving of their time

THANKS TO OUR SPONSORS

CIPS SK sponsors' continued financial support of the programs demonstrates their leadership in the IT community. This year our conferences sponsors ensured a successful event.

Our thanks to our sponsors for their continued financial support.

Platinum Sponsor

Business Transformation Conference Sponsors

AGM MINUTES 2016 -2017

September 20th, 2017

Welcome and Introduction
Greetings from SaskTel, Trent Lowe
2017 CIPS AGM

Greetings from SaskTel
Welcome Everyone!

I am Trent Lowes, Director of IS Solutions Development at SaskTel and Board Member of CIPS Saskatchewan

On behalf of SaskTel it is my pleasure to welcome you all, as part of the IT Community to SaskTel, the location for the CIPS Saskatchewan Annual General Meeting.
From a SaskTel perspective, we see the value of CIPS with Professionalism of staff and allows us all to stay current in a very fast paced industry. Organizations today require IS/IT in all facets of their business, and as such, we need to be the trusted advisors for our business leaders.
From an individual perspective, CIPS provides networking opportunities; training; (thru conferences, lunch and learns, analytic material and the like); partners with other associations; and formal Mentorship. This allows us all to grow and be relevant.

For these reasons, I am excited for our meeting today. Again, welcome everyone, and I'll hand it over to CIPS President Ryan Francis

Annual General Meeting

1.Confirm Quorum
Quorum was confirmed with 7 board members & 11 members in good standing.

2. Meeting convened
Ryan Francis welcomed everyone and called the meeting to order.
Motion to call meeting to order, Ryan

> 2.1   Motion to adopt the agenda
>   Moved by Thomas Boxall
>   Seconded by Kim Jansen
>   None opposed, motion carried.

> 2.2.   Motion to approve the minutes of the 2015-2016 AGM
>   Moved by John Winter
>   Seconded by Bev Gooding
>   None opposed, motion carried.

3. Officer's Reports

    3.1.   President & Chair, Business Development Committee
                      Ryan Francis

The Business Development Committee is responsible for increasing awareness of CIPS Saskatchewan. The committee is comprised of Ryan Francis, Trevor McDonald, and Maria Galati. The business development committee goals are to:

1. grow awareness of CIPS and its benefits to members, partners, sponsors, employers, and the public
2. Increase membership to build a strong voice for Information Technology professionals
3. Share the value of CIPS for IT employers
4. Engage sponsors to increase program quality and member services through financial investments

This past year we have successfully increased CIPS awareness through many strategic initiatives:

- The CIPS Saskatchewan website was refreshed late last year and continues to be a resource for event information, news and sponsorship details.
- The CIPS Saskatchewan Cyber Security and Privacy conference provided additional sponsorship opportunities, created educational value for our members, and CIPS awareness for non-members
- The CIPS Saskatchewan Mentor pilot program has been a success by offering members another avenue to learn and develop their mentorship skills. The mentorship program has also become an attraction for new members and companies to join.
- A focus towards student engagement allowed us to create a Young Professionals Committee that will help to develop a program implemented by young professionals specifically addressing the needs of new IT professionals
- Our current initiative is sharing CIPS value for New Canadians. A growing group within Saskatchewan as new immigrants with technical backgrounds are choosing to settle in our province and looking for ways to connect with the IT community and gain employment
- We ask all members to help with our initiatives – spread the word about CIPS and encourage your IT colleagues to join you at the next event. Like and share our articles on social media and don't hesitate to let us know if you have any ideas.

    3.2.   Treasurer's Report, Trevor McDonald
                      2016-17 Treasurer Report
I, Trevor McDonald, present the financial statements for the period of July 1, 2016 to June 30, 2017. This fiscal year we had our financial statements prepared by Kenneth B. Gienow, CPA with assistance from our bookkeeper, Goldene Mills.

CIPS Saskatchewan has posted a loss for the year of $3,023.31.
Financial highlights:

- 7.3% ($3,770.00) year over year decline in membership fee revenues (15.3% decline over the past 2 fiscal years)
- Total event profit of $952.25 (loss of $1,953.14 from events in 2015-16)
- CIPS SK Cyber Security Conference generated $6,319.70 in revenue
- The CIPS Executive Committee has a plan intended to achieve a balanced budget in the 2017-18 fiscal year. The financial strategy includes the following guiding principles and focus areas:
- Host monthly luncheon events using a break-even financial model
- Host a CIPS SK Conference in the spring of 2018
- Continue with student engagement efforts through the CIPS Youth Committee
- Continue working with Immigration Saskatchewan to recruit new members

Despite the loss, CIPS Saskatchewan is managing current assets of $89,098.45, membership numbers are on the rise, and there is a plan in place to achieve a balanced budget in the 2017-18 fiscal year.

I would like to thank Maria Galati our Executive Director and Goldene Mills our bookkeeper for all of their assistance this past year. Their dedication has been instrumental in ensuring our financial requirements have been met.

Questions: Comment was impressed with how we were able to hold the conference despite the fiscal restraints in place by many companies and the government.

3.2.1. Motion to accept Financial Statements
Moved by Shaun Herron
Seconded by Fred Buschau
None Opposed, motion carried.

3.2.2. Motion to set up committee for Financial review
Moved by John Winter
Seconded by Ryan
None Opposed, motion carried

Question: What is the cost of third party to review the financial statement?. The cost is just over $1,000.

3.2.3 Motion to form a committee to perform the annual financial review for the 2017-18 fiscal year.
Moved by Shaun Herron
Seconded by Bev Gooding
None opposed, motion carried

The committee will consist of the Treasurer and two CIPS SK members.

4. Election of Board Members
The following board members have accepted to renew for another term.

    4.1 Re-elect Board Members
        Trevor McDonald
        Trent Lowes
        Fred Buschau

    4.2 The following individuals have submitted their names to sit on the Board.
        Rob Merritt, I.S.P., Saskatoon
        John Winter I.S.P., Regina

        Rob Merritt has over 20 years in I.T. In those 20 years I have been a software developer and System/Network Admin and on a variety of platforms. Computing is a hobby as well as a career. Rob has volunteered at Habitat for Humanity Builds and at the Re-Store, -Bantam lacrosse coach, and is a Member at large for the University of Saskatchewan Computer museum. Rob joined CIPS in February 2014 and obtained his ISP Designation in July 2014.

        John Winter , I.S.P.
        John started his career in IT in 1991. He completed the Computer Information's Systems Program at SIAST Palliser Campus in 1995. John has added a SANS GSEC (GIAC) and ISP to his professional designations.
        He has worked for and with both Federal and Provincial government, Starting with Energy Mines & Resources (Application Specialist) and Search and Rescue Headquarters (System Administrator) in Ottawa and John has now settled in at SaskTel for over 19 years, most of it in IS Security as a Technical Analyst.
        John also serves on a number, of other boards in various roles including President, Vice President to member at large. Thus, he brings a variety of experience, and enthusiasm to contribute to and help the CIPS Board accomplish their objectives and goals.

    4.1.1   Election
            Motion to accept nomination: Rob Merritt and John Winter
            Moved by Thomas Boxall
            Seconded by Yashu Bither
            None opposed, motion carried

    4.2.2   The Board Members for 2017 - 2018
            Executive Committee

Trevor McDonald, President	Shaun Herron, Secretary
Ryan Francis, Past President	Bev Gooding, Registrar
John Stevenson, Vice President	Fred Buschau, Treasurer

            Board Directors

Yashu Bither	
Trent Lowes	Doug Lawrence
Kim Jasken	John Winter
Thomas Boxall	Rob Merritt

5. Outgoing Board Members
   No outgoing Members

6. Recognition of all newly certified I.S.P.s
   The new I.S.P.s from July 1, 2016 – June 30, 2017 are:
Justin Stade I.S.P.	Fahd Ahmed I.S.P.
Gina Manulak-Mould I.S.P.	Abayomi Fagbebe I.S.P.
Steven Beres I.S.P.	Adewole Adetayo I.S.P.

7. Other Business
   7.1 National Update Shaun Herron
   CIPS National Report
   • From a programming perspective CIPS National is moving forward with Webinars on a regular basis and a focus on students in line with what we have been promoting in Saskatchewan.
   • From a Governance perspective, CIP National has an ongoing battle with CIPS Alberta over who is responsible for membership. CIPS Alberta believes that membership lies with the Provincial body and have taken steps to take over the management of membership. CIPS National does not see things that way and has accused CIPS Alberta of contravening the CIPS Constitution.
   • CIPS National is concerned with revenue uncertainty should membership be managed at the Provincial Level including what fees are sent to National.
   • After several years of low activity, CIPS Ontario is starting to grow and assert themselves behind the CIPS Chair and National Board CEO, Bashir Fancy.
   • As with many issues the main source of contention involves fees and CIPS National is aware that the fee structure and services provided need to be addressed.
   • CIPS National AGM is next Thursday September 28, 2017. Information will be emailed out tomorrow for anyone that is interested in attending.

   7.2 Bylaws Update, Ryan Francis
   • Last AGM we proposed some bylaw changes
   • Received some questions back from the government at the same time that there were issues at national level with Alberta.
   • Due to timing we decided to put it on hold until we knew how things panned out
   • This means the bylaws that were approved have not gone forward both Administrative and Regulatory bylaws.
   • Will we revisit this in the new year

   7.3 Youth Program, Chen Yu
   • To connect and engage youth ages 18 to 35 in the CIPS community and the IT industry in Saskatchewan
   • Raise the awareness of CIPS and CIPS Youth Committee in BIS program at Moose Jaw Campus
   • Year 1 Goal 1 - Presentation To BIS Year one & axpand the committee
   • Goals 2 Reach out to professionals in industry to create a liaison between the education and professional settings
   • Hosting a potluck event Professional Event at Moose Jaw campus with 1st and 2nd

year BIS students and a panel of IT professionals
- • Goal 3 - Create a platform to advertise opportunities and provide knowledge to CIPS Youth members. We created social media pages
- • Goal 4 - CIPS accredited programs in Sask Polytech, U of R and U of S, Non - CIPS accredited IT programs in Sask Polytech, U of R and U of S, Saskatchewan high schools

7.4 Mentor Program, Kim Jasken
Mentor program Jan – June 2017
- • Six partnerships were matches
- • Three based in Saskatoon and two in Regina and one match is a combination of Regina/Saskatoon

Mentor Process
- • Participants submitted an application and the mentor committee, partnered the individuals based on city and interests or areas of expertise. (Committee members Doug Lawrence, Maria Galati, John Stevenson and myself)
- • A Meet & Greet and training session were held in both Regina ad Saskatoon.
- • The Meet & Greet provided an opportunity for mentors and mentees to meet in a social environment and to attend the training session.
- • Mentees were asked that they initiate communication throughout the year.
- • At the end of the year the mentees/mentors were surveyed.
- • Many had positive feedback with the exception of one mentee being very focused on getting a summer job and once that occurred the mentee was totally disengaged.
- • Going forward we will stress that the program is not about gaining employment.

Mentor program 2017/18
- • We will run the mentoring program from October to May.
- • Started collecting applications and so far we have 5 mentee applications and 1 mentor application.
- • If anyone is interested in becoming a mentor, please fill out an application.
- • We intend to hold a kick off event at the beginning of October

8. Questions / discussion arising from the floor.
- • Question about mentors: How many are we short for matching?
- • Answer: Currently we are short by six mentors.
- • Question: What is CIPS doing to address issues for people with disabilities to remain in the profession or other marginalized groups.
- • Answer: Current focus is on new immigration efforts maybe this can shift into other areas as well.

9. Adjournment Ryan
   9.1   Motion: Adjourn 2016-2017 AGM meeting
            Motion to adjourn Thomas Boxall.

I certify this to be a true copy of the minutes of the Canadian Information Processing Society of Saskatchewan's September 20th, 2017 Annual General Meeting
Fred Buschau
CIPS Saskatchewan
Executive Board Secretary

FINANCIAL STATEMENTS

Canadian Information Processing Society of Saskatchewan Inc.

Independent Review Engagement Report

Year Ended June 30, 2018

Independent Review Engagement Report
Conducted by Marvin Bandura

To the Directors and Members:

I have reviewed the balance sheet of Canadian Information Processing Society of Saskatchewan as at June 30, 2018 along with the statements of earnings, retained earnings (deficit) and changes in financial position for the year then ended from information provided by CIPS Saskatchewan representatives.

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

I conducted my review in accordance with generally accepted review standards. These standards require that I plan and perform a review to obtain reasonable assurance whether the financial statements are free of material misstatement.

The review does not constitute an audit, and consequently, I do not express an audit opinion on these financial statements.

Based on my review these financial statements present fairly, in all material respects, the financial position of this entity as of June 30, 2018 and the results of its operations for the year then ended in accordance with Canadian accounting standards.

Readers are cautioned that these statements may not be appropriate for their purposes.

Marvin Bandura

Marv's Tid Bitz
Small Business Accounting and Income Tax Services
118 City View Estates
Regina Saskatchewan

September 06, 2018

Canadian Information Processing Society of Saskatchewan INC
Balance Sheet
as at
June 30, 2018 (unaudited)

ASSETS	2018	2017
Current Assets		
Cash	58,904	21,789
Short Term Investments (at cost)	50,657	65,002
Accounts receivable	553	2,307
Total Current Assets	110,114	89,098
TOTAL ASSETS	110,114	89,098
LIABILITIES AND MEMBERS QUITY		
Current Liabilities		
Accounts payable	(1,750)	3,901
Total Current Liabilities	(1,750)	3,901
Equity	100,518	100,518
Opening Retained Earnings	(15,321)	(12,298)
Current Income (Loss)	26,666	(3,023)
Ending Retained Earnings	11,345	(15,321)
Total Equity	111,863	85,197
TOTAL LIABILITIES AND MEMBERS EQUITY	110,114	89,098

Canadian Information Processing Society of Saskatchewan INC
Income Statement
Twelve Months Ended
June 30, 2018 (unaudited)

REVENUE	2018	2017
Membership fees	148,643	48,150
Sponsorships	6,500	11,500
Conference fees	11,825	11,173
Lunch and dinner events	5,110	6,163
Interest	947	240
TOTAL REVENUE	173,025	77,226

GENERAL AND ADMINISTRATIVE EXPENSES		
Professional Fees	3,472	3,439
Advertising and promotion	762	923
AV costs	1,714	811
Awards and gifts	500	118
Branded items and Mentorship	448	1,382
Executive	25,534	25,148
Executive meetings	636	936
Facility expenses	206	1,215
Interest and bank charges	140	518
Conferences	5,830	10,187
Events	5,121	3,783
Membership fees to CIPS Canada	99,743	27,753
Office	1,698	2,468
Printing / mailing / courier	55	1,068
Director Insurance	500	500
TOTAL EXPENSES	146,359	80,249

NET INCOME (LOSS)	26,666	(3,023)

Canadian Information Processing Society of Saskatchewan INC
Statement of Cash Flows
Twelve Months Ended
June 30, 2018 (unaudited)

	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES		
Net Income	26,666	-
Decrease in accounts receivables	1,754	736
Increase in accounts payable		
Decrease in equity (CU)		51
TOTAL CASH GENERATED	28,420	787
USES OF CASH		
Operating activities		
Net Loss		3,023
Increase in accounts receivable		
Decreases in accounts payable	5,651	534
TOTAL CASH USED	5,651	3,557
CASH, BEGINNING OF YEAR	86,791	89,561
INCREASE (DECREASE) IN CASH	22,769	(2,770)
CASH, END OF YEAR	109,560	86,791

Canadian Information Processing Society of Saskatchewan, Inc.
General Notes to the Financial Statements
Twelve Months Ended
June 30, 2018 (Unaudited)

1. Organization
    a. CIPS of Saskatchewan is incorporated under the laws of the Province of Saskatchewan as a Professional Association and is exempt from Income Tax under paragraph 149(1)(e) as long as no part of the income of the entity is payable or otherwise available for the personal benefit of members of the entity.
    b. Management confirms this to be the case.
    c. The entity must file a T2 tax return accordingly.

2. Significant Accounting Policies:
    a. The financial statements have been prepared in accordance with generally accepted Canadian accounting principles.

3. Contingent Liabilities:
    a. There were no outstanding contingent liabilities as of June 30, 2018.

4. Subsequent Events:
    a. CIPS advises that there have been no material financial changes since year end.

5. Goods and Service Tax Return to be filed:
    a. 2,625.00 refund

6. 2017 Corporate CRA Notice of Assessment:
    a. CRA changed the non-capital loss closing balance on Schedule 4 "Canadian Loss Continuity and Application" from $47,857 to $61,071 to match their records.
    b. This adjustment needs to be applied to the 2018 T2 Corporate tax return.

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