



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS

Annual General Meeting

Package

May 6, 2025

OSPE VIRUTAL ANNUAL GENERAL MEETING

Tuesday May 6, 2025

AGENDA

6:00 p.m. ANNUAL GENERAL MEETING

Call to Order

Motion to approve the minutes of the Annual General Meeting of May 7, 2024

Report from the Chair and CEO

OSPE Strategic Plan 2025-2030

Report from the Nominations Committee

Report from the Treasurer

Report from the Audit and Finance Committee and Appointment of Auditors

Member Questions

Presentations

Closing Remarks

8:00 p.m. CONCLUSION OF ANNUAL GENERAL MEETING



Annual General Meeting (Virtual)

Tuesday May 6, 2025

Rules of Order

QUORUM:

The Society's Bylaw states that quorum at a meeting of members consists of 25 members of the Society who are eligible to vote at the meeting and who are present via web conference, or by proxy.

MOTIONS:

If members have been given advance notice of the terms of a motion it should be approved or rejected without amendment. The only permissible amendment in these circumstances would be the adoption of wording to clarify, without altering, the intent of the motion. The inclusion of substantial new items without prior notice to members is considered unfair to the members present at the meeting in person and, especially, to those represented by proxy or not represented at all.

MOVE OR SECOND A MOTION:

To move or second a motion, click on the **RAISE HAND** button located at the bottom of your screen.

VOTING:

Votes may be cast via web conference or by proxy. A proxy is the authority to vote given by one person to another. Those wishing to vote by proxy at a Society members' meeting must submit their proxy in writing to the CEO or his or her designated 2 business days before the meeting is to take place.

When the Chair calls for a vote on a motion, please navigate to the Secure Voting section and click NEXT VOTE. There will be support information posted in the chat box. **IN FAVOUR** of the motion or **OPPOSED** to the motion.

ORDINARY RESOLUTIONS:

Motions shall be determined by a simple majority vote (fifty per cent (50%) plus one (1)). All Regular members of the Society may vote for ordinary resolutions.

Members' Questions:

To ask a question, you can either use the **RAISE HAND** button to ask your question verbally or enter your question in the **chat box** located in the Zoom meeting controls. The moderator will retrieve all questions and announce them to the Chair. The Chair will either answer the question directly or will defer to the appropriate person. Questions can be asked prior to the vote of a motion as well as during the question period.

When asking a question, members are asked to:

- Either **RAISE HAND** to ask verbally or enter it in the **Chat BOX**
- Pose the question succinctly.
- Respect that there are others in attendance who wish to be heard and ask only one question at a time.
- Questions should be in good taste, be incapable of being misinterpreted and should give offence to no one.

Minutes: Annual General Meeting May 7, 2024

MINUTES of the Annual General Meeting (AGM) of the Ontario Society of Professional Engineers (OSPE) held virtually on the seventh day of May 2024 at the hour of 6:00 in the evening.

PRESENT:

Approximately 44 Professional, Honorary, and Associate members of the society attended virtually.

Items

1.0 Call to Order

The Chair, Stephanie Holko, P.Eng. began the meeting with a land acknowledgement, followed by a review of housekeeping items. She then thanked OSPE's valued partners and introduced the current Board of Directors. The meeting was officially called to order at 6:15 p.m.

The Chair noted that a notice of the meeting had been duly sent to all members of the Society, and there was a quorum present. She declared that the meeting was properly constituted for the transaction of business. A copy of the notice of the meeting will be kept with the minutes of the meeting.

2.0 Approval of Minutes

The minutes of the Annual General Meeting of May 8, 2023, were submitted for approval.

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that the minutes of the last meeting of members held on May 8, 2023, were approved.

MOVED: Rakesh Shreewastav; **SECONDED:** Jamie Gerson; **MOTION CARRIED.**

Before moving forward, the Chair thanked OSPE's partners from the engineering community for joining us here this evening, Professional Engineers Ontario, Engineers Canada, the Municipal Engineers Association, Engineers & Geoscientists British Columbia, the Ontario Association of Engineering Technicians and Technologists, the Ontario Professional Engineers Foundation for Education, the Engineering Student Societies' Council of Ontario and the Ontario Association of Architects. OSPE looks forward to continued collaboration for many years to come.

3.0 Report of the Chair and CEO

The Chair and the CEO, Sandro Perruzza presented their report, highlighting OSPE's progress and achievements made in serving the members and the engineering community in 2023.

Our signature publication has a long history, but times have changed and after much debate, we had a couple of choices. We could either discontinue our internal magazine or commit to going fully digital.

We elected to go the digital route, re-launching our signature publication last March and since then, we have continued to deliver valued content to members and the engineering community, on target and on time.

Last year, we held our annual engineering conference in Toronto and had our largest, most successful conference ever with more than 5200 participants. They came to see 50+ subject matter experts and more than 120 engineering employers actively looking for engineering talent.

To serve our members better, OSPE invested in and upgraded its backend membership management technology last summer. This is something we do about every five years to make sure we have the capacity to grow and serve our members as best we can. Central to this broad update is the development of our video learning library, which we have branded our EngLearn platform, where you can find recordings from past conferences, our Thought Leadership Thursday series, and so much more. All with the ease of navigation we are accustomed to from YouTube. This new platform will make it easy to find and access the continuing professional development you need when you need it to satisfy your professional licensure requirements and continue to advance your careers.

OSPE remains steadfastly committed to two principles with its advocacy efforts, doing right for engineering professionals, and doing right for the community of Ontario. In both areas, we have had a measurable impact in 2023. On the former, we were thrilled to see PEO initiate a continuing professional development program for license holders and eliminate the Canadian experience component to make it easier for internationally trained engineers to use their skills in the workforce faster. Both were initiatives OSPE has been calling for and examples of moving the industry forward. OSPE's mandate is to support the entire engineering community so that no matter your station within the profession, from student to experienced professional engineer, OSPE is your greatest advocate, and we look forward to serving our increasingly diverse membership. As for impacting Ontario, OSPE remains highly active on the critical files of energy management, housing development, infrastructure renewal, and of course public safety. We are blessed to have so many members willing to volunteer their expertise to ensure the growth that Ontario needs is smart and sustainable. Due to the amazing work of our volunteers, we have realized a 37% increase in meetings with government policymakers, and an increase in policy papers and reports published by 60% over 2022 levels.

This year we are hosting a series of member engagement events across the province. We have already been in Ottawa, Sudbury, and North Bay, and supported dozens of events across the province for National Engineering Month. Look for an event in your community soon.

4.0 Report of the Nominations Committee

The Chair welcomed Meggen Janes, P.Eng., Chair of the Nominations Committee, to provide her report. M. Janes thanked fellow committee members, Sandra Ausma P.Eng., Philip Dawe, P.Eng., John-Pierre Kamel, P.Eng. and Mark Emmanuel P.Eng. She noted that the key duty of the committee was to ensure that the slate of candidates presented to the Board represented the interests, sectors, and regions of the Society. She further noted that this year there were four open Board positions due to normal rotation for a 3-year term. The four successful candidates elected to the Board of Directors were announced as follows:

Nicholas Burgwin, P.Eng.
Nick Colucci, P.Eng.
Dr. Marilyn Powers, P.Eng.
Beatrice Sze, P.Eng.

She thanked all candidates who took time out of their busy schedules to run in this year's election.

5.0 Report of the Treasurer

The Treasurer, Stephen Pepper, P.Eng. summarized the auditors' report and presented the audited financial statements for the fiscal year ended December 31, 2023.

6.0 Report of the Audit and Finance Committee

The Treasurer provided the Audit and Finance Committee report on behalf of his fellow committee members, Mark Emmanuel, P.Eng., Dr. Marilyn Powers, P.Eng., Raymond Mantha, P.Eng. and Jane Ravenshaw, P.Eng. He noted that the Committee issued request for proposals, to various audit firms in 2021 for a 5-year commitment. This was conducted as a matter of good business practice and due diligence. As a result of this review, as well as the professional and efficient delivery of high-quality service, the Committee and the OSPE Board recommends that BDO Canada, LLP, be appointed as auditors for 2024.

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that BDO Canada, LLP, be appointed auditors of the Society to hold office until the next annual meeting or until their successors are appointed and that the Board of Directors of the Society be authorized to fix the auditors' remuneration.

MOVED: S. Pepper; **SECONDED:** Jonathan Hack; **MOTION CARRIED.**

7.0 New Bylaw and Resolutions

The Chair invited Dave Carnegie, P.Eng., Vice Chair of OSPE and Chair of the Board Development and Strategic Planning Committee to co-present the new ONCA (Ontario Not for Profit Corporations Act) Compliant By-Law #1-2023 and Special Resolutions.

The Ontario government proclaimed into force the Ontario Not-for-Profit Corporations Act (ONCA) on October 19, 2021. All provincially incorporated non share corporations, such as OSPE, have until October 18, 2024, to ensure their governing documents, including their letters patent and bylaws, comply with this act (ONCA). If provisions of a not for profit's governing documents do not conform to ONCA and are not amended by October 19, 2024, to bring them into conformity with ONCA, then, with certain exceptions, they will automatically be deemed changed in order to comply with ONCA. While legally acceptable, this scenario could lead to confusion, and, minimally, you would need to consult the Act to determine certain questions about what your organization is permitted to do.

The OSPE Board of Directors felt proper due diligence was necessary and therefore engaged professional legal services experienced with nonprofit law to review our charter documents, including our bylaws. Our lawyer has extensive knowledge of the nonprofit sector and helped to assist OSPE with the transition to ONCA compliance. Our law firm, Iler Campbell, LLP, worked with the OSPE staff and the Board Development and Strategic Planning Committee to develop an entirely new By-Law No.1-2023. This new By-Law incorporates the elements of current Bylaw No. 2 that are unique to OSPE.

This required new By-Law No. 1- 2023 would repeal and replace By-law No. 2 in its entirety. Minor changes were made to reflect Board structure and nature of operations, which have changed slightly since we were incorporated in 2000. The By-Laws and Resolutions were reviewed and approved by the OSPE Board of Directors in September 2023.

ONCA provides Ontario not-for-profit corporations, including charitable corporations, with a modern legal framework to meet the needs of today's not-for-profit sector. It sets out how not-for-profit corporations are created, governed, and dissolved. The features of the new Act were reviewed.

For OSPE specifically, the Board of Directors took this opportunity to ensure that the principal object of OSPE in our Articles of Amendment reflects what OSPE does. OSPE represents the interests of professional engineers, engineering graduates and the wider community of engineers, in each case in Ontario. As is reflected in our current Strategic Plan, OSPE continues to engage, educate, and enable the engineering community and empower them to lead society. Our vision is to be the home of the entire engineering community in Ontario, where engineers come together to realize their full potential. And our mission is to engage, educate, and enable the engineering community to lead in order to help create a better future for our profession and society at large.

The Chair noted that under ONCA, it is necessary to formally establish the range of Board Directors with a minimum and maximum number. The Board of Directors play a critical role in the corporate governance process. They are responsible for providing strategic direction and oversight for the company and ensuring that it complies with all relevant laws and regulations. A diverse and effective Board of Directors is essential for good corporate governance and a company's long-term success and sustainability. In order to have the ability to ensure that we are diverse and effective and represent the membership, based on research with respect to typical Board size for not for profits that are of the same size and structure as OSPE, the range has been set between 9 and 12 Directors.

With respect to the classes of members, we will be simplifying our categories of membership into three classes. First, Regular Members, which combines our current Professional, Associate, Honorary and Intern members. This category combines all our current voting members into one class of membership. Only this category has full voting rights and the ability to serve on our Board of Directors. Second will be Corporate Members, which will give our partners in the engineering community who support the mission and purpose of the corporation the opportunity to officially participate as part of the organization. Third will be Affiliated Members who are students that are enrolled in an engineering program at a Canadian institution that has or is seeking CEAB accreditation or enrolled in an accredited or recognized engineering program offered in a country where an Engineers Canada agreement applies.

ONCA provides that if there is more than one class of members, the By-Laws must provide for the manner of withdrawing from a class or group or transferring membership to another class or group and any conditions of transfer; and the conditions on which membership in a class or group ends. With respect to Special Resolution #2, therefore, it is intended to enact section 11.8 of By-law Number 1-2023 to provide that a person's membership cannot be transferred to another person or exchanged between classes, and also stipulates the circumstances under which the membership is automatically terminated (resignation, death, dissolution of an organizational member).

A Special Resolution is required to set the Notice of Members' Meetings in the By-law. Subject to the Act, not less than 10 and not more than 50 days written notice of any annual or special Members' meeting shall be given in the manner specified in the Act to each Member, each Director and to the auditor or person appointed to conduct a review engagement. Notice of any meeting where special business will be transacted must contain sufficient information to permit the Members to form a reasoned judgment on the decision to be taken and state the text of any Special Resolution to be submitted to the meeting.

The final Resolution will fix the number of Directors of the corporation at 12, which coincides with our current number of Directors.

The new ONCA Compliant Bylaw #1-2023 and Special Resolutions have been reviewed and discussed extensively with our legal counsel and our Board of Directors to ensure that OSPE is compliant with proclaimed legislative requirements. Information regarding the new ONCA Compliant Bylaw and Special Resolutions is included in your AGM package.

OSPE Professional, Associate and Honorary members will now have the opportunity to vote on these motions.

The motion to approve the new ONCA Compliant Bylaw requires a majority of those eligible to vote this evening, 50% plus one. The Special Resolutions require a two-thirds majority of those eligible to vote this evening. Members were also given the option to send in an advanced vote via proxy by **May 2nd**. We received twenty-two proxies.

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that Special Resolution #1 be approved as presented.

MOVED: Bruce Matthews; **SECONDED:** Jonathan Hack; **MOTION CARRIED.**

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that By-law Number 1-2023 be approved as presented and that By-law Number 1-2023 will replace By-law Number 2.

MOVED: Nick Colucci; **SECONDED:** Bruce Matthews; **MOTION CARRIED.**

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that Special Resolution #2 be approved as presented.

MOVED: Nick Colucci; **SECONDED:** Sandra Ausma; **MOTION CARRIED.**

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that Special Resolution #3 be approved as presented.

MOVED: Nick Colucci; **SECONDED:** Christian Bellini; **MOTION CARRIED.**

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** that Special Resolution #4 be approved as presented.

MOVED: Bruce Matthews; **SECONDED:** Mark Emmanuel; **MOTION CARRIED.**

8.0 Members Questions

The meeting was opened for questions from the membership. The first question came in online during registration, what are you plans for increasing the support you offer to engineering students? We will continue to organize engineering employment events for graduating students and professional engineers. OSPE is partnering with Engineers4Hire to help companies find co-op students and interns. The objective is to match potential candidates' skills with job requirements and identify individuals with strong interpersonal skills who can develop into the role.

Member, R. Shreewastav noted that he heard great accomplishments this evening and congratulated the leadership team and the Board of Directors. OSPE has attracted a great caliber of candidates for the Board elections, congratulations. When it comes to promoting engineers to policy makers, how do you intend to do this? We value the contributions of our volunteers, including the OSPE Board of Directors, who generously share their content, knowledge, and expertise with OSPE. OSPE then communicates this valuable information to various government stakeholders. Despite the government's support for the skilled trades, OSPE has identified a critical shortage of engineering talent. We have highlighted this pressing issue to the government during our discussions with the Premier of Ontario on lobby day. Only 25% of engineering graduates pursue careers in engineering, while the other 75%

choose to enter IT, finance, and logistics; we have been advocating for the government and engineering companies to share this information with them.

9.0 Presentations

The Chair took a moment to acknowledge and thank outgoing Board Directors, Jerome James P.Eng., Stephen Pepper P.Eng. and Peter Marcucci, P.Eng. The Chair then introduced OSPE's Vice Chair, Dave Carnegie, P.Eng. The Vice Chair thanked Stephanie Holko, P.Eng., for her leadership throughout the year and congratulated her on her many accomplishments.

The Chair returned to the podium and asked that all 2024-2025 Board Directors join the pre-arranged teleconference first meeting of the OSPE Board, immediately following the close of the AGM.

TERMINATION

UPON MOTION duly made, seconded, and carried, **IT WAS RESOLVED** to adjourn the 2024 Annual General Meeting.

MOVED: Stephanie Holko; **SECONDED:** Marilyn Powers; **MOTION CARRIED.**

Stephanie Holko, P.Eng.
Chair

Dave Carnegie, P.Eng.
Vice Chair

Engineers **Lead**
Engineers **Grow**
Engineers **Care**
Engineers **Prosper**

2024

Annual Report

About

The Ontario Society of Professional Engineers

The Ontario Society of Professional Engineers (OSPE) is the home of the entire engineering community in Ontario, a place where engineers come together to realize their full potential. OSPE engages, educates, and enables the engineering community to lead in order to create a better future for our profession and society at large.

2024 Annual Report

OSPE's 2024 Annual Report provides an overview of the association's work and impact on behalf of our members and Ontario's engineering community from January 1 through December 31, 2024. This report was prepared for OSPE's Annual General Meeting on May 6, 2025 and outlines how the organization's initiatives and activities met the tactical goals laid out in **Engage, Educate, and Enable: Empowering The Engineering Community**, our 2022-2025 Strategic Plan.



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Message from the CEO



Dear Members,

As you read this message, OSPE will already be celebrating its 25th Anniversary. This is an exciting milestone, but in this space, I want to reflect on another successful year for the organization in 2024.

2024 was another important year for OSPE. This Annual Report is full of what we did, but in an age where artificial intelligence can create content in seconds, I am going to use my own voice and tell you how it felt to be leading your organization in 2024. I know engineers are so often driven by numbers (like the ones in this report), but as always, they only tell part of the story...

What the numbers can't truly tell you about 2024 is that OSPE...

Doubled Down on Regional Engagement – OSPE is fully committed to understanding what is happening in the engineering community and we went right to the source. Throughout the year, we held regional engagement events in Sudbury, Ottawa, Waterloo, Kingston and Windsor where we were able to learn what engineering firms, and large engineering employers (municipalities and industry) are concerned about. These are important “sensing” opportunities and will become a standard practice going forward. Online surveys are informative, but what people will tell you, in person and in detail, helps OSPE fully understand the challenges facing the community. Even more importantly, in-person networking events across the province help us co-create solutions that benefit Ontario’s engineers of today and tomorrow.

Invested in Ourselves and Our Future – When you review our financials you will see all of the standard line items, but of course, again, those do not tell the whole story. Last year we made significant investments in our capacity and our people as we aim to support a growing and diverse engineering community in Ontario. At the beginning of this year, after a months long process, we launched our new website, featuring a more elegant design in keeping with modern best practices. I know it might sound simple, but an effective web presence is an absolute requirement, especially as fewer individuals are comfortable initiating conversations directly. Similarly, with growth in mind, OSPE elevated two tenured staff to Director roles in Marketing, Membership and Advocacy. These are critical value generating functions for the organization and if we want our strategies to succeed, we need continuity in these key roles and increased capacity in the organization. OSPE has significant plans to positively shape the engineering community. To execute on these plans, we need to continue to increase our numbers and our impact, benefitting our members and the entire industry as we do so. Moreover, I have always wanted OSPE to be an organization that attracts and retains talent, just like the engineering organizations we coach. OSPE is blessed with the skills, leadership and insight to achieve our strategic directives on behalf of members in the years to come.

Helped All Engineers (including Members) Increase Their Value – For years, OSPE encouraged **Professional Engineers Ontario** to introduce **Continuing Professional Development (CPD)** requirements for engineers. When PEO launched the PEAK program, it was met with some hesitation from the community, but with enforcement coming into effect OSPE has seen growth in our CPD offerings, and even more important, an increased willingness from engineers and their employers to invest in themselves. As a community, engineers are appreciating the value that CPD brings to their work, their companies and their communities. We are observing a requirement turning into strategic advantage as engineers are skilling up for the way our economy is changing. It is a very encouraging trend we expect to continue well into the future.

2024 was a very positive year and a great launching point for OSPE’s next Strategic Plan, where your board of directors has identified long term opportunities for growth and strength. With 2024 laying the foundation for these efforts I am confident we will have many milestones to celebrate together in the future.

Sincerely,

A handwritten signature in dark ink that reads "Sandro Perruzza".

Sandro Perruzza, B.Sc., CRSP
Chief Executive Officer

Message from the Chair



Dear Members,

Thank you again for the privilege of serving you on the OSPE board of directors. I do not want to overlap too much with Sandro's comments, but I do want to emphasize that your Board is always thinking about how we, as an organization, can do to enhance respect for the engineering community. Respect in the form of fair compensation, respect in participating in policy development, and respect for the leadership roles that engineers play in our communities.

Compensation – Every year OSPE publishes a salary survey, benchmarking salaries based on the experience level of the engineer. Just as important, we are focused on educating the purchasers of engineering services on how to do so more effectively, and fairly. You may be familiar with the term **Qualifications-Based Selection (QBS)**, which focuses the bidding process on who can actually do the work, not the price, and has proven to create better outcomes for engineers, purchasers, project management and most importantly, project outcomes. As an industry leader, OSPE is committed to doing what it can to help engineers **prosper** and will always continue to do so.

Policy – The focus of this Annual Report is 2024, but as I write this message, in March of 2025, it is hard to ignore the unprecedented time we currently find ourselves. Engineers are problem solvers and there is no shortage of problems we can lend our talents to, whether the lens is local, provincial or federal. Representing engineers is a role we hold dearly, and it means different things at different times. It can mean working within the business community to stimulate or create sectors of our economy. Sometimes it means working with government to ensure that policies and expenditure of tax dollars have positive outcomes for as much of our community as possible. Engineers have an obligation to **lead** and need to be more involved at the nexus where investment, policy, science and technology meet. Thanks to your membership, OSPE can be the tool that engages stakeholders with evidence-based solutions developed by engineering professionals like you.

Community – As a proud engineer, just like many of you, I am frustrated when engineers are not fully understood or appreciated. Some of this can be our own fault, as we can always do a better job of communicating our ideas and value more effectively. OSPE is well aware of the skills engineers require to be successful. Technical competency is our bedrock, but we also need to continuously be improving our emotional intelligence, leadership and management skillsets. As you approach your mandatory continuing professional development requirements, I encourage you to continue to seek opportunities to build these skillsets that are complementary and indeed necessary to fully leverage your technical competency. Doing so will create value for you, your business, and your community. As we **grow** as individuals and professionals, we are able to continue to unlock our potential and impact.

Thank you again for the opportunity to leverage my passion for my work and this community. I urge you all to do the same and look forward to working with you and others in our OSPE community in the future.

Sincerely,

A handwritten signature in black ink, appearing to be 'D. Carnegie'.

David Carnegie, P.Eng.
Chair

2024-2025 Board of Directors

OSPE's 2024-2025 Board of Directors

OSPE meets its strategic goals through the dedicated leadership of our Board of Directors. Thank you for committing your time and energy to supporting Ontario's engineering community.



From left to right: Nick Colucci, P.Eng., Nicholas Burgwin, P.Eng., (Vice Chair), Ray Mantha, P.Eng., (Treasurer), Jane Ravenshaw, P.Eng., Sandra Ausma, P.Eng., Marilyn Powers, P.Eng., Beatrice Sze, P.Eng., Stephanie Holko, P.Eng., (Past Chair), Meggen Janes, P.Eng., (Secretary), Mark Egbedeyi-Emmanuel, P.Eng., David Carnegie, P.Eng., (Chair).



Not Pictured: Caroline Wojtyla, P.Eng.

OSPE Committees

Audit and Finance Committee

Chair

Raymond Mantha, P.Eng. (Treasurer)

Members

Sandra Ausma, Ph.D., P.Eng.
Nick Colucci, P.Eng.
Mark Emmanuel, P.Eng.
Caroline Wojtyla, P.Eng.

Awards Committee

Chair

Kadra Branker, P.Eng.

Members

Jerome James, P.Eng.
Carmine Ciriello, M.Eng., P.Eng.
Florin Corcoz, P.Eng.
Brad DesRochers, P.Eng.
Justin O'Brien, P.Eng.
Manraj Pannu, P.Eng.
Oliver Xiao, P.Eng.

Board Development and Strategic Planning Committee

Chair

Nicholas Burgwin, P.Eng.

Members

Stephanie Holko, P.Eng.
Jane Ravenshaw P.Eng.
Beatrice Sze, P.Eng.

Canadian Society of Professional Engineers

Representatives

Sue Tessier, P.Eng., (President)
Daniel Young, P.Eng. (VP/Secretary)
Jonathan Hack, P.Eng. (Treasurer)

Executive Committee

Chair

David Carnegie, P.Eng. (Chair)

Members

Nicholas Burgwin, P.Eng. (Vice Chair)
Meggen Janes, P.Eng. (Secretary)
Raymond Mantha, P.Eng. (Treasurer)
Stephanie Holko, P.Eng. (Past Chair)

Hamilton Halton Engineering Committee

Chair

Sandro Perruzza (CEO)

Members

Jennifer Clarke, P.Eng.
Anthony Chrysafis
Frank Lasowski, P.Eng.
Umar Malik, P.Eng.
Gary Moore, P.Eng.
Ron Schekenberger, P.Eng.
Ian Shaw, P.Eng.
Anita Sparre, C.E.T.
Valeria Mueller (OSPE Staff Contact)

Human Resources Committee

Chair

David Carnegie, P.Eng.

Members

Nicholas Burgwin, P.Eng.
Meggen Janes, P.Eng.
Dr. Marilyn Powers, P.Eng.
Beatrice Sze, P.Eng.

Nominating Committee

Chair

Mark Emmanuel, P.Eng.

Members

Philip Dawe, P.Eng.
Meggen Janes, P.Eng.
John-Pierre Kamel
Caroline Wojtyla, P.Eng.

Ontario Engineering Academy Steering Committee

Chair

Laura Yu, P.Eng.

Members

Nick Burgwin, P.Eng.
Dave Carnegie, P.Eng.
Dr. Marilyn Powers, P.Eng.

OSPE Task Forces and Working Groups

Artificial Intelligence in Engineering Working Group

Chair

Paul Longo, P.Eng.

Members

Arjan Arenja, P.Eng.
Aaron Pereira
Emmanuel Corthay
Claude Nnadi, EIT
Ryan MacLaughlan, P.Eng.
Tina Dekker, P.Eng.

Climate Crisis Task Force

Chair

Geoff Sheffrin, P.Eng.

Members

Shrini Avula, P.Eng.
Kadra Branker, P.Eng.
Kenzie Lewis, P.Eng.
Tom Markowitz, P.Eng.
Michael Pathak, P.Eng.

Energy Task Force

Chair

Stephen Pepper, P.Eng.

Members

Paul Acchione, P.Eng.
Mark Emmanuel, P.Eng.
Ali Hoss
Kostyantyn Khomutov, MASc
Tugrul Kodaz, P.Eng.
Frank Lasowski, P.Eng.
Jim McConnach, P.Eng.
John Rathbone, P.Eng.
Bob Waddell, P.Eng.
Michael Wiggins, P.Eng.

Engineering Smart Communities Working Group

Chair

Emily Pepper, P.Eng.

Members

Mukul Asthana, P.Eng.
Doug Derabbie

Equity, Diversity, Inclusion & Accessibility Task Force

Chair

Shivani Nathoo, P.Eng.

Members

Hamza Alami
Lauren Briens, P.Eng.
Zubair Hossain, P.Eng.
Naomi Williams, P.Eng.

Indoor Air Quality Advisory Group

Chair

Joseph Fox, P.Eng.

Members

James Andrew Smith, P.Eng.
Stephane Bilodeau, P.Eng.
Gerald Catt, P.Eng.
David Elfstrom, P.Eng.
Sandra Dedesko, P.Eng.
Azadeh Ghadimi, P.Eng.
Amy Katz, CHI, ROH
Victor Leung, MD, RF, FRCPC
Marianne Levitsky, CIH, ROH, Ph.D.
Amy Li, P.Eng, Ph.D.
Martin Luymes
Ted Mao, P.Eng.
Duncan Phillips, P.Eng., Ph.D.
Hans Schleibinger
Tomer Zarhi, P.Eng.

Research and Innovation Task Force

Chairs

Modeste Muhire, P.Eng.
Chloe Richard, P.Eng.

Members

Mukul Asthana, P.Eng.
Tina Dekker, LLB
Feyisayo Enuiyin
James Hotchkies, P.Eng.
Ryder Leblanc, B.Sc.

Sustainable Cities Task Force

Chair

Carl Bodimeade, P.Eng.

Members

Mukul Asthana, P.Eng.
Veronica Bergs, P.Eng.
Emily Pepper, P.Eng.
Chloe Richard, P.Eng.

Volunteers

OSPE Volunteers

OSPE's work depends on the contributions of volunteers across the province. In 2024, our volunteers helped execute major events, developed leading-edge research reports, and moved our organization forward. Thank you for your service to Ontario's engineering community.

We would like to extend a special thanks to all OSPE members who presented at our 2024 Engineering Conference in Windsor, ON. Thank you for sharing your knowledge and expertise with your peers from across Ontario.

Adam Kahgee
Al Douglas
Beatrice Sze, P.Eng., JD
Carlos Chalico, CISA, CISSP, CISM
Carmine Ciriello, P.Eng., M.Eng., LSS MBB
Clayton Sereres
Daniel Manzon, P.Eng.
David Henderson
Dr. Hellen Christodoulou, P.Eng., B.C.L., LL.B.
Gary Tamber, P.Eng. CISM
Heather Grondin
Ivana Strgacic, P.Eng.
Janice Wojcik, B.A.Sc.
Jeff Provost
Jim Siler
Jingfei Chen

Kadra Branker, P.Eng.
Lija Ward, P.Eng.
Luis-Alberto Quiroz, P.Eng.
Michelle Moxley-Peltier, P.Eng.
Mike Hassaballa, MASc., P.Eng., CEM
Noah Fetterly
Paul Ankrett, P.Eng.
Dr. Phil De Luna
Reuben Murphy, LL.B., MBA
Rosa Gordon
Saad Jasim, P.Eng.
Sandra Odendahl, P.Eng., CFA
Theresa Nyabeze, P.Eng.
Victoria Kerr, BESC., MASc.
William MacGowan, P.Eng., CEM
Zaher Yousif, M.Sc., P.Eng., P.E.



Annual Partners

Annual Partners

OSPE's Annual Partners equip us to lead critical conversations and shape the future of the engineering profession.

Premier Partners



Signature Partners



Innovator Partners



Rotman School of Management
UNIVERSITY OF TORONTO

Annual Partners

Community Partners



2022-2025 Strategic Plan

Empowering the Engineering Community

In 2022, OSPE released our new Strategic Plan, *Engage, Educate, and Enable: Empowering the Engineering Community*. This document set out the Society's key priorities through to 2025, built on four strategic pillars:

Engineers Lead

Solidify OSPE's position as the voice of the profession and its reputation as the association where engineers gather, share expertise, and provide recommendations on issues facing the profession and society.

Engineers Grow

Become the trusted resource for Ontario engineers to grow professionally and personally, delivering continuing education and value at every career stage.

Engineers Care

Elevate awareness of the role that a diverse and inclusive engineering community plays in making the world a better place and deepen respect for the engineering profession in Ontario.

Engineers Prosper

Expand opportunities for engineering jobs in Ontario and protect the practice rights of engineers, so that both our members and Ontario can prosper.



The Engineering Academy



Providing Life-Long Learning

In 2024 OSPE's Engineering Academy continued to offer best-in-class professional development programs for the engineering community. The Engineering Academy introduced **EngLearn**, a platform that hosts all of OSPE's recorded educational content to be viewed on-demand.

By the Numbers

In 2024 Engineering Academy delivered...



46

Workshops and Courses

To a total of...



2,672

Learners

Strategic Partnerships

OSPE's Engineering Academy worked on expanding offerings with our current partners. Our partners include:



Christa Bedwin



Specialized Training Programs

In addition to the Engineering Academy's suite of programming, OSPE worked with non-profit and government partners to deliver programs for specialized groups within the engineering community.

Advancing Gender Equity by Embedding Flexible Work Options

This project will achieve systemic change by embedding flexible working practices in human resources management policies and, if necessary, achieving statutory protection for flexible working practices and protection from discrimination against those workers who utilize these options. During COVID restrictions, many workers - especially women with young families - experienced the significant advantages of flexible working options.

What's it all about?

By embedding flexible work options, mentorship, and related protections in human resources management policies, this project will counter the trend to restore the traditional full-time office-focused norms that research has shown contribute to gender inequality in office-based workplaces. To accomplish these goals, the project will proceed in three phases.

Research Objectives

The objective of this project is to achieve systemic change in workplaces by encouraging employers to adopt, wherever practical, flexible work options and also implement strategies to adapt mentorship to flexible work arrangements and to counter biases against employees (especially women) who utilize flexible work options.

Funded by:



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

Enabling Meaningful Qualitative Feedback for Professional Development of Engineering Students

Authentic experiences help with professional development in engineering, and a significant part of the learning process is the feedback that the learner receives on how to improve their skills. Many educators believe that we should be giving students feedback that is directly aligned with learning outcomes (Simper et. al, 2018; Lesmond et al., 2017), which in engineering are shaped by the Canadian Engineering Accreditation Board's (CEAB) graduate attributes, and hence linked to professional development. However, the perception is that it is logistically easier to implement assessment and feedback based on aggregate numerical scores than it is based on learning outcomes, course objectives, or graduate attributes specifically.

What's it all about?

The aim of this project is to prototype a proof-of-concept of a software framework that supports delivery of learning-outcomes/graduate-attributes-focused qualitative feedback to students in engineering courses, specifically those focused on engineering design. It leverages current efforts in rubric- and attribute-based assessment to provide actionable information to students to institutional stakeholders who support them in their development.

Research Objectives

The outcome of the project aligns with OSPE's visions for developing engineers who are "bold, courageous and respected leaders." The development of the skills needed to realize this vision require focused practice and meaning feedback and this proof-of-concept tools proposed is one mechanism to support his development in engineering courses.

Funded by:



UNIVERSITY OF
TORONTO



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS

Supporting Ontario's Engineering Workforce

In 2024, OSPE continued to offer a full suite of services for employers and job seekers, including job search and resume workshops, interview simulations, and an engineering job board with openings from top employers.

We also continued our **Engineering Employment Events**, which allow job seekers from across the province to make face-to-face impressions with recruiters from leading companies.

Thank You to Our 2024 Engineering Employment Event Partners

ACEC Ontario
AlphaKOR Group
ART Engineering
AtkinsRéalis
BMS
Bombardier
Brock University
Bruce Power
C.F. Crozier & Associates
Canadian Nuclear Laboratories (CNL)
Canadian Nuclear Safety Commission
Cementation
Conestoga College
Corbec Inc.
Defence Construction Canada
Demathieu Bard Construction
DSEL
Eaton
Enbridge
Epic Training
General Dynamics Land Systems
Humber Polytechnic
Hydro One
Invest WindsorEssex
Lambton Conveyor Ltd.

Magna International Inc.
McMaster University
MDPI
Ministry of Transportation
National Bank
National Research Council Canada
Notarius
Nuclear Waste Management Organization (NWMO)
Ontario Power Generation
ONxpress
Pliteq Inc.
Professional Engineers Ontario
Public Services and Procurement Canada
Royal Canadian Navy
Siemens Energy Canada Ltd.
Spirax Sarco
StackTeck
Tandem Engineering
Testmark Laboratories Ltd.
Toronto Metropolitan University
Tradewinds Group Inc.
University of Windsor - Faculty of Engineering
Vale Base Metals

Events

OSPE Classic Golf Tournament

May 23, 2024 | Angus Glen Golf Club (Markham, ON)

OSPE members and partners gathered at Angus Glen Golf Club for the **2024 OSPE Classic Golf Tournament**. In addition to a round of golf on a world-class course, the event featured a silent auction, helicopter ball drop, and mulligan sale that raised over \$2,520 for the **Ontario Professional Engineers Foundation for Education**.



2024 Tournament Partners



Events



The Engineering Conference

October 29, 2024 | Caesars Windsor (Windsor, ON)

Canada's largest engineering event was well received by its attendees, many of whom were grateful for the chance to learn, network, and make connections with other engineers in the community. This edition of OSPE's signature event featured 32 speakers and panelists, 14 breakout sessions across several learning streams, and trade show booths from over 50 corporate partners. OSPE welcomed hundreds of guests for the day's trade show and learning sessions.



32

Subject Matter Experts



14

Breakout Sessions



50+

Corporate Partners



300+

Attendees



2024 Conference Partners



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES
ONTARIO



Bombardier



Engineering
University of Windsor



Events



Ontario Professional Engineers Awards Gala (OPEA)

November 15, 2024 | Paramount Event Space (Vaughan, ON)

OSPE was excited to honour the province's finest engineers at the 2024 Ontario Professional Engineers Awards Gala. This event – celebrated annually since 1947 – recognizes engineering excellence from across government, industry, and academia.

In 2024, we welcomed hundreds of guests to celebrate the following honourees:

Professional Engineers Gold Medal

Dr. Zheng Hong (George) Zhu, P.Eng.

Engineering Medal – Entrepreneurship

Dr. Giovanni Grasselli, P.Eng.

Citizenship Award

Annette Bergeron, P.Eng.
Hon. Omar Alghabra, P.Eng.

Engineering Medal – Young Engineer

Serena Mandla, P.Eng.

Engineering Medal – Engineering Excellence in Industry

Michael Kropp, P.Eng.

Engineering Medal – Research and Development

Gregory Kopp, P.Eng.
Dr. Boxin Zhao, P.Eng.

Engineering Medal – Management

Inga J. Hipsz, P.Eng.
David Poirier, P.Eng.

Distinguished Lifetime Achievement Award

Paul Acchione, P.Eng.



Events

2024 OPEA Gala Partners



Events



National Engineering Month Kick-Off Event

On **March 5, 2024** OSPE hosted a panel discussion, “**Understanding the True Value of Engineering Services and How to Boost Them.**”

Dave Carnegie, P.Eng., and panelists Stephanie Smith, P.Eng., Nick Mocan, P.Eng., and Jim Sarvinis, P.Eng. shared their thoughts and their experience of where the engineering community stands and where it needs go.



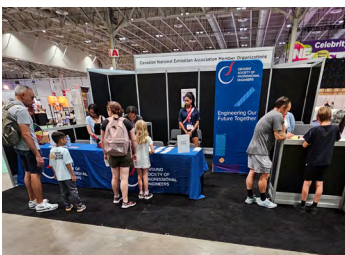
Lobby Day and MPP Reception

OSPE held our annual lobby day and MPP reception on **March 6, 2024** at the **Queen’s Park Legislative Assembly**. This event served as a platform for meaningful dialogue, collaboration, and advocacy, demonstrating engineers’ vital role in driving positive change for Ontario’s future.



OSPE at the CNE

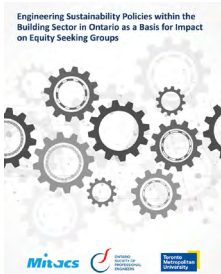
On **August 23, 2024**, OSPE staff and a dedicated group of volunteers headed up an OSPE booth at the **Canadian National Exhibition (CNE)** in Toronto, ON. The team led activities that entire families could enjoy, such as button making, crafting gliders, and building circuits of holiday lights.



Research

Leading the Way with Cutting Edge Research

In 2024, OSPE worked with our members and partners to publish research on critical issues facing the province and the profession.



Engineering Sustainability Policies within the Building Sector in Ontario as a Basis for Impact on Equity Seeking Groups

By: Yash Vyas, MAsC, BASc, Dr. Medhat Shehata, P.Eng., FCSCE, Nika Zolfaghari, MAsC, BEng, and Lee Weissling, PhD

With the rise of climate change, many Canadian provinces and territories are adopting sustainability plans and making commitments to reduce greenhouse gas (GHG) emissions.

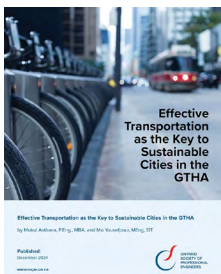
The research in this report investigates the perceived impacts of Ontario's sustainability building policies from expert's views.



Trends in the Engineering Profession – Observation and Analysis from the 2021 Canada Census

By: Lee Weissling, PhD

Every five years, **Statistics Canada** conducts their country-wide census and every five years, OSPE analyzes this census data and creates a snapshot of labour market conditions for Ontarians with engineering degrees.



Effective Transportation as the Key to Sustainable Cities in the GTHA

By: Mukul Asthana, P.Eng., MBA, and Mo Yousefpour, MEng, EIT

This white paper explores the development of a sustainable transportation ecosystem for the **Greater Toronto and Hamilton Area (GTHA)**. It highlights the crucial role of efficient transportation systems in enhancing quality of life, cutting greenhouse gas emissions, fostering economic growth, and promoting social equity.

The Voice of Ontario's Engineering Community

In 2024, OSPE continued our advocacy efforts on behalf of Ontario's engineering community.

MPP Lobby Day & Reception: Engineering Advocacy for a Sustainable and Innovative Ontario

On **March 6, 2024**, OSPE hosted its annual **Lobby Day** and **MPP Reception** at Queen's Park, bringing together engineers and policymakers to advocate for policies that support innovation, sustainability, and economic growth. OSPE and its volunteer **Subject Matter Experts (SMEs)** engaged in meaningful discussions with MPPs on key issues, including gender diversity in engineering, updates to the **Professional Engineers Act**, priority permitting for sustainable housing projects, indoor air quality legislation, wastewater innovation, and greenhouse gas reduction strategies. This event remains a cornerstone of OSPE's advocacy strategy, reinforcing the vital role of engineers in shaping Ontario's future. Thank you to all MPPs and volunteers who contributed to this important dialogue.



OSPE Expands its Reach to Federal Government with Inaugural MP Lobby Day

On **April 29**, OSPE hosted a reception with over 30 influential guests from Parliament Hill and key federal entities, providing a platform for direct engagement with policymakers. This momentum continued on **April 30** with focused meetings addressing critical engineering priorities, including **Qualifications-Based Selection (QBS)**, diversity in engineering, cybersecurity, sustainable infrastructure for the housing crisis, and energy and climate challenges. These discussions reinforced the engineering community's role in shaping evidence-based policies and solutions for national challenges.



Engineering Smart Communities: Innovative Solutions for the Housing Crisis

OSPE launched the **Engineering Smart Communities Working Group** to address Canada's housing crisis through innovative engineering solutions. This multidisciplinary group focuses on energy efficiency, renewable energy integration, green building materials, wastewater management, and climate-resilient construction while incorporating extreme weather considerations and emerging green technologies.

OSPE Creates the Artificial Intelligence Working Group

OSPE launched the **Artificial Intelligence in Engineering Working Group** to guide the profession in responsible and ethical AI use. This initiative equips engineers with the tools to integrate AI effectively while mitigating risks, ensuring it enhances the field through ethical standards, education, and practical applications.

Advocacy

2024 Policy Wins: Advancing Energy, Transportation, and Innovation

OSPE achieved significant policy victories in 2024, including expanded investments in Ontario's nuclear industry and advancements in transportation electrification.

- **Pickering Nuclear Generating Station Extended** – The continued operation of Pickering Nuclear secures 7,500 jobs and ensures reliable, affordable, and clean energy for Ontario. OSPE's advocacy played a key role in supporting this decision, aligning with the province's economic and environmental goals.
- **Darlington Unit 1 Refurbishment Completed Early** – Ontario completed the \$12.8 billion Darlington Unit 1 refurbishment five months ahead of schedule, delivering 875 MW of clean power—enough for 875,000 homes—and generating 14,200 jobs annually. OSPE continues to champion sustainable energy solutions that drive long-term economic benefits.
- **New Electric Vehicle (EV) Battery Separator Plant in Port Colborne** – Ontario broke ground on Canada's first lithium-ion battery separator plant, a \$1.7 billion investment that strengthens the province's EV and battery supply chain. OSPE has long advocated for accelerating transportation electrification, and this facility is a major step toward boosting Ontario's EV production and job creation.
- **1,300 New EV Charging Stations Across Ontario** – The government announced 1,300+ new EV charging ports in small and medium-sized communities, aligning with OSPE's push for expanding EV infrastructure beyond urban centers. This initiative fills critical network gaps, encouraging more Ontarians to transition to electric vehicles.

These achievements underscore OSPE's impact in shaping policies that drive innovation, sustainability, and economic growth across Ontario.



2024 Advocacy Submissions

OSPE continues to advocate for policies that support engineering, sustainability, and environmental responsibility in Ontario. 2024 submissions include:

- **Ontario Pre-Budget Submission** – Providing key recommendations to ensure infrastructure, energy, and innovation priorities are reflected in the province's financial planning.
- **Canadian Sustainability Standards Board Consultation** – Offering input on the adoption of **Canadian Sustainability Disclosure Standards 1 and 2**, aligning with international financial reporting standards to enhance transparency and accountability in sustainability practices.
- **Environmental Registry of Ontario Submission** – Addressing proposed amendments to the **Excess Soil Regulation and Rules**, ensuring environmental standards are upheld while promoting responsible land use and development.

Advocacy

2024 Letters

In 2024 we advocated for policies that uphold engineering expertise, public safety, and sustainability. Key letters sent in 2024 include:

- **Ontario Securities Commission** – Advocating for the involvement of Professional Engineers in technical reporting under International Sustainability Standards.
- **Ontario Ministry of Education** – Calling for Indoor Air Quality regulations in schools to ensure a safe learning environment.
- **College of Physicians and Surgeons of Ontario** – Providing feedback on infection prevention and control policies for clinical office practices.
- **Premier Ford & Minister of Energy** – Engaging on Bill 212 (Reducing Gridlock, Saving You Time Act) and Ontario's Energy Strategy, including the role of emerging thermal technologies.
- **Ontario Energy Board** – Welcoming new leadership in Ontario's energy sector.
- **Globe and Mail** – Addressing misuse of the term “engineer.”
- **Education & Energy Ministers** – Sending congratulatory letters to Todd Smith (Education) and Stephen Lecce (Energy and Electrification), reinforcing OSPE's commitment to collaboration.



Marketing & Communications

Expanding Our Community's Online Footprint

Throughout 2024, OSPE maintained an active presence on digital platforms. As we shared highlights from Ontario's engineering community, our audience continued to grow.

From January 1 to December 31, OSPE:

- Published **2,356** posts across all platforms.
- Generated a total of **3,101,050** views on all posts.
- Drove a total of **63,614** engagements on all posts.
- Earned a total of **4,615** new followers across all our channels (10% growth)
 - » 310 New Facebook Followers (**2.5% growth**) (Total Followers: 12,805)
 - » 329 New Instagram Followers (**11.7% growth**) (Total Followers: 2,712)
 - » 3,886 New LinkedIn Followers (**17.2% growth**) (Total Followers: 25,122)

Top Posts Included:



LinkedIn:

- Celebrating P.Eng. Day!
- 799 Impressions
- 13,217 Engagements



LinkedIn:

- OSPE's First Federal Lobby Day in Ottawa
- 2,495 Impressions
- 1,042 Engagements



Twitter/X:

- Support a Clean Indoor Air Act in Ontario
- 22,644 Impressions
- 1,045 Engagements

Marketing & Communications

The Voice Magazine

In 2024, OSPE published four issues of our signature publication, *The Voice*. These four issues highlighted the transformative changes taking place in the transportation industry, how engineers can engineer smarter communities, the stories of women in engineering, and more.



March 2024

Sustainable transportation solutions, including EV battery recycling, reducing diesel truck emissions, and improving transit in the GTA.



June 2024

AI privacy, sustainable electronics manufacturing, and engineering salary trends.



September 2024

Fostering inclusion in engineering.



December 2024

Building sustainable communities.

Financial Statements

Ontario Society of Professional Engineers Summary Financial Statements For the year ended December 31, 2024

Financial Statements

Ontario Society of Professional Engineers
Summary Financial Statements
For the year ended December 31, 2024

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Financial Statements



Tel: 905-946-1066
Fax: 905-946-9524
www.bdo.ca

BDO Canada LLP
60 Columbia Way, Suite 300
Markham ON L3R 0C9 Canada

Report Of The Independent Auditor On The Summary Financial Statement

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2024, and the summary statement of operations and changes in net assets for the year ended, and the related note, are derived from the audited financial statements of the Ontario Society of Professional Engineers for the year ended December 31, 2024.

In our opinion, the accompanying summary financial statements are a fair summary of the financial statements, in accordance with the criteria disclosed in Note 1 to the summary audited financial statements.

Summary Financial Statements

The summary financial statements do not contain all disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Society's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with the Canadian Auditing Standards (CAS) 810, *Engagements to Report on Summary Financial Statements*.

BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants

Markham, Ontario
April 1, 2025

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Financial Position

December 31 **2024** **2023**

Assets

Current

Cash	\$ 164,428	\$ 359,629
Accounts receivable	749,199	706,322
Prepaid expenses	228,394	153,206
	1,142,021	1,219,157

Long-term investments

Capital assets	1,568,496	1,399,403
Intangible assets	508,045	14,826
	248,316	177,056

\$ 3,466,878 \$ 2,810,442

Liabilities and Net Assets

Current

Accounts payable and accrued liabilities	\$ 518,849	\$ 271,690
Deferred revenue - government projects	107,496	157,871
Deferred revenue	672,189	660,579
Deferred lease incentives	447,067	8,534
	1,745,601	1,098,674

Net Assets

Invested in capital assets and intangible assets	347,448	191,882
Internally restricted	1,287,186	1,287,186
Unrestricted	86,643	232,700
	1,721,277	1,711,768

\$ 3,466,878 \$ 2,810,442

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Operations

For the year ended December 31	2024	2023
Revenue		
Membership fees	\$ 1,309,065	\$ 1,179,977
Royalties	1,833,179	1,744,814
Government projects	198,761	475,505
Sponsorship	642,655	935,603
Professional development	252,125	292,914
Advertising	5,948	16,029
Career services	127,227	88,746
Other revenue	68,128	68,633
Investment income	172,157	107,893
	4,609,245	4,910,114
Expenses		
Advertising and promotion	259,894	175,563
Amortization - capital assets	20,537	11,162
Amortization - intangible assets	65,886	36,551
Annual general meeting and general assembly	7,933	5,674
Audit, legal and professional services	54,055	61,941
Bank charges	109,396	96,120
Consulting	308,696	225,200
Elections	4,350	9,479
Event production	852,993	953,579
Government projects	183,761	475,505
Insurance	137,282	135,455
Meetings	38,292	250,243
Office and general	304,331	210,964
Postage	883	8,883
Publications	37,278	23,668
Rent	129,113	170,169
Sponsorship	44,112	72,740
Telecommunication	23,352	20,508
Travel and volunteer expenses	158,703	172,647
Wages and benefits	1,858,889	1,892,367
	4,599,736	5,008,418
Excess (deficiency) of revenue over expenses for the year	\$ 9,509	\$ (98,304)

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Changes in Net Assets

For the year ended December 31

	Invested in capital and intangible assets	Internally restricted	Unrestricted	2024 Total	2023 Total
Balance, beginning of year	\$ 191,882	\$ 1,287,186	\$ 232,700	\$ 1,711,768	\$ 1,810,072
Excess (deficiency) of revenue over expenses	(87,084)	-	96,593	9,509	(98,304)
Purchases of capital and intangible assets, net of deferred lease incentives	242,650	-	(242,650)	-	-
Balance, end of year	\$ 347,448	\$ 1,287,186	\$ 86,643	\$ 1,721,277	\$ 1,711,768

Ontario Society of Professional Engineers Note to Summary Financial Statements

December 31, 2024

1. Summary financial statements

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at December 31, 2024 and December 31, 2023 and for the years then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected so that they are consistent in all material respects with the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include the summary statement of financial position, summary statement of operations and summary statement of net assets;
- (b) management determined that the statements of cash flows do not provide additional useful information and as such, have not included them as part of the summary financial statements;
- (c) information in the summary financial statements agrees with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and
- (d) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and the notes thereto.

The complete audited financial statements of Ontario Society of Professional Engineers are available upon request by contacting the management of Ontario Society of Professional Engineers.

Looking Ahead

Looking Ahead

OSPE continues to plan events for the engineering community in 2024 and beyond.



Engineering Employment Events 2025

May 14, 2025

EY Centre, Ottawa

ospe.on.ca/members/careers/engineering-employment-events/



OSPE Classic Golf Tournament 2025

June 5, 2025

Angus Glen Golf Club (Markham, ON)

ospe.on.ca/ospe-classic-golf-tournament



The Engineering Conference 2025

November 3 - 4, 2025

Blue Mountain, ON

engineeringconference.ca



Ontario Professional Engineers Awards Gala 2025

November 14, 2025

Paramount Event Space (Vaughan, ON)

opeaawards.ca

Visit ospe.on.ca for more information.



OSPE Staff

Sandro Perruzza	Chief Executive Officer	sperruzza@ospe.on.ca
Valeria Mueller	VP, Organizational Effectiveness	vmueller@ospe.on.ca
Baijul Shukla	VP, Member Experience & Corporate Strategy	bshukla@ospe.on.ca
Paola Cetares	Director, Public Affairs	pcetares@ospe.on.ca
Matt Wiesenfeld	Director, Marketing & Membership	mwiesenfeld@ospe.on.ca
Emma Cuddy	Manager, Education and Events	ecuddy@ospe.on.ca
Luigi Umali	Finance Manager	lumali@ospe.on.ca
Lia Forgione	Digital Marketing & User Experience Specialist	lforgione@ospe.on.ca
Jamie Gerson	Senior Membership Sales Associate	jgerson@ospe.on.ca
Marisa Violante	Senior Membership Administrator	mviolante@ospe.on.ca
Manas Kale	Membership Research Analyst	mkale@ospe.on.ca
Rachael Masih	Marketing & Communications Coordinator	rmasih@ospe.on.ca
Victoria Soltau	Event Coordinator	vsoltau@ospe.on.ca
Ximena Escobar	Bookkeeper	xescobar@ospe.on.ca



2024



Strategic Plan

2025 – 2030

Unite | Lead | Care | Prosper
Engineering Tomorrow

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Message to Members

Dear OSPE Members,

In 2025, OSPE will celebrate its 25th Anniversary. As a Board of Directors, we are energized by this achievement, and excited about what the next 25 years will bring. It is with that mindset that we approached the critical process of developing our next strategic plan for the association.

Your Board of Directors scanned the operating environment for the organization, and the needs of our members, and the engineering community, and is committed to leading the organization towards meaningful change.

As a group, we have taken the long view that to achieve real change in our engineering community, we need to begin taking steps now towards solutions that could never be achieved in the standard three-year period our strategic plans have historically overseen.

The chief objective that the Board has identified is the need for an increased respect for engineers, especially when it comes to demanding fair value for your services. There have been too many times we have heard from members that their contributions are perceived to be commoditized, when increasingly, the sophistication of modern deliverables requires more “engineering”, even with the use of new digital tools emanating from artificial intelligence.

Good design, good engineering has always been difficult to quantify, but we need to not let that stop us from championing the training our members receive, and their ability to take complex projects and make them work more efficiently, and more sustainably than ever before.

As a community we need to lean into the indispensability of professionals who not only protect our communities but ensure that our economies can thrive. In a world that needs more innovation and collaboration, engineers are critical to finding effective efficient solutions to the most important challenges.

While we seek to elevate the perception and impact of engineers to those they serve, we need to do the

same within the profession. We need the P.Eng. to be more than a sign of accomplishment, it needs to be a sign of quality. That the work and people associated with it are those committed to a dual bottom line of profitability and performance.

As a community we need to impress upon the current generation of students, and recent graduates, that licensure unlocks opportunities to be involved with the most exciting and important projects, while at the same time including all of contributors to the engineering value chain.

Last, but certainly not least, we need to continue to push to create an engineering community where mutual respect and equity allow everyone to participate. One where those willing to work hard, and with integrity, are valued for the diversity they bring to any project.

In acknowledging these strategic aims, your Board of Directors is no less focused on critical annual metrics such as membership growth, and more importantly membership value, as they are indicators of organizational health.

Whether it was with reflection on our history or not, we realize that we cannot expect real change unless we are willing to spearhead it with our own efforts and challenge our members, stakeholders and other members of the engineering community to mobilize.

As you review our strategic plan, I hope you will not only agree with its contents, but see opportunities, where you can get more involved. In many cases that might mean bringing your engineering colleagues to the table to help provide direction; celebrate excellence; guide the next generation; and in many cases we hope, to become members because as we seek change, we need to continue to increase our army of advocates.

Our direction is not just for our members, for engineers, or even for the engineering community. It is for future of Ontario.

Sincerely,

OSPE Board of Directors

Challenges Identified by Ontario's Engineering Community

Leadership and cultural barriers are standing in the way.

Engineers have often been excluded from leadership roles in decisions that affect both their peers and society, with too many choices driven solely by business considerations.

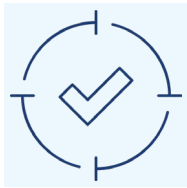
Cultural issues, including systemic and unconscious biases, are deeply rooted in engineering. Merit does not have the role it is perceived to have in career advancement, and this must be addressed.



About the Ontario Society of Professional Engineers (OSPE)

OSPE is the voice of the engineering profession in Ontario. We represent the entire engineering community, including professional engineers, engineering graduates and students who work or will work in several of the most strategic sectors of Ontario's economy. To create meaningful change in the engineering community, OSPE has updated its Mission and Vision.

Vision



Engineers leading organizations to innovation, prosperity, and safety.

Mission

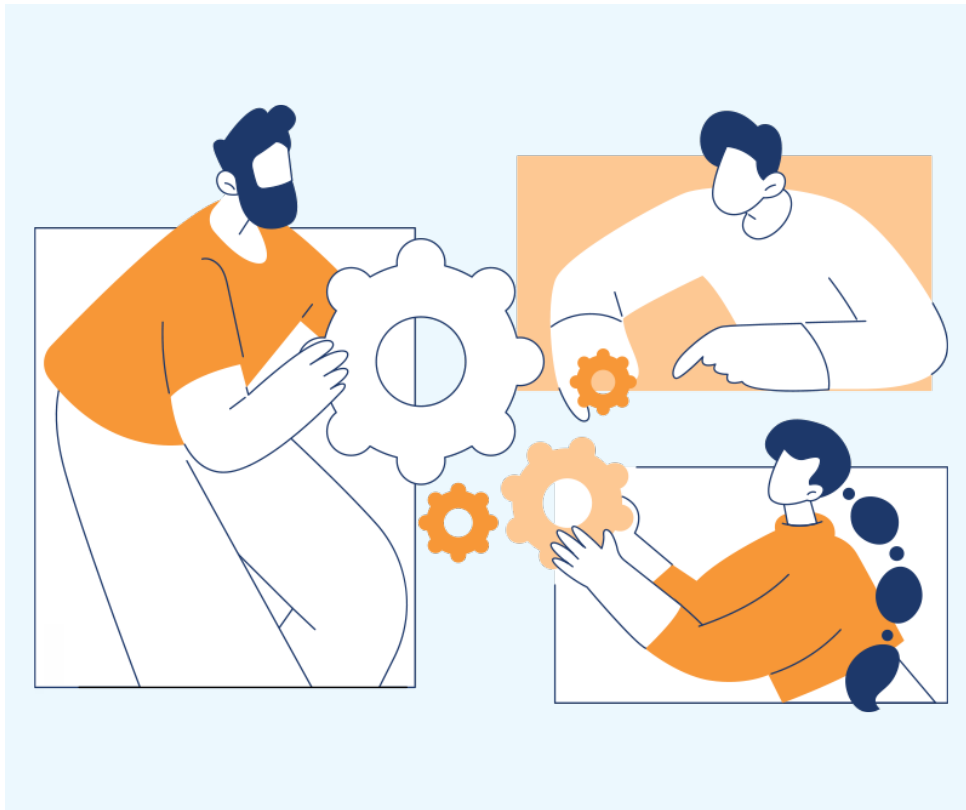


OSPE is the home for Ontario's engineering community, supporting and empowering it to build a better tomorrow for all.

OSPE's Value Proposition

OSPE is the only independent membership organization dedicated to elevating the voice of the engineering community. Ensuring that the perspective and value engineers bring to our economy and safety are appreciated.

OSPE is committed to empowering engineers so they can achieve fulfilling and rewarding careers. It does this by fostering an engineering community culture that is inclusive of all talents while providing the tools so that all engineers can create a better future for themselves, their organizations, and society at large.



OSPE's Principles

OSPE is committed to delivering value to all stakeholders within the engineering community. To do so, we focus on key principles critical to a thriving engineering sector in Ontario.

Engineers Unite

Ontario's engineering community collaborates and works to bring together all stakeholders and allies who share our vision for the role of engineers in our communities.

Engineers Lead

The voice of engineers must be amplified. They are leaders who drive innovation by bringing science- and fact-based thinking to all aspects of society.

Engineers Care

Engineers deserve fair and equitable workplaces, free of systemic barriers, so diverse talents can thrive.

Engineers Prosper

Engineers are committed to annually advancing their knowledge and skills. Ontario needs engineers to be fairly compensated for the true value they bring so its best and brightest stay in the profession.

Strategy in Action

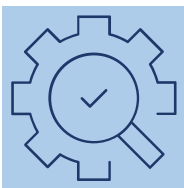
OSPE is a bold and dynamic membership organization that empowers engineers to build rewarding careers by fostering an inclusive culture and providing tools for leadership, innovation, and societal impact.



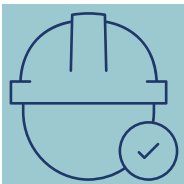
Creating a Culture of Merit-Based Talent, Free of Biases



Standing Up for the Rights of Engineers and The Value of Engineering



Enhancing Skills and the Integration of New Technologies



Redefining Engineering in a New Era

Strategy in Action

Creating a Culture of Merit-Based Talent, Free of Biases

Building value through changing behaviours, attitudes, and beliefs.

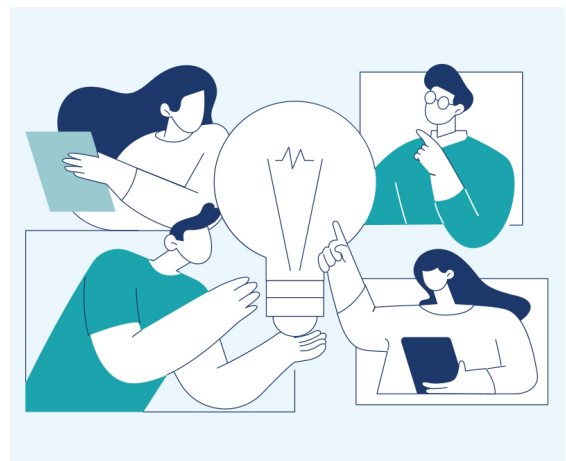
OSPE strives to allow true merit to shine by fostering workplace cultures of fairness and equity.

Target Audiences

- Regulators, Engineers, Employers

Activities

- Offer programs to educate the engineering community, shifting attitudes and perceptions around Engineering Leadership.
- Create and promote thought leadership to elevate societal attitudes and opinions around the value engineers create.
- Collaborate with like-minded groups to create long lasting, meaningful change.
- Use Qualifications-Based Selection principles to encourage suppliers to create progressive, welcoming workspaces.



Strategy in Action

Standing Up for the Rights of Engineers and The Value of Engineering

Building value through Education, Equity, and Economic Advocacy.

Fight on behalf of engineers for equal and increasing pay for valuable work and skills.

Target Audiences

- Engineers, Employers, Purchasers of engineering services

Activities

- Advocate for progressive regulatory changes to protect the practice rights of engineers.
- Conduct benchmarking reports and publish salary surveys and fee schedules in order to demand for fair compensation for the value engineers provide.
- Push for pay transparency and continuously improved working environments.
- Offer resources that help engineering community find jobs, promote marketable skills, negotiate contracts/salaries.
- Promote sustainable public procurement and emphasize the value of Qualifications-Based Selection (QBS).
- Promote economic policies, employers, and projects that create jobs for Ontario's Engineering Talent.

Strategy in Action

Enhancing Skills and the Integration of New Technologies

Ensuring engineers have the skills and tools to succeed.

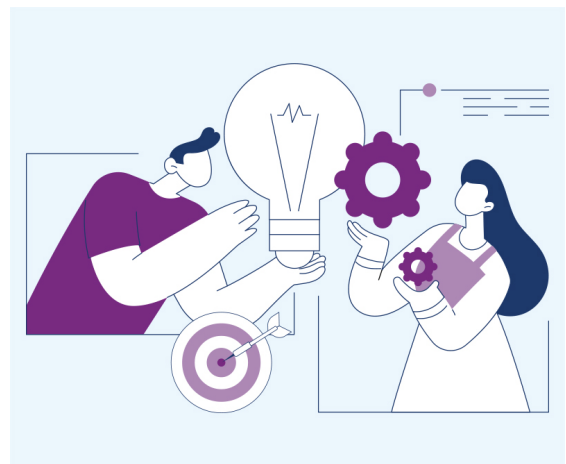
Relevant continuing professional development to meet the changing market needs: Work with students, employers, post-secondary institutions and regulators where necessary to identify the future-forward skills needed for the workforce of tomorrow.

Target Audiences

- Engineers, Employers, Post-Secondary, Governments, Regulators


Activities

- Provide programs and courses to supplement engineers and engineering graduates through up-skilling/reskilling, including the adoption of new disruptive technologies.
- Create strategic committees and working groups supporting emerging fields and disciplines.
- Convene cross-industry leadership panels on this topic and target 10-year changes to engineering training programs.
- Ensure engineers have balanced skills to contribute across economic sectors.



Strategy in Action

Redefining Engineering in a New Era

 *Building value for the engineering community through leadership and foresight.*

Engineers contribute throughout Ontario, in all sectors of the economy. OSPE can ensure engineers are respected as leaders in safety and innovation in society and the economy of Ontario.

Target Audiences

- All Professional Engineers, Engineering Graduates, Public, Employers, and Governments.

Activities

- Position engineers as leaders; build the reputation by showing the benefits of their training and experience.
- Unite all graduates around the values and thinking in their shared training – safety, innovation, society's future.
- Enable the whole engineering community to confidently and proudly refer to their value to the profession, and to society.
- Advocate for and define expanded legislation, policies, laws, etc. that require a P.Eng. as a minimum requirement to enhance public safety and increase productivity.
- Encourage and Enhance PEO's singular role as a Regulator, to keep the P.Eng. relevant – with research, tools, best practices and more.

A Cycle of Engineering Advancement

Creating a Culture of Merit-Based Talent, Free of Biases

Creating spaces and opportunities for growth and success.

Standing Up for the Rights of Engineers and The Value of Engineering

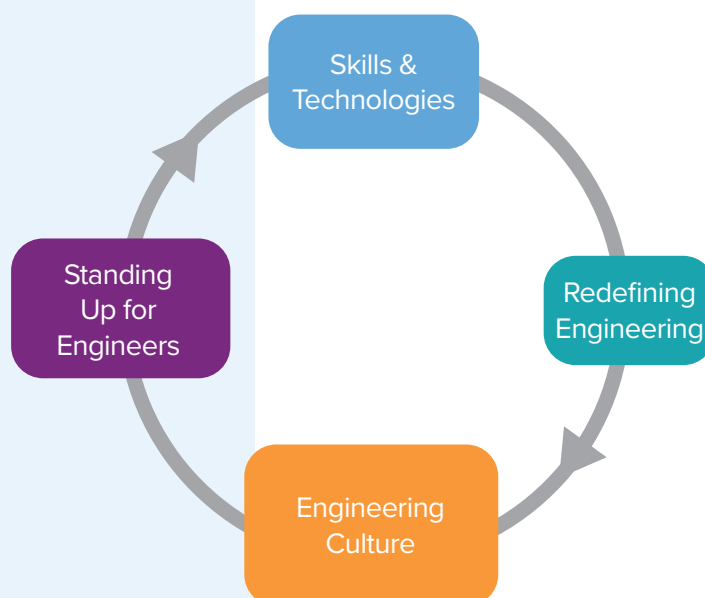
Increasing the desirability of the profession at all stages of the career journey.

Enhancing Skills and the Integration of New Technologies

Ensuring engineers have the tools to thrive.

Redefining Engineering in a New Era

Expanding the engineering community to align with modern economic realities.



A sincere thank you to all OSPE members who participated in the development of this Strategic Plan. Your Board of Directors values your input and hopes that you will continue to lend your voices, expertise, and opinions for the benefit of our profession.

For more information or to provide further feedback to OSPE's Board of Directors, please email info@ospe.on.ca.



www.ospe.on.ca