Inside This Issue...

2  The Audit Department’s Unseen Risk
5  IIA Canada IIA HQ News
9  Membership
10 Professional Development
12  ERM – More Talk Than Action?
15  IIA Certifications
17  Chapter Progress Report
18  Chapter Board
19  Board Feedback Surveys
20  The Lighter Side

Linkedin

Our Chapter's Official Website

Our Facebook Page
The Audit Department’s Unseen Risk
By Toby DeRoche MBA, CIA, CCSA, CRMA, CICA

Internal Audit Departments around the world have an obligation to inform management about the risks inherent to their organizations, but what about the risks inherent to the audit department itself. The Institute of Internal Auditors (IIA) points out several high level issues commonly identified during the Quality Assurance and Improvement Program (QAIP): (See Who Audits the Auditors - The Value of Internal and External QAs.ppt)

- No formalized risk assessment procedures
- Inappropriate CAE reporting relationships
- Out-of-date charters
- Perceived inadequate staff knowledge

Beyond risks identified during the QAIP, there are several frequently overlooked risks deeply integrated in the way the audit department handles audit documentation. While audit management solutions have been on the market for many years, a very large percentage of audit departments still rely solely on Microsoft® Office, especially Word and Excel, for their audit documentation. The documentation is usually stored on the auditors’ laptops, on network drives, or on SharePoint. Word and Excel are excellent tools for which every auditor should have advanced working knowledge, but these applications are not equipped to cover all of an auditor’s requirements.

Some of the risks that result from over reliance on Word and Excel are listed below, and these will each be explained in more detail:

- Failing to adhere to information security policies
- Using outdated versions of documents and spreadsheets
- Evidencing audit management review
- Issuing audit reports that do not tie to audit documentation
- Challenges to capturing complete data for audit committees

Failing to adhere to information security policies
Organizations are faced with ever increasing pressure to ensure security over confidential data, and audit departments are in a unique position as a good audit charter will grant access to basically all information within an organization. The data is then included in testing and documentation by the auditors. If the test work is performed in Word and Excel, stored on laptops, emailed to reviewers, and included in share drives, there are numerous opportunities for data security to be compromised and the organization’s information security policies to be violated.

Using outdated versions of documents and spreadsheets
The Word documents with the audit programs and the Excel files with the test work all go through multiple iterations during the course an audit. Keeping up with the most current version can be a nightmare for the both the auditor and for the manager who could end up reviewing outdated versions.
Evidencing audit management review
The review process itself can be daunting when working in Word and Excel. Comments added to Word and Excel can be deleted by anyone. Track changes can be turned on or off by anyone. How do you know if the review notes were ever even completed? In the end, the comments are all cleared and the changes are all accepted, so any evidence of review is lost.

Issuing audit reports that do not tie to audit documentation
A consistent issue in using Word and Excel is the inability to compile data. When audit programs are spread across multiple Word documents and test work is in a variety of spreadsheets, compiling all of the information into a single audit report is problematic. The simple act of tying the audit work to the report for completeness then tying the report back to the work for accuracy can take weeks. Once the department’s management gets there hands on the report for wordsmithing, the entire process may either be started over, or simply abandoned. The issue gets even more complicated when the auditee provides documentation during the closing meeting; the documentation you’ve been asking for since the audit began. Now you really have to start over, and tying the report back to the work essentially becomes a full time job.

Challenges to capturing complete data for audit committees
As if compiling data for the audit report was not complicated enough, the risks associated with capturing, analyzing and presenting data to the audit committee can be infinitely more complex. Pouring back through audit reports to categorize the types of audits, the types of issues, group the information, and look for trends can take weeks. The same data is then put into tables to create charts and graphs that will be included in reports and slide decks for audit committee presentations. The main problem is simple: manual input error. The data, the charts, the graphs, and ultimately the report and presentation all depend on the quality of the manually compiled data that is all subject to the risks already described.

Many departments have been reluctant to transition to an automated audit management solution, but now may be the time. A recent study published by The IIA titled Developing and Effective Internal Audit Technology Strategy concluded that “embracing the use of technology to enhance and extend the reach of internal audit efforts is an important, strategic undertaking.” While Word and Excel will continue to be primary tools that every auditor needs, the risk of over reliance on these applications should not be ignored.

Toby is a CIA who holds an MBA with an Internal Audit specialization from Louisiana State University. He is also certified as a CCSA, CRMA, CICA, and is skilled in the identification and documentation of weaknesses that result in heightened business risk, while recommending solutions to such situations. Toby began his career in Internal Audit with Macy’s Inc. He then worked as an implementation and training consultant for TeamMate, a product of Wolters Kluwer. As a Market Development Consultant for TeamMate, Toby works with organizations that are looking for software solutions to address their audit and compliance needs. Throughout his career, Toby has assisted numerous internal audit departments create, perform, and supervise financial, operational, and compliance audits to evaluate control frameworks, financial systems, and operating procedures.
To achieve new heights, finding the right balance of audit tools is essential. Only TeamMate offers an integrated set of solutions that include the industry’s leading audit management system, an innovative controls management system and powerful data analytics.

TeamMate AM | TeamMate CM | TeamMate Analytics

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IIA Headquarter News and Announcements

IIA HQ provides free monthly webinars. Click here for upcoming sessions or follow the links below to register for IIA HQ or IIA Canada free webinars.

3-September-2015 Hot Topics in Operational Risk Management: Transitioning From Compliance to Performance

13-October-2015 Board Oversight of Internal Audit – How to Maximize IA Value (IIAC)


23-October-2015 Cyber Security: Understanding 5 Key Challenges to Successful Programs (IIAC)

17-November-2015 Measuring IA Value and Performance (CBOK Report)

8-December-2015 The Key Issues Facing Risk Managers in the Next 5 Years (IIAC)

Click on AUDIT CHANNEL.tv above, relax and enjoy some quality and empowering TV, including:

CAEs: The Softer Side of Internal Auditing
To say that internal auditing has changed over the years is an understatement. Thirty years ago, who but the most prescient among us would have said the skills to succeed as an audit leader would be communication, leadership, compassion, the ability to read an audience, and develop talent? That’s what these highly experienced NACD members say is needed for success in today’s world.

Get More From Your Audit Committee Relationship
It’s cliché but it really does take two to tango. Maybe even three: you, your audit committee, and your board. How do you all work together to ensure harmony so that every party’s effort is working toward the same goal – organizational success?

Cybersecurity Part 2: The Upside and the Downside
Cybersecurity is today’s hottest topic. In this video, three top internal audit executives discuss how they view it, how their companies deal with it, and what they think the future holds in terms of planning, prevention, response, and execution.
THIS MONTH’S FEATURE:

Raise the Red Flag: An Internal Auditor’s Guide to Detect and Prevent Fraud

NEW! From The IIA Research Foundation

In Raise the Red Flag, author Lynn Fountain combines principles and theories of fraud prevention and detection with real-world scenarios and hands-on procedures. Whether you are determining your internal audit department’s preparedness to support your organization’s anti-fraud efforts or investigating actual allegations of fraud, Raise the Red Flag provides valuable techniques and approaches you can put into practice right away. This book is one you will return to again and again throughout your internal audit career.

Lynn Fountain is a highly recruited professional trainer, speaker, and author on topics including internal controls, internal audit, financial accounting, enterprise risk management, governance, and fraud. She served as chief audit executive at two international companies, and has advised boards, audit committees, and compliance councils. Her professional credentials include a master of business administration (MBA) degree, a chartered global management accountant (CGMA) designation, and certification in risk management assurance (CRMA). Her consulting company is based in Overland Park, Kansas.

Discounted for Members

Check out IA Magazine online and download the app. It’s available for Apple and Android. Current and back issues and more. FREE FOR IIA MEMBERS!
2015 ALL STAR CONFERENCE
Oct. 19-21 / Hollywood, FL
Celebrating 11 years of the best of the best!

Spotlight on Achieving Auditing Excellence

Now in its 11th year, the All Star Conference offers you more by featuring The IIA’s highest rated presenters from the past year of conferences, as evaluated by attendees.

Go beyond processes and controls to explore the essential role internal audit can play within the organization by identifying enterprise-wide business efficiencies, providing strategic approaches that improve business performance, and provoking insights that focus on the risks that matter.

Don’t miss “the best of the best” at the Diplomat Resort & Spa in Hollywood, Fla. this fall. Register today at www.theiia.org/goto/AllStar. IIA Members, register early to save US$200!

Choose from 32 concurrent sessions in 4 educational tracks and earn up to 18 CPE credits (earn even more with a pre-conference workshop):

- Regulatory & Compliance Governance
- Cyber, Social, & Technology Innovation
- Trends in Risk Management & Fraud Detection
- Leadership Strategies & Resource Management

www.theiia.org/goto/AllStar
“The Managers in the Finance department were pleasantly surprised at the power and capacity of IDEA®, so much so that they explored using the tool. The software has created a reputation for itself within our organization and helped me to become more of a trusted advisor to the business, which is always my ultimate goal.”
Welcome New Members!

Our Chapter is pleased to welcome the following new or returning members.
- Elizabeth (Libby) MacRae, CGAP
- Shizuka Kikuchi
- Whitney Mosley

Another Benefit to Membership and Association with the IIA VI Chapter

Did you know that the IIA Vancouver Island chapter has career/job postings on the chapter website under the careers section? [https://chapters.theiia.org/vancouver-island/Careers/Pages/default.aspx](https://chapters.theiia.org/vancouver-island/Careers/Pages/default.aspx)

Did you know that from the two postings in the 2014-2015 chapter year, both were won by our chapter members? One resulted in one of our members heading off to Prince George, but remaining a member of our chapter. Did you know that there are career opportunities posted their right now for experienced auditors looking for a challenging change of pace?

Did you know that most chapters charge between $100 and $150 per posting placed on the chapter website, but that last year our Board eliminated such charges and put job opportunity postings up for FREE?

Now that you know all of the above, here’s some more background...

Placing a career opportunity on our website doesn’t actually cost the chapter any funds, just the time and effort of our hard working board members. And selling advertising space wasn’t what we considered to be core to our chapter operations. So, we voted to stop charging for this service.

Our Board’s position is that posting career opportunities provides a benefit to our members, to their employer’s who post with us, and to our colleagues in the internal audit profession across Canada. As such we will post career opportunities from other provinces as well, although we hope you will stay here on the island with us.

If you or your employer have a career opportunity you wish to have posted, all you have to is contact the chapter President or Vice President and provide the posting you want displayed. We will do the rest.
### AUGUST 2015 – December 2015

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Type</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 16, 2015</td>
<td>Full Day Conference</td>
<td>Annual Fraud Awareness Program</td>
</tr>
<tr>
<td>November 12, 2015</td>
<td>Luncheon (1.5 CPE) (12:00-2:00)</td>
<td>E-mail malfeasance, misrepresentation and media coverage</td>
</tr>
<tr>
<td>January 21, 2015</td>
<td>Luncheon (1.5 CPE) (12:00-2:00)</td>
<td>Topic to be confirmed</td>
</tr>
<tr>
<td>February 18, 2015</td>
<td>Luncheon (1.5 CPE) (12:00-2:00)</td>
<td>Topic to be confirmed</td>
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*All events are held at the Union Club of BC, 805 Gordon Street*

*For registration to any of the above, or more information on upcoming events Go to Institute of Internal Auditors Vancouver Island Chapter.*

#### 2015 Annual Fraud Awareness Program Details

**Agenda**

- **08:45-10:15** Session 1 – Rationalization and Corruption
- **10:30-12:00** Session 2 - Fraud Risk Assessment / Corruption Risk Assessment
- **13:00-14:30** Session 3 - Building an Anti-Corruption Data Analytics Program
- **14:45-16:15** Session 4 - Key Requirements of a Proactive Compliance Program

This year we will **not** be providing the usual continental breakfast. Past comments indicate that this is not deemed high value and removing allows us to pass the savings along to you.

Early Bird registration is available now and will run until September 18. Registration details can be found at: [https://www.gifttool.com/registrar/ShowEventDetails?ID=1902&EID=20692](https://www.gifttool.com/registrar/ShowEventDetails?ID=1902&EID=20692)

Contact our programs team for further details on how you can become one of our future speakers, or on to nominate a speaker you know and their topic! Remember, developing and delivering a presentation also earns you CPE in support of your annual certification requirements.
Attention ACL / CaseWare / TeamMate Users

We understand formal vendor product training can be expensive enough without having to add in travel costs and time away from the office. We also appreciate that normally such courses are available only in Eastern Canada or the US Northwest (except for Vancouver based ACL of course).

In June of 2014, we facilitated our sponsor CaseWare in holding a three day Introductory and Intermediate IDEA workshop at UVic eliminating venue and travel costs for our participants.

Would you or your organization be interested in ACL, TeamMate, or CaseWare formal training held here on Vancouver Island?

As a result of meeting with all three of our sponsors at the International Conference, your board is exploring the opportunities to support Advanced IDEA Training and formal ACL and Teammate training as well. We have initiated discussions with our contacts for all three vendors to see if they are interested in reaching out to their customers (you) and potentially partnering with the IIA Vancouver Island chapter to help deliver such local training as a win-win-win solution.

Our chapter will do this as a net zero proposition, meaning the chapter will not subsidize but also seeks to make no profit. Costs will be whatever value the vendor puts on the training and any administrative costs they, or we, incur (e.g. meal provision, any non-included travel, etc.)

If this interests you, share the specifics with us and we will pass that on.

• What type of training?
• How many people would attend?
• What time of year would training be best (may be dependent upon venue availability)?
• How much you are willing to budget?

We will discuss potential group discounts with the vendors. But, if formal courses are just too expensive, even if delivered locally, we will advocate on your behalf for fee reductions as a benefit to you in learning and a benefit to the vendor in having you successfully use their product.

Thought, comments, specific training requirements. Contact us for details or to share specifics via gtranter@uvic.ca.
Why is Enterprise Risk management Often More Talk Than Action?

Risk management is a topic that has become increasingly pervasive in the past five years.

Just look at the number of sessions at audit conferences that address risk management in some form or another. Or Google “Risk Management Conferences” and you will get some idea of how big this area has become outside of the audit world.

Yet whenever I ask an audience at an audit conference how many of their organizations have a formal enterprise risk management program or function in place, I am still surprised by how few actually do. I can see why this is the case in practice. To establish a comprehensive enterprise-wide risk management process must often seem to be overwhelming. “Boiling the ocean” could look like a simple task in comparison.

I suspect one of the challenges is that in many parts of an organization, risk management can be seen as just one more overhead, one more process or system that someone has decided needs to be implemented and is going to create more work and headaches. Most auditors do not think this way — risk and control being fundamental to so much audit thinking. But the auditors’ mindset is normally focused around risks in financial and operational systems. When these topic are shifted into a business area context, the eyes of many business managers start to glaze over as they see just one more thing that is going to get in the way of their own priorities in getting their job done.

So, the topic of risk management has probably already created the wrong impression in many organizations. But this view can be changed if business managers think of risks in a different light: one that is very pragmatic and fundamental to their roles.

In my own past direct business management experience, I have noticed a reluctance by some business leaders to openly discuss risks to key projects and initiatives. The focus is usually on the objective and what needs to be done to achieve it, rather than a balanced approach to recognizing and assessing business risks and then working out the best ways to monitor and address them.

This can be where the disconnect occurs between audit’s support of risk management processes and the business’ interest in actually implementing them. Auditors have not traditionally done a good job in talking about the business risks that business managers should really care about. Recent surveys show that audits of strategic and key business risks represent a very small fraction of the overall audit universe.

Auditors are usually great at thinking about all the things that can go wrong in processes, systems and controls, but often lack experience or insights into fundamental business issues. At the same time, business managers are often reluctant to practice a healthily risk-oriented approach and mindset.
If audit and risk professionals can do a better job on alignment and communication with business managers — and vice versa — then the chances are real breakthroughs can occur in implementing a successful ERM initiative.

John Verver

John Verver, CPA CA, CISA, CMC is an acknowledged thought leader, writer and speaker on the application of data analysis technology in audit, fraud detection, risk management and compliance. He is recognized internationally as a leading innovator in continuous controls monitoring and continuous auditing and as a contributor to professional publications. He is currently a strategic advisor to ACL, where he has also held vice president responsibilities for product strategy, as well as ACL’s professional services organization. Previously, John was a principal with Deloitte in Canada.

Our sponsors have been invited to share thought leadership articles for publication in our newsletter. In response, this article is provided by John Verver, strategic advisor to ACL. We thank ACL for their contribution to our newsletter.

Progress Through Sharing

Are you a local expert in a given area? Have you just finished a project with lessons to share? Is there some area of Internal Audit you are passionate about sharing with your colleagues?

Do you see trends heading our profession in new directions (locally or internationally)? Do you just have a great topic that you want to share with members of our profession?

Contact our Newsletter team and find out how easy it is to submit an article for inclusion in our next newsletter. We like to see articles of about 1,000 words, and graphics always help.

If you submit an article that we publish, we will also be happy to offer you free attendance at an upcoming luncheon event.

Remember, developing and publishing an article also earns you CPE in support of your annual certification requirements.

Contact our newsletter team if you have an article or idea to share.
Does this sound familiar?

- You spend most of your day managing spreadsheets, shared drives and email.
- You’d rather add value for your organization by showcasing material improvement and risk mitigation opportunities – not chasing after tick marks in e-documents.
- You’d love to easily report on strategic risks, recommendations, and remediation statuses – anytime senior management or the board asks.
- You’d feel much more confident if your recommendations and findings can be backed by quantifiable, data-based evidence.

Your audit management tool should do much more than manage workpapers

ACL GRC is the only solution that integrates robust data analytics with easy-to-use, cloud-based audit management software.

Turn Analysis into Actionable Results - Anytime, Anywhere.
Watch the video on acl.com/a-better-way to see how it works in less than 2 minutes.
The IIA's CIA Learning System is a comprehensive print and online CIA review program that will prepare you to pass the CIA exam.

A French version of the program is also available.

For more information on IIA’s CIA Learning System click on the logo to the bottom left.

But before you purchase, read on…

Your IIA Vancouver Island Chapter is pleased to assist members interested in obtaining the globally recognized CIA designation through providing IIA’s CIA Learning System at significantly lower prices:

- Full Kit : 3-Part Exam, CAD$650* (New!)
- Individual Part, CAD $285* (New!)

Note: * All inclusive. Subject to change without notice. Prices for non-members are also available.

This offer represents significant savings from the regular prices offered directly through the IIA.

For more information and to purchase your IIA’s CIA Learning System, please go to the following link.

The IIA’s CIA Learning System - Order/Payment Site
IIA Certifications

NEW TO IIA CERTIFICATIONS?

IIA Certification: Financial Support

To support our chapter members in their pursuit of IIA Certification(s), the chapter will provide financial support to the successful candidates who meet the following criteria.

1. All exam and application fees were personally funded.
2. All eligibility requirements were met and passed the exam(s).
3. Be a good standing member when the certification is awarded.

Each successful candidate will receive $100. A limit of 5 successful candidates has been set up for each fiscal year.

Gleim CIA Study Material Discount

In addition to the discounts on IIA’s CIA Learning System, we are proud to offer significant discounts on Gleim’s CIA Study Materials for our chapter members.

As a chapter member, you can get a 20% discount on Gleim’s CIA exam prep products. Please visit the Members Only section of the IIA Vancouver Island website.

We would like to hear from you. Any comment or suggestion on how we can support you for earning IIA Certifications?

Certification Spotlight

Tell us your story on your journey to certification and we will publish it in our next newsletter. Share your experience!

What certification did you achieve and when?
What prompted you to become certified?
How did you prepare for the exam?
How has certification helped your career?
What advice do you have for others seeking certification?

Answer these questions along with a professional bio and picture to The Connector editor at gtranter@uvic.ca to earn your page on our bi-monthly newsletter.

Certifications Questions?

Ask our Certification Chair
Tony Pollard
tpollard@parkerjohnston.com

Congratulations to Amy Hoggard on attaining her CIA designation!
The IIA Vancouver Island Chapter has

113 Members

Sharing the following certifications

In 2014-2015 we achieved GOLD Status for the 8th consecutive year. We need to do this two more times in the next three years to attain PLATINUM status. Following is our 2015-2016 progress.

<table>
<thead>
<tr>
<th>Service Category</th>
<th>Required CAP Points</th>
<th>Achieved CAP</th>
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</thead>
<tbody>
<tr>
<td>Service to Members</td>
<td>325</td>
<td>111.63</td>
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<tr>
<td>Service to the Profession</td>
<td>200</td>
<td>524.90</td>
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<tr>
<td>Chapter Administration</td>
<td>160</td>
<td>48.00</td>
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<tr>
<td>Total</td>
<td></td>
<td>684.53</td>
</tr>
</tbody>
</table>

As at the end of July, we are progressing well and fell just .47 short of reaching the 685 point target for BRONZE status, but we remain well short of the minimums in two categories. We must attain both the minimums in each service category and an overall point total. We can only do this by continuing to strive to bring you events, information, and the support you need or want for your professional growth.

Thank you to all our members who support the Chapter through attending events, suggesting topics and speakers, contributing newsletter articles, presenting to the chapter, answering our surveys, and supporting the Internal Audit Profession.
<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Organization</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>President, Membership, Marketing</td>
<td>Kelly Dorin, CPA, CA, CIA, CCSA, CRMA</td>
<td>University of Victoria</td>
<td><a href="mailto:kdorin@uvic.ca">kdorin@uvic.ca</a> (250) 853-3184</td>
</tr>
<tr>
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<td>Treasurer</td>
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</tr>
<tr>
<td>Secretary, Programs</td>
<td>Lisa deWit, CPA, CA, CIA, HBCom</td>
<td>Department of National Defence</td>
<td><a href="mailto:Lisa.deWit@forces.gc.ca">Lisa.deWit@forces.gc.ca</a> (250) 363-5631</td>
</tr>
<tr>
<td>Communications, Website</td>
<td>Shaun Price, CPA, CA, CIA, CGAP, CRMA</td>
<td>Department of National Defence</td>
<td><a href="mailto:Shaun.Price@forces.gc.ca">Shaun.Price@forces.gc.ca</a></td>
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<tr>
<td>Programs</td>
<td>Sonia Vicente</td>
<td>Ministry of Finance – IAAS</td>
<td><a href="mailto:Sonia.Vicente@gov.bc.ca">Sonia.Vicente@gov.bc.ca</a> (250) 356-5765</td>
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<td>Programs</td>
<td>Lyndsay Green, CPA, CA, PMP, CISA</td>
<td>HP Advanced Solutions</td>
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<tr>
<td>Certifications</td>
<td>Tony Pollard, CPA, CA, CFP</td>
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<td><a href="mailto:tpollard@parkerjohnston.com">tpollard@parkerjohnston.com</a> (250) 888-6571</td>
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<tr>
<td>Member at Large</td>
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<td>PRAGroup</td>
<td><a href="mailto:GWoernle@pragroup.ca">GWoernle@pragroup.ca</a> (250) 802-5646</td>
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<td>Member at Large</td>
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<td>BC Ministry of Finance</td>
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<tr>
<td>Past President</td>
<td>Teeravit Chintawongvanich, CPA, CMA, CIA, CFE, CRMA</td>
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<td><a href="mailto:teeravit.chintawongvanich@bcimc.com">teeravit.chintawongvanich@bcimc.com</a> (778) 410-7107</td>
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<tr>
<td>Governor</td>
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<td><a href="mailto:Stephen.Ward@gov.bc.ca">Stephen.Ward@gov.bc.ca</a> (250) 387-0283</td>
</tr>
</tbody>
</table>

Please feel free to contact our Board members with your questions, concerns, opinions, or even kudo’s at any time. We welcome your feedback in improving our service to you and the profession.
Progress Through Sharing

The motto of the IIA is “Progress Through Sharing”. We know that surveys are a distraction and we don’t want to bombard you with endless e-mails and links, or a massive and unrealistic annual survey.

However, the only way we improve our services is through feedback from you and what you want us to be doing. Please do consider using this mechanism, or contact us directly, anytime you have concerns or wish to express appreciation to board members for their efforts.

Board Feedback Surveys

As we mentioned several newsletters ago, we have established a number of short surveys that will allow you to provide completely anonymous feedback and guidance to the board at any time during the year. Unfortunately, unless it’s something very significant, we can’t change chapter direction with just a single voice. We will, however, monitor these surveys actively and look for trends or issues that you would like us to address. Feel free to also share kudos when you think we have done a good job.

You can access the surveys through the links below.

Board Performance:
https://www.surveymonkey.com/s/S7KHKDK.

Programs:
Luncheons: https://www.surveymonkey.com/s/68ZXYFB.
Annual Fraud Awareness Program: https://www.surveymonkey.com/s/6LVPPDG.
Workshops: https://www.surveymonkey.com/s/6L9BR5S.

Communications:
E-mail communications: https://www.surveymonkey.com/s/WCFBCBB.
Newsletter: https://www.surveymonkey.com/s/SVDZYZ9
Website: https://www.surveymonkey.com/s/PV3756F.
Social media: https://www.surveymonkey.com/s/P7JDJ3L.

Certification:
https://www.surveymonkey.com/s/6888F7Z.
The ONLY thing we have to fear is FEAR ITSELF...
and spiders 🕷️

I’m confused, oh wait, maybe I’m not.

http://www.snorgtees.com/t-shirts/geek-nerd - Geek T-Shirts for you and your friends