



**Celebrating 35 years!**

**"HELPING CLIENTS MAKE A DIFFERENCE ... SINCE 1984"**

Headquartered in Manitoba, Canada since 1984, Proactive Information Services Inc. assists clients in the public and non-profit sectors in meeting their social research and program evaluation needs. We gratefully acknowledge that we live and work on Treaty 1 Territory, the home of the Cree, Anishinaabe, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis people.

One thing common to all our clients is their desire to "*make a difference*." Through use of both qualitative and quantitative methodological techniques, we work collaboratively with our clients to provide the insights that will allow them to make evidence-informed decisions and build their own evaluation capacity.

In Canada, we have worked with people in newcomer communities, with rural, urban and Northern communities, with Indigenous communities, with governments and community agencies and on many projects supporting vulnerable, minoritized and/or disenfranchised populations. We are advocates for social, economic and environmental justice. We are committed to promoting and acting on the Truth and Reconciliation Commission of Canada: Calls to Action.

Internationally, we have worked on projects in numerous countries in Central, Eastern and Southeastern Europe, as well as in Argentina, Lithuania, and Mongolia. These experiences have given us insights into the necessity of working to ensure that our evaluation processes and research methods are culturally, socially, and developmentally appropriate.

At Proactive, we believe that well designed processes can provide information for learning and decision-making at multi-levels. Information must be useful and accessible to a variety of audiences. To this end, we frequently promote developmental, participatory and empowerment approaches to research and evaluation which support organizational capacity building.

We believe evaluation must be culturally responsive, authentic, socially responsible and ethically sound; inclusive and constructivist in approach. We adhere to the Canadian Evaluation Society's [Guidelines for Ethical Conduct](#).

We conduct all aspects of the research process in-house with capability in both Canada's official languages. All technical components are undertaken by our trained and experienced staff, ensuring quality and confidentiality. Our three key professionals hold the Canadian Evaluation Society professional designation of Credentialed Evaluator (CE).

Both within our office and with our clients, we promote a respectful, reciprocal, flexible, strength-based, learning approach.

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## THE PROACTIVE PROFESSIONALS

The Proactive team is comprised of experienced professionals and skilled technical personnel. The following are brief biographies of key Proactive professionals.

**Larry K. Bremner, CE (Partner & President)** [larry@proactive.mb.ca](mailto:larry@proactive.mb.ca)

Mr. Bremner has worked in research and evaluation for over 40 years. In 1984, he established Proactive to provide social research services to the not-for-profit and public sectors. Through Proactive he has assisted organizations (government departments, First Nations communities, justice agencies, community-based agencies, post-secondary institutions, school districts, museums, parks, regional health authorities and health care providers) in meeting their learning and information needs. He has worked throughout Canada, in Central, Eastern and Southeastern Europe, and in Mongolia.

Larry has worked extensively in the areas of program evaluation, information synthesis, and the design and coordination of large-scale studies. He is recognized for his methodological expertise and his ability to synthesize learnings from his many experiences, bringing significant insights to each project.

Proud of his Métis heritage, Larry is passionate about issues of equity and access. He believes that co-creation and participatory approaches to research and evaluation can foster the empowerment of traditionally disenfranchised groups, while at the same time improving our important public systems and institutions.

In 2012, Mr. Bremner was elected National President of the Canadian Evaluation Society (CES). As Past President, he represented CES on the international stage, including as Treasurer of the International Organisation for Cooperation in Evaluation (IOCE). He was the driving force behind the creation of the global EvalPartners network EvalIndigenous. In 2017, Larry received the Service to CES award and, in 2018, the Contribution to Evaluation in Canada Award. In 2019, he was inducted as a Fellow of the Canadian Evaluation Society, the Society's highest honour.

**Linda E. Lee, CE FCES (Partner & Vice-President)** [linda@proactive.mb.ca](mailto:linda@proactive.mb.ca)

Ms. Lee has worked in the areas of evaluation, research, and program development since the late 1970's. She has expertise in: program evaluation; organizational capacity building; and, the development of both traditional and innovative evaluation and assessment instruments. Her work includes projects across Canada, as well as in Europe, the Caribbean, and South America She has published and presented nationally and internationally.

Linda is former National President of CES. She is a recipient of the 2003 Service to CES Award and was inducted as a Fellow of CES in 2009. Linda serves on the CES Credentialing Board and the Fellows' Executive. She is also a former President and Chair of the Board of Volunteer Manitoba.

Linda's extensive experience has allowed her to work with diverse people in a variety of settings. She has had a particular interest in youth, working with communities both in Canada and elsewhere who want to promote a brighter future for young people.

**Denise Belanger, CE (Senior Associate)** [denise@proactive.mb.ca](mailto:denise@proactive.mb.ca)

Fluent in both French and English, Ms Belanger brings a rich background and diverse skill set to Proactive where she has worked since 1998. Denise has extensive experience with all aspects of the evaluation process, from methodological development to instrument design and report writing. She has skills in: designing innovative evaluation tools; moderating focus groups; facilitating public fora; conducting in-depth interviews; analyzing and interpreting qualitative data; and, writing reports. She has presented and delivered workshops at national and international evaluation conferences.

Denise has worked extensively in the non-profit sector both in evaluation and evaluation capacity building. She is knowledgeable about SROI and other methods of demonstrating value in the community agency/no-profit sector.

Denise is a former President of the CES Manitoba Chapter. She has served on the CES National Board and on the board of the Canadian Evaluation Society Educational Fund. In 2014, she received the prestigious CES award, Contribution to Evaluation in Canada.

**Research Support** [evaluate@proactive.mb.ca](mailto:evaluate@proactive.mb.ca)

Proactive has a skilled and experienced Research Assistant, Andrew Lyons, who has worked as part of the Proactive team for 10+ years.

Andrew's skills include web-survey design and creation, coding, data entry/scanning, data quality control, and statistical analysis (Excel, SPSS). In addition, Andrew has experience conducting interviews with clients of community agencies.

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## PROACTIVE'S SERVICES

Proactive provides a range of services to clients, including:

- ◆ **Program Evaluation**
  - Multi-faceted Evaluations
  - Developmental Evaluation
  - Case Studies
  - Project Monitoring
  - Program Reviews
- ◆ **Social Research**
  - Environmental Scans
  - Needs Assessments
  - Primary Research
- ◆ **Public Consultations**
- ◆ **Workshops, Training and Planning**
  - Coaching and Capacity Building
  - Facilitation
  - Strategic Planning
- ◆ **Research & Data Support Services**
  - Literature Reviews, Evidence Syntheses, & Annotated Bibliographies
  - Survey Support
  - Qualitative Analysis
  - Quantitative Data Support and Analysis (SPSS, Excel)
- ◆ **Development Services**
  - Logic Models & Evaluation Frameworks
  - Research & Evaluation Tool Kits
  - Manuals, Curricula and Learning Materials
  - Feasibility Studies
  - Exhibit Development/Copy Testing

FOR EXAMPLES OF OUR PROJECTS EMAIL US AT [evaluate@proactive.mb.ca](mailto:evaluate@proactive.mb.ca)  
OR VISIT US ON FACEBOOK FOR THE LATEST NEWS!

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## SELECTED CLIENTS

Since 1984, Proactive has worked with clients in the public, private, non-profit and voluntary sectors, including government departments, community agencies, school districts, post-secondary institutions, health authorities, foundations and other NGO's across Canada and abroad. Examples of clients include:

### Elementary and Secondary Education

Canada Millennium Scholarship Foundation  
 Education, Culture and Employment, GNWT, Yellowknife, Canada  
 Manitoba Education & Training, Winnipeg, Canada  
 Manitoba Rural Learning Consortium (mRLC)  
 Manitoba School Improvement Program Inc. (MSIP),  
 Manitoba Teachers' Society, Winnipeg, Canada  
 Ontario Ministry of Education, Toronto, Canada  
 Schools, School Divisions/Districts across Western and Northern Canada  
 Walter and Duncan Gordon Foundation, Toronto, Ontario  
 Yukon Department of Education, Whitehorse, Yukon

### Post-Secondary Education and Training

Manitoba Advanced Education and Literacy  
 Manitoba Aerospace, Winnipeg, Canada  
 Nunavut Arctic College, Iqaluit, Nunavut  
 Prior Learning Assessment and Recognition, Manitoba Advanced Education and Literacy, Winnipeg, Canada  
 Rideau Hall Foundation, Ottawa, Canada  
 Red River College, Winnipeg, Canada  
 University of Manitoba, Winnipeg, Canada  
 University of Ottawa Faculty of Education, Ottawa  
 Workplace Education Manitoba (WEM), Entrepreneurship, Training and Trades

### International Projects

Center for Educational Initiatives, Bosnia and Herzegovina  
 Fundación Leer, Buenos Aires, Argentina  
 International Labour Organization/International Programme for the Elimination of Child Labour, United Nations, Geneva, Switzerland  
 International Step by Step Association (ISSA), Budapest, Hungary  
 Ministry of Education and Science, Vilnius, Lithuania  
 Open Society Foundation (OSF), London, UK  
 Open Society Institute (OSI), Budapest, Hungary and New York, USA  
 UNICEF, Sarajevo, Bosnia and Herzegovina

### Indigenous Communities

Aboriginal Education Directorate, Manitoba Education and Literacy, Winnipeg, Canada  
 Arctic Indigenous Wellness Foundation, Yellowknife, Canada  
 BC Aboriginal Child Care Society, Vancouver, BC  
 Dakota Ojibway Tribal Council, Manitoba  
 Ka Ni Kanichihk Inc., Winnipeg  
 Ma Mawi Wi Chi Itata Centre, Inc., Winnipeg  
 Norway House Cree Nation, Manitoba  
 Peguis First Nation, Manitoba  
 Selkirk Friendship Centre, Selkirk, Manitoba  
 Tataskweyak Education Authority, Tataskweyak Cree Nation (TCN), Manitoba

### **Culture, Heritage and Recreation**

Canada Council for the Arts, Ottawa, Canada  
Calgary Science Centre, Calgary, Canada  
Canadian Heritage, Parks Canada: Alberta Region, Mountain Parks, Prairie and N.W.T. Region, Riding  
Mountain National Park, Yukon Region  
Canadian Museum for Human Rights, Winnipeg, Canada  
Glenbow, Calgary, Canada  
Manitoba Arts Council, Winnipeg, Canada  
Manitoba Museum, Winnipeg, Canada  
Rural Municipality of Gimli, Manitoba, Canada  
Science Alberta Foundation, Calgary, Canada

### **Healthy Communities**

Addictions Foundation of Manitoba, Winnipeg, Canada  
Assiniboine North Regional Health Authority, Manitoba, Canada  
Catholic Health Corporation of Manitoba, Winnipeg  
City of Winnipeg, Winnipeg, Canada  
Central Manitoba Regional Health Authority, Canada  
Department of Justice, GNWT, Yellowknife, Canada  
Family Services of Greater Vancouver, Canada  
First Nations and Inuit Health Branch, Health Canada  
Girl Guides of Canada, Toronto, Canada  
Human Resources Development Canada (HRDC)  
Inclusion Winnipeg, Winnipeg, Canada  
IRCOM, Winnipeg, Canada  
Justice Canada, Ottawa, Canada  
Learning Disabilities Association of Yukon, Whitehorse  
Manitoba Start, Employment Solutions for Immigrants, Winnipeg, Canada  
Northern Health Region and Mystery Lake School District, Thompson, Canada  
Pregnancy & Family Support Services, Winnipeg  
National Crime Prevention Centre, Public Safety Canada  
SEED Winnipeg Inc., Winnipeg, Canada  
Sport Recreation & Youth, GNWT, Yellowknife, Canada  
The Family Centre, Winnipeg, Canada  
United Way of Winnipeg, Winnipeg, Canada  
West Central Women's Resource Centre, Winnipeg