



Annual Report

2020-2021

Emerging Stronger Together

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CESBA helps build a prosperous Ontario through adult and continuing education programs in school boards.

CESBA (The Ontario Association of Adult and Continuing Education School Board Administrators) is a provincial, non-profit professional association that represents, advocates for and supports adult and continuing education (A&CE) program staff working in nearly 60 school boards across Ontario. Incorporated in 1999 and provincially funded, CESBA works to ensure that adult and continuing education programs offered by school boards are accessible, affordable, and successful in helping learners achieve their education, training and employment goals.

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CESBA Annual Report 2020-2021

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The Ontario Association of Adult & Continuing Education School Board Administrators, 2021

MESSAGE FROM THE CESBA BOARD CHAIR AND EXECUTIVE DIRECTOR

As we continue to grapple with the impact of COVID-19, we know that adult and continuing education has a pivotal role to play in a recovery that is equitable and just. The economic fallout of the pandemic has had a social cost, but our programs offer hope by allowing learners to upgrade skills, switch careers, contribute to the workforce and gain independence. Adult and continuing education addresses the significant learning gaps caused by the pandemic. The pathways between our school board programs give students a unique opportunity to navigate seamlessly from English/French as a Second Language and Literacy programs to Credit courses, apprenticeship programs and beyond.

New technology and the shared reality of working remotely gave us a chance to connect often and respond nimbly to the requests of our members. In the past year, we offered more events to our members than ever before. Our first virtual conference, Inclusion 2020, was a tremendous success thanks to staff, contractors and volunteers from our membership who spent countless hours planning and preparing on a steep learning curve.

This year, we hosted numerous additional online workshops and meetings for various sectors, including a record number for our PLAR/Credit/Guidance community and for administrators. We also held four enthusiastically received presentations on equity and inclusion last spring that continued the timely and important conversations we began at our conference. Many of our events featured our brilliant membership sharing their expertise to help us all rise to the demands of our times. We know that virtual events were more accessible for some members, while others missed the benefits of being face to face. As we plan for our future, we hope to carry the lessons forward to offer our membership both virtual and in-person events.

This report summarizes our work from April 1, 2020 to March 31, 2021, but CESBA has been through notable change since then that has also been reflected in this publication. We have introduced our PSW Lead and Quality Assurance Coordinator, Anita Plunkett, to our team. We welcomed Executive Director Paul Cox, who recently retired as the Adult and Continuing Education Principal of Waterloo Catholic District School Board, and we bid farewell to our phenomenal Executive Director of eight years, Bernadette Beaupre.

We want to extend our profound gratitude to Bernadette for building CESBA into what it is today—a vital community network and the central voice for adult and continuing education in Ontario.

Sincerely,



Jeff Moore
CESBA Board Chair



Paul Cox
CESBA Executive Director



Advocating for Adult & Continuing Education

2020-2021 YEAR IN REVIEW

Strengthening Government Relations

Through our government and public relations, CESBA champions the immense societal value and economic impact of school board Adult and Continuing Education (A&CE) in Ontario. In the past year, we met with decision makers in three key learning ministries: Education (EDU); Labour, Training and Skills Development (MLTSD); and Children, Community and Social Services (MCCSS). We also invited their representatives to address our members at our regional meetings.

We met with the Ministries of Health, Long-Term Care, and Colleges and Universities to advocate for the importance of our school board Personal Support Worker programs as a key part of the labour shortage solution as we begin to act on the lessons learned during the pandemic. We also engaged with Immigration, Refugees and Citizenship Canada (IRCC) at the federal level and hosted them at member meetings.

The goals of our government and public relations work is to:

1. Advocate for a public policy environment where A&CE in Ontario can thrive through ongoing discussions with key ministry staff in EDU, MLTSD and MCCSS.
2. Champion the societal value and economic impact of A&CE.
3. Increase the engagement and diversity of our network to positively influence public policy.

We continue to communicate the following key messages to our funders, stakeholders and the public:

Impact

- Adult and continuing education boards in Ontario graduate thousands of students annually with their Ontario Secondary School Diploma (OSSD).
- The OSSD is recognized internationally and is never challenged – most employers now require it as a minimum hiring requirement.
- Programs like English/French as a Second Language (ESL/FSL), Literacy and Basic Skills (LBS) and Adult Credit provide pathways to post-secondary, employment and apprenticeships.
- Certificates for public board programs are widely recognized by employers (PSW Certificate, Hairstyling Training, Culinary Training, etc.)

Access

- Over 245 public board locations in Ontario offer Adult Credit and other adult education programs – Individuals can easily access information on programs through any local school.
- Programs are usually delivered at one school in the area, so students can access literacy, digital literacy, skills upgrading, English as a Second Language, Adult Credit and more at a single location.
- Most programs are tuition free or require modest materials fees.

Flexibility

- Flexible learning in adult learning settings—in-person, online, hybrid, night or summer school—allow adults who are working or caring for their families to enrol.
- Co-op and internship opportunities are available for adult learners in a wide range of sectors.
- Prior Learning Assessment and Recognition (PLAR) for mature students—a program where students earn credits for life experience—allows many students with Grade 9 and 10 credits to complete their OSSD in under six months.
- Learning plans are student-led so each learner achieves their individual education and employment goals.

Reaching Out to Our Members

We launched our revamped website in October 2020 to provide our members with a hub that is attractive, easy to navigate and filled with current resources to support A&CE program staff. The website includes a library of over 300 resources, an event calendar, a news section, a job bank tool and a conference area. The use of the website increased significantly over the previous year, with 13,492 users (+48%), 20,056 (+36%) sessions and 50,329 pageviews (+32%).

We provided our mailing list of over 1,650 A&CE professionals, community partners and supporters with important sector news, resources, activities and events through our monthly enewsletter, a new weekly bulletin from our Executive Director and numerous other sector and event eblasts.

Our social media channels informed almost 1,400 followers of CESBA updates, upcoming events, and relevant news.



By the Numbers

385

Facebook followers

734

Twitter followers

198

LinkedIn followers

20,056

Website visits

13,492

Website visitors

1,673

CESBA Express Mail subscribers

Sharing Knowledge

Three-part Lunch and Learn series – Connecting in Challenging Times

The COVID-19 global pandemic created a new reality for A&CE. Educators had to build infrastructure to support learners in a virtual context. To respond to these challenges, CESBA offered a three-part Lunch and Learn series.

1. **Get started with virtual learning**, Shirley Graham, Ottawa Catholic School Board
2. **Support your staff during challenging times**, Paul Cox (now CESBA Executive Director), Waterloo Catholic District School Board
3. **Mental health supports for students and staff**, Gail Lalonde, School Mental Health Ontario



Four-part series on Equity and Inclusion

To build on the conversations on equity and inclusion that we started at our Inclusion 2020 Conference in November, CESBA followed up with a very popular four-part Lunch and Learn series.

1. **Inclusive Education with Indigenous Content and Methodologies**, lehnhotonkws Bonnie Jane Maracle, Wolf Clan, Mohawk Nation, First Nations House, University of Toronto
2. **Beyond the Buzzwords: Upholding Human Rights and Equity; Challenging Anti-Black Racism**, Gilary Massa, Toronto District School Board
3. **Making Ally a Verb: Inclusion of Two Spirit & LGBTQIA+ Peoples**, Mitch Borsc, Hamilton Wentworth District School Board
4. **Moving Forward with Equity and Inclusion in Adult and Continuing Education**, Ishwar Persad, Equity and Inclusion Coach

"Gilary was so informative and engaging. She drew us into understanding the topic and reflecting on our own journey towards dismantling racism and discrimination!"
– Participant at Anti-Black racism workshop

"I was very happy that this workshop was available and with the way in which it was presented."
– Participant at the Two Spirit and LGBTQIA+ workshop

"The presenters were well-versed in the content and were well-equipped to answer any questions that were presented."
– Participant at PLAR workshop

Four-part fall PLAR/Guidance series

Content and leadership for this series was provided by the PLAR/Guidance/Credit Committee. Topics included PLAR materials online, managing online appointments, Google Forms for the online registration process, PLAR through General Learning Strategies (GLS) for new teachers and D2L PLAR eLearning materials and logistics.

OnSIS Day

A full day of content and expertise on the Ontario Student Information System (OnSIS) was provided by Deborah Cook, York Region District School Board, and Namita Agarwal, Toronto District School Board.

New Admin Day

A full day of content and expertise was provided by the CESBA Committee of Experienced Administrators.

PLAR Day

A full day of content and expertise was provided by Andrea Murphy, Limestone District School Board, and Brenda Steffler, Waterloo Catholic District School Board.

"Always great spending time with CESBA. You have the pulse on exactly what is needed."

– Participant at New Admin Day

Three-part Spring Credit series

Content and expertise for this series was provided by the PLAR/Guidance/Credit Committee. Discussion of Credit programming and challenges, including Shift to Aspen SMS and Maturity Credit Process.

PSW Lunch and Learn meeting and Spring Work Day

A full day of was content and expertise, and an additional workshop, was provided by Anita Plunkett (now on CESBA staff), Catholic District School Board of Eastern Ontario, and Kathryn Lawrence, Durham Catholic District School Board.

"This was an extremely well organized event! This was a fabulous opportunity to help us understand more about what is required in moving forward! Thank you!"

– Participant at PSW Working Day

Two Ontario Skills Inventory Tool (OSIT) training sessions

An introduction to a CESBA tool for LBS practitioners was provided by Charlotte Parliament, Simcoe County District School Board.

Coming Together

Four Summer School Connect meetings

Principals and vice-principals connected with their regional colleagues to discuss activities, decisions, challenges and solutions relating to summer school programming.

"I thought it was great. Informative and kept on task. Thank you!"

– Participant at CESBA West regional meeting

Three Fall School Connect meetings

Principals and vice-principals connected with their regional colleagues to discuss activities, decisions, challenges and solutions relating to fall programming.

"Appreciate all the work that went into putting this meeting together!"

– Participant at CESBA Central meeting

Regional meetings

CESBA hosted nine well-attended regional meetings throughout the school year for the North, East, Central and West regions to connect with their colleagues, hear from government representatives and meet in small, sector-specific groups (Credit/PLAR/Guidance, ESL/FSL/LINC, LBS, IL, PSW, Francophone).

CESBA Conference: Inclusion 2020

November 25-26, 2020

Almost 350 attended our first virtual conference, with over 20 workshops and plenary events, as well as a day of sector content.

On November 26, Ben Vallati, Ottawa Catholic School Board, and Bernadette Beaupre, CESBA Executive Director (outgoing), were consummate hosts who made our participants feel welcome.

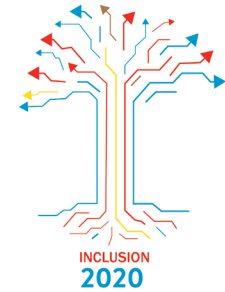
Our dynamic and well-received keynote speaker, Anthony McLean, presented on **Inclusivity in Education: Better than Diversity**. Workshops provided a broad range of content that survey respondents shared were “relevant to their work” and “extremely engaging”.

The day opened with music by Indigenous drummer, Gabriel Gaudet. Video showcases were provided through the day by Francophone student artists from Centre d'Excellence Artistique de l'Ontario, Conseil des écoles publiques de l'Est de l'Ontario.

The second annual Lifetime Achievement Award was presented to Paul Cox, now our Executive Director, from Waterloo Catholic District School Board on his retirement from St. Louis Adult Learning and Continuing Education.

The first day of sector content was arranged and provided by CESBA membership on PLAR/Guidance/Credit, ESL/FSL/LINC, International and Indigenous Languages and Personal Support Worker programs.

Thanks to sponsors and partners, including title sponsor EduTravel, as well as the volunteers and staff who managed to expertly deliver a complex conference in a new online format.



Moving Forward Together | Avancer ensemble
CESBA Conference | Conférence de CESBA
November 25-26 | 25 et 26 novembre

"Anthony McLean was among the best keynotes I've seen, and I've seen a lot. Could not have made a better choice for this event. He was excellent!"



"It was a good reminder that our work continues to ensure equity for all."

"I feel I gained tremendous knowledge, professional supports and personal insight that will benefit my students and most of all, my community."

Sector Highlights

Personal Support Worker (PSW) program

- Actively participated on the Ministry of Long-Term Care Staffing Advisory Group to support the development of their four-year staffing plan.
- Provided input to the Ministry of Colleges and Universities, along with other stakeholders, for the updated PSW Training Standards.
- Offered support and resources to new school boards introducing PSW programs, as well as boards that are expanding existing programs.
- Hosted Spring PSW Work Day to share provincial updates and provided opportunities for networking.
- Finalized and distributed PSW Recognition and Advanced Standing document for boards to use to exempt qualified individuals with previous health care training or experience from certain training modules.
- Hosted the PSW sector day at the conference.
- Introduced a new PSW Lead and Quality Assurance Coordinator position to the CESBA staff.

Credit/Prior Learning Assessment Recognition (PLAR)/Guidance

- Hosted more professional development events and meetings than ever, including a full PLAR day, four PLAR/Guidance workshops, three Credit meetings and the full day at the conference.
- Developed and launched PLAR 101 and 102 eLearning modules to support virtual training, including two online courses to orient new assessors.
- Added to the vast library of PLAR resources and documents on the newly designed CESBA website.
- Provided leadership and mentorship to new assessors and shared best practices among boards through our active committee of experienced assessors.

English as a Second Language and French as a Second Language (ESL/FSL)

- Liaised with regions and held meetings outside CESBA regional meetings for ESL managers.
- Commenced outreach to TESL training institutions to advise and learn about TESL training.
- Planned successful ESL sector day at the CESBA conference.
- Met with IRCC/LINC provincial managers with the purpose of including IRCC/LINC in CESBA events and meetings. IRCC/LINC managers are now joining the regional meetings.
- Met with MLTSD directors to improve communication with CESBA members.
- Planned a lunch and learn for ESL Managers to share online learning skills.

International and Indigenous Language Elementary (IILE)

- Shared key information and decisions with IILE administrators across the province on COVID-19 concerns, protocols, and program delivery.
- Met with the International Language Educators Association (ILEA) of Ontario to encourage collaboration between our two associations.
- At conference, organized presentations on how to support teachers and educators working with IILE students through remote learning, as well as how to navigate OnSIS and funding instructors and processes for IILE. Facilitated discussions on guiding teachers, students and parents through the pandemic; the future of IILE; advocacy, promotion and delivery models; Indigenous language learning opportunities; increasing credit course student engagement; and summer programming.

Literacy and Basic Skills (LBS)

- Piloted EDGE4, a measurement and tracking system that assists boards to track all students graduating with an OSSD, who began their training in ESL/FSL, LBS or both, with six school boards.
- Delivered a full-day workshop at the conference with LBS staff from 38 school boards. Topics included business planning during a pandemic, EO transformation, presenting in an online environment and Ministry of Labour, Training and Skills Development (MLTSD) Q&A.
- Partnered with Community Literacy Ontario to research, develop and host a “Using Labour Market Information in LBS Agencies” webinar that shared best practices in using Labour Market Information to assist clients as they make decisions about their Literacy and Basic Skills goals.
- Released the CESBA Online Skills Inventory Tool to the LBS field. Two online training sessions were conducted for OSIT.
- Hosted a webinar on “Brainstorming new strategies, ideas, challenges of doing LBS Milestones remotely”.
- Conducted a survey, “LBS Supports Required During COVID-19”, and relayed results to MLTSD.

FAREWELL TO EXECUTIVE DIRECTOR BERNADETTE BEAUPRE



Executive Director Bernadette Beaupre led CESBA with bold vision through extraordinary growth for the past eight years.

When Bernadette joined CESBA in 2013, the organization relied on a procession of private consultants, with no staff or office. She worked closely with the board to move it to a policy governance framework to ensure transparency, accountability and ethical practices. In her first three years, she wrote policies and built infrastructure that ensured our sustainability. She moved to an office at Centre for Social Innovation, produced annual reports and moved CESBA online.

Drawing inspiration from the West Region, Bernadette launched our regional meetings for the North, Central and East Regions. These have become vital touchpoints for our members. She also started numerous committees across sectors and ensured they all felt supported.

In 2016, Bernadette hired staff rather than relying on project consultants. With the help of the new team, she added a secure website that provided a resource hub for members, social media platforms and our monthly newsletter. Under her leadership, the staff also grew the annual conference, supported committee work and launched numerous research and resource development projects.

Bernadette forged relationships with key government representatives from all relevant ministries. Her government relations work has ensured our organization and programs receive critical funding. She advocated fiercely on behalf of our organization when the government changed, which allowed our survival.

Bernadette has forged relationships with A&CE stakeholders across the province with tenacity, humour and generosity of spirit. Through her leadership with our member administrators, other community groups, government policy makers, board and staff, CESBA has become a powerful voice for adult and continuing education in Ontario.

THE CESBA BOARD OF DIRECTORS

During this fiscal year, the CESBA Board of Directors, CESBA staff and members thanked outgoing board member, Ralf Mesenbrink (Avon Maitland District School Board), for his contributions and welcomed Marianne Kaye (Ottawa Catholic School Board).

CESBA Board of Directors 2020-2021

Jeff Moore

Chair

Hamilton-Wentworth District School Board

Julie Bodiam

Co-Chair

Upper Grand District School Board

Linda Dillon-Dupuis

Director

Conseil scolaire catholique de district des Grandes-Rivières

Marianne Kaye

Director

Ottawa Catholic School Board

Ralf Mesenbrink

Director (outgoing)

Avon Maitland District School Board

Andrea Murphy

Director

Limestone District School Board

Stacey Ritchie

Director

Durham Catholic District School Board

Alison Sadowski

Director

Kawartha Pine Ridge District School Board



PROJECT COMMITTEES

Adult Credit/PLAR/Guidance Committee

Jim Mackrory, Chair (HWDSB-retired), Angela Jarrett (HWDSB), Andrea Murphy (Limestone DSB), Natalie Poitras (CSCDGR), Samantha Peotto (Lakehead DSB), Sean Pynaert (LDCSB), Brenda Steffler (WCDSB)

Committee of Experienced Administrators

Julie Bodiam (UGDSB), Tania Connell (YCDSB), James Dowhaniuk (PDSB), Susie Nunes (YRDSB), Sharon Rajabi (TCDSB), Stacey Ritchie (DCDSB)

Committee to Support Indigenous Learners

Matthew Bradley (TDSB), Michelle Davis (Ontario Native Literacy Coalition), David Isherwood (The Martin Family Initiative), Katie Maracle (Six Nations Polytechnic), Lynn McAughey (KPDSB), John Playford (SCDSB), Brendan Smyth (Seven Generations Education Institute), Maureen Wainwright (OCSB), Parastou Ziadlou (Eenchokay Birchstick School)

Conference Planning Committee

Diane Elliott (HWDSB), Judith Hoffman (CAVLFO), Cheryl Stewart (Grand Erie DSB), Adrienne Sultana (UGDSB)

English and French as a Second Language (ESL/FSL) Committee

Diane Elliott, Co-chair (HWDSB), Erin Jones, Co-chair (AMDSB), Cathy Condarcu-Sain (DCDSB), Susie Nunes (YRDSB), Laura Patterson (Limestone DSB), Sharon Rajabi (TCDSB), Kathleen Sullivan (HWCDSB)

Equity and Inclusion Committee

Kara Babcock (Lakehead DSB), Mitch Borsc (HWDSB), Michele Breault (WCDSB), Vira Furtak (TDSB), Gabrianna Jolie (TCDSB), Cheryl Kempenaar (Lakehead DSB), Emina Kovacenic (HWDSB), Gilarly Massa (TDSB), Sally MacDonald (Greater Essex DSB), Angela Parkin (HWDSB), Susan Rayman (DPCDSB), Lori Sheppard (LKDSB)

Le Groupe des affaires francophones (Francophone Affairs Committee)

Judith Hoffman, Chair (CAVLFO) and representatives from the Francophone member school boards: CECCE, CSDCEO, CEPEO, CSCDGR, CSPGNO, CSCFN, CSCNO, CSPNE and CSC Providence.

Hybrid/Online Committee

Ralf Mesenbrink, Chair (AMDSB-retired), Kendra Brohman (AMDSB), Judith Hoffman (CAVLFO), Samantha Peotto (Lakehead DSB)

International and Indigenous Language (IILE) Committee

Lesya Granger (CECCE), Whitney Deveau (TDSB), Dorota Jakubowska (DPCDSB), Brunella Trinca (DPCDSB)

Literacy & Basic Skills (LBS) Committee

Melissa Friske, Chair (RCDSB), Jennifer McKay (OCDSB), Charlotte Parliament (SCDSB), Brent Pickering (Limestone DSB)

Personal Support Worker (PSW) Committee

Kathryn Lawrence, Chair (DCDSB), Dawn-Marie Brunet (SCDSB), Kristen Buck (Grand Erie DSB), Tammy Cantin (WCDSB), Heather Hartwick (KPRDSB), Alison Sadowski (KPRDSB), Lisa Zandenbourg (LKDSB)

Regional Partnerships for Adult Education (RPAE) Leads Committee

Denise Andre (Eastern Ontario Staff Development Network), Judith Hoffman (CAVLFO), Lynn McAughey (KPDSB), Jeff Moore (HWDSB), Susie Nunes (YRDSB), Samanta Peotto (Lakehead DSB), Stacey Ritchie (DCDSB)

Trades, Experiential Learning and Apprenticeships (TELA) Committee

Jim Mackrory, Co-chair (HWDSB-retired), Ralf Mesenbrink, Co-chair (AMDSB-retired), Delmar Borba (WCDSB), Teja Cherukuri (DSBN), James Dowhaniuk (PDSB), Laura Grant (TVDSB), Jennifer Mikus (Lakehead DSB), Laura Lee Millard-Smith (SCDSB), Paul Officer (PDSB), Suriya Pillay (DSBN)

CESBA is grateful to all of our members for their ongoing support and participation:

Algoma District School Board
 Algonquin and Lakeshore Catholic District School Board
 Avon Maitland District School Board
 Bluewater District School Board
 Bruce-Grey Catholic District School Board
 Catholic District School Board of Eastern Ontario
 Conseil des écoles catholiques du Centre-Est
 Conseil des écoles publiques de l'Est de l'Ontario
 Conseil scolaire catholique de district des Grandes-Rivières
 Conseil scolaire catholique du Nouvel-Ontario
 Conseil scolaire catholique Franco-Nord
 Conseil scolaire catholique Providence
 Conseil scolaire de district catholique de l'Est ontarien
 Conseil scolaire public du Grand Nord de l'Ontario
 Conseil scolaire public du Nord-Est de l'Ontario
 District School Board of Niagara
 District School Board Ontario North East
 Dufferin-Peel Catholic District School Board
 Durham Catholic District School Board
 Durham District School Board
 Grand Erie District School Board
 Greater Essex County District School Board
 Halton Catholic District School Board
 Halton District School Board
 Hamilton-Wentworth Catholic District School Board
 Hamilton-Wentworth District School Board
 Hastings and Prince Edward District School Board
 Huron-Superior Catholic District School Board
 Kawartha Pine Ridge District School Board

**CESBA
MEMBERS
2020-2021**

Keewatin Patricia District School Board
 Lakehead District School Board
 Lambton Kent District School Board
 Limestone District School Board
 London District Catholic School Board
 Near North District School Board
 Niagara Catholic District School Board
 Nipissing-Parry Sound Catholic District School Board
 Northeastern Catholic District School Board
 Ottawa Catholic School Board
 Ottawa-Carleton District School Board
 Peel District School Board
 Peterborough Victoria Northumberland and Clarington Catholic District School Board
 Rainbow District School Board
 Renfrew County District School Board
 Simcoe County District School Board
 Simcoe Muskoka Catholic District School Board
 Sudbury Catholic District School Board
 Superior-Greenstone District School Board
 Thames Valley District School Board
 Toronto Catholic District School Board
 Toronto District School Board
 Trillium Lakelands District School Board
 Upper Canada District School Board
 Upper Grand District School Board
 Waterloo Catholic District School Board
 Waterloo Region District School Board
 Windsor-Essex Catholic District School Board
 York Catholic District School Board
 York Region District School Board



FUNDERS

CESBA graciously acknowledges funding support from the Ontario Ministry of Education, Ministry of Labour, Training and Skills Development and Ministry of Children, Community and Social Services.



PARTNERS AND AFFILIATES

CESBA would like to thank our partners and affiliates for their support and collaboration this year.

AlphaPlus

Adult Basic Education Association of Hamilton

Canadian Association of Prior Learning & Assessment (CAPLA)

Centre franco-ontarien de ressources en alphabétisation (Centre FORA)

Centre for Social Innovation

Coalition ontarienne de formation des adultes

College Sector Committee for Academic Upgrading

Community Literacy of Ontario

Contact North

Deaf Literacy Initiative

Immigration, Refugees and Citizenship Canada

Laubach Literacy Ontario

Literacy Link Niagara

Literacy Link of Eastern Ontario

Literacy Link South Central

Literacy Network Northeast

Literacy Network of Durham Region

Literacy Northwest

Literacy Ontario Central South

Metro Toronto Movement for Literacy

Mid North Network for the Coordination and Development of Adult Learning

Northern Policy Institute

Ontario College Application Service

Ontario Native Literacy Coalition

Ontario Nonprofit Network

Ottawa Community Coalition for Literacy

Peel-Halton-Dufferin Adult Learning Network

Preparatory Training Programs, Toronto (Adult Learning and Employment Programs)

Project READ Literacy Network Waterloo-Wellington

QUILL Learning Network

TESL Ontario

CESBA STAFF



(Left to right) Hillary, Ananda, Paul, Suzanne, Anita and Urszula.

PAUL COX
Executive Director

HILLARY ARNOLD
Project Manager

URSZULA MAZUR
Administrator/Project Coordinator

ANITA PLUNKETT
PSW Lead and Quality Assurance Coordinator

SUZANNE SCHWENGER
Project Coordinator

ANANDA UMAR
Communications Specialist

FINANCIAL STATEMENT



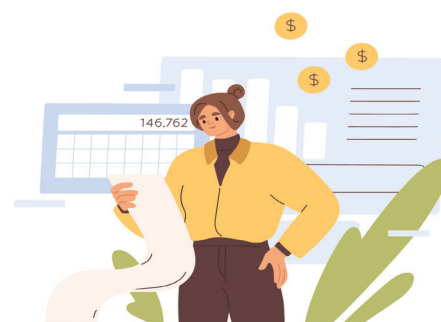
Revenue

Total	\$732,538
Government grants	\$603,166
Membership	\$59,619
Canadian Emergency Wage subsidy	\$36,331
Conference fees	\$33,225
Other	\$197



Expenses

Total	\$712,377
Salaries and Benefits	\$339,473
Consulting	\$111,019
Special Projects	\$109,339
Administration	\$42,445
Professional fees	\$35,389
Events	\$24,631
Communications and Marketing	\$20,124
School Board project support	\$19,300
Travel	\$4,408
Bank charges and interest	\$3,475
Insurance	\$2,774



*For the full financial statement, please visit www.cesba.com





Supporting Professionals. **Igniting** Learning.

Appuyer les professionnels. **Susciter** l'apprentissage.



www.cesba.com