



Annual General Meeting

Package

May 6, 2026



OSPE VIRUTAL ANNUAL GENERAL MEETING

Wednesday May 6, 2026

AGENDA

6:00 p.m. ANNUAL GENERAL MEETING

Call to Order

Motion to approve the minutes of the Annual General Meeting of May 6, 2025

Report from the Chair and CEO

Report from the Nominating Committee

Report from the Treasurer

Report from the Audit and Finance Committee and Appointment of Auditors

Confirmation of Bylaw 1-2025

Member Questions

Presentations

Closing Remarks

7:30 p.m. CONCLUSION OF ANNUAL GENERAL MEETING



Annual General Meeting (Virtual)

Wednesday May 6, 2026

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 their designate 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 6, 2025

MINUTES of the Annual General Meeting (AGM) of the Ontario Society of Professional Engineers (OSPE) held virtually on the sixth day of May 2025 at the hour of 6:00 in the evening.

PRESENT:

A quorum of society members attended virtually.

Items

1.0 Call to Order

The Chair, David Carnegie, P.Eng. began the meeting with a land acknowledgement, followed by a review of housekeeping items. He then thanked OSPE's valued partners and introduced the current Board of Directors. The meeting was officially called to order at 6:10 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. He 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 7, 2024, 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 7, 2024, were approved.

Moved: Stephanie Holko; **Seconded:** Marilyn Powers; **MOTION CARRIED.**

3.0 Report of the Chair and CEO

The Chair welcomed attendees and acknowledged OSPE's partners, board members, and engineering community collaborators.

The CEO joined the Chair to deliver the report. The CEO began noting that it is his 10th year of service to OSPE, and even more importantly OSPE is celebrating its 25th Anniversary this year. Throughout this year we will be celebrating a number of past achievements and prominent contributors, and the work we have done in 2024 is so deeply rooted in the spirit and mission of what our founding members and volunteers had in mind. In 2024 we expanded the scope of our advocacy efforts. We held our first advocacy day in Ottawa, on the simple premise that Ontario's challenges and opportunities are also national challenges and opportunities. The reception OSPE received was very positive and we were planning to do so again this spring, but this year's election cycle forced us to change our plans. That event, and our annual Lobby Day at Queens Park, were successful examples of how OSPE is engaging on behalf of the engineering community, at the highest levels, to make sure that engineers are included and respected in decision making.

OSPE's advocacy efforts are always evolving and are based on feedback from members. 2024 saw the emergence of two new working groups - Engineering Smart Communities and Artificial

Intelligence. Both are tasked with leaning on the wisdom, knowledge and integrity of the engineering community to make sure that urban development and technology development are sustainable and thoughtful. Our Engineering Smart Communities working group is focused on trying to address the housing crisis, not just by building, but by making sure solutions are forward thinking and not just stopgaps. As for AI, it is being integrated into so many sectors, so quickly that we need to examine how, why and what the effects are.

2024 was also a good year for OSPE and our Engineering Academy. With PEO's PEAK program finally showing some teeth, we have never seen so many members, and other members of the engineering community come to OSPE looking to learn. Our EngLearn platform makes it easy to access asynchronous learning content, and the community is telling us that our efforts are reaching their targets. Engineering employers are beginning to get more comfortable and are encouraging their engineering teams to utilize OSPE, whether they are members or not. The outlook for our Academy is very positive and 2025 is likely to be another year of new highs in participation in learning.

Another important feature of the last year has also been planning for and investing in OSPE's future. that includes the development of our strategic plan, which we will get to a little bit further into the program as well as investments in our organizational capacity, in our people and the technology we use to engage members and the engineering community on a daily basis.

In recognition of our productive past and exciting future, OSPE is introducing the Fellowship of the Society program. This provides OSPE with an opportunity to acknowledge those who have made contributions to the growth and impact of the Society, providing value for members, the engineering community and beyond. This process of identifying and recognizing members will be a collaboration between OSPE staff and the OSPE award committee and we will be posting the finalized criteria in the weeks to come.

The Chair began his report noting that from his fellow board members to the dedicated volunteers committee members, to the professional staff, he is impressed by the work of OSPE. He thanked everyone for the work that you do for our members.

OSPE at its core is an advocacy organization. The Engineering Community has so much to offer and through OSPE we can contribute evidence and advice to the government in so many meaningful ways. We can help direct the future of the profession, and try to, by engaging in the academic community, and engineering employers. In Kingston, we held a corporate breakfast last fall and over the course of an hour, I felt so much camaraderie, pride, some frustration and mostly inspiration for our sector. OSPE uses these events as sensing opportunities, and they are so meaningful as they introduce OSPE and its capacity; while also making sure the objectives of the organization are aligned with what is really going on. We had a number of these sessions over the course of the year and will continue the practice in 2025 as well.

OSPE advocacy is not just telling government where their policies might fail, it is understanding how the engineering community can contribute to better solutions and making sure that policies are evidence based and positioned to succeed on a systematic level. When we ask members what they are most looking for from their membership the most popular answer we receive is professional development. That can take many forms, but for most in our member community that means CPD credits to satisfy their licensing requirements. In response, OSPE has been creating a growing library of learning opportunities, many of which are included in your membership. With so much variety to choose from, and available options literally growing weekly, OSPE truly is the best source for engineers who need to maintain their license and improve their skill set.

OSPE is a professional association and for many of our members how we help launch or grow their careers is a vital legacy. In addition to our CPD program, OSPE annually helps hundreds of engineering graduates and mid-career professionals explore employment in the sector, bringing them directly to employers through our popular Engineering Employment Events. In this endeavor and in many others OSPE is the perfect intermediary. Many of the attendees at these events are engineers trained in other countries, and in a very important way we are helping them find their way in the profession and in the engineering community.

He welcomed OSPE's Vice Chair and Chair of the Board Development and Strategic Planning Committee, Nick Burgwin to help the CEO present the new 2025-2030 Strategic Plan

4.0 2025–2030 Strategic Plan Presentation

The CEO noted that OSPE is committed to reviewing and renewing its strategic plan on a three-year cycle. As such, our most recent plan “closes” with this AGM and your Board of Directors has been busy over the past 12 months to develop OSPE's next strategic direction. The process involves gathering as a Board, engaging consultants, engaging our members and the engineering community, and then laying out the direction for the organization for the years to come. The primary difference this year compared to those of the past is that this Strategic Plan is looking further into the future than we have traditionally. Put simply, the changes we want to see are more systemic than tactical and we need significant time horizons to be able to measure real progress.

In looking to create more impact for the Engineering Community OSPE has formulate new Vision and Mission Statements.

Our Vision - Engineers leading organizations to innovation, prosperity, and safety.

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

OSPE is the only organization that does what we do, not Professional Engineers Ontario, not the Association of Consulting Engineering Companies, no other engineering organizations. All of these organizations have roles to play and OSPE's remains being the champion of engineers, no matter the discipline or experience level, no matter the sector or where they were trained.

Similar to past plans OSPE's work is rooted in four key Principles

- Engineers Unite
- Engineers Lead
- Engineers Care
- Engineers Prosper

The Vice Chair continued the presentation noting that while the engineering community has a number of challenges and opportunities, the ones that really crystalized in our developing this plan were the inclusion of engineers in leadership roles, in government, in industry and beyond. This creates opportunities for the problem-solving abilities of our members and the engineering community to be more consistently leaned on. And a need to change the culture of the engineering community to reduce biases, making the professions more attractive to talent and enabling that talent to thrive.

In bringing our updated strategy to life, here is how we have grouped the activity:

- Creating a Culture where Engineering Talent is valued, and a Profession Free of Biases and Barriers

- Standing Up for the Rights of Engineers and The Value of Engineering
- Enhancing Skills and the Adoption of New Technologies
- Redefining Engineering in a New Era

These actions confirm OSPE's intent to create an equitable and diverse engineering community. Our focus is on education and engagement, as our community is constantly changing and evolving, and individuals and organizations need the tools to support that. OSPE can provide those. OSPE has always been fully committed to promoting the value of engineers. What we have learned over time is that we need to be more specific to empower our members and the entire community so that engineering is not considered a commodity product.

In hearing from people across the industry, a common concern is how job ready engineering graduates are, and where the leaders of engineering firms are going to come from tomorrow. There is a gap in engineering education that needs to be filled, one that might also help stem the tide of graduates seeking employment in unlicensed sectors. OSPE has a role to play as an important intermediary, engaging students, engineering faculties and employers in equal measure.

We also have a role to play in helping engineers grow and advance their careers through strategic upskilling. Our Engineering Academy was created not just to help the community meet the minimum standards of licensure, but to continually elevate the careers of engineers. An always available resource for all career stages.

OSPE plays a critical role in making sure that as times change, our engineering community is changing along with it. Whether that is culture modernization, or adaptation and implementation of new technologies, engineers are at the forefront of economic and community development.

You can find a copy of the strategic plan in your AGM package and also on our website.

5.0 Report of the Nominations Committee

The Chair welcomed Mark Emmanuel, P.Eng., Chair of the Nominations Committee, to provide her report. M. Emmanuel thanked fellow committee members, Meggen Janes, Philip Dawe, John-Pierre Kamel and Caroline Wojtyla. He 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:

- Sandra Ausma, P.Eng.
- John Hazel, P.Eng.
- Inga Hipsz, P.Eng.
- Ray Mantha, P.Eng.

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

5.0 Report of the Treasurer

On behalf of the Treasurer, Ray Mantha, the Chair summarized the auditors' report and presented the audited financial statements for the fiscal year ended December 31, 2024.

6.0 Report of the Audit and Finance Committee

On behalf of the Treasurer, and the Audit and Finance Committee members, Sandra Ausma Nick Colucci, Mark Emmanuel and Caroline Wojtyla, the Chair provided the Audit and Finance Committee report. 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 2025.

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: D. Carnegie; **SECONDED:** N. Colucci; **MOTION CARRIED.**

8.0 Members Questions

The meeting was opened for questions from the membership. Topics included:

- Diversity and racial representation on the Board
- Regional representation
- Engineering compensation advocacy
- Strategic plan development process and KPIs
- Hybrid event formats
- 30 by 30 initiative participation
- Relationship with PEO regarding chapters
- Mentorship programming
- Engineering awards and Hall of Fame nominations

Responses were provided by the CEO and leadership team.

9.0 Presentations

The Chair took a moment to acknowledge and thank outgoing Board Directors, Stephanie Holko and Jane Ravenshaw. The Chair then introduced OSPE's Vice Chair, Nick Burgwin who thanked Dave Carnegie for his leadership throughout the year.

The Chair returned to the podium and asked that all 2025-2026 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: David Carnegie; **SECONDED:** Carl Bodimeade; **MOTION CARRIED.**

David Carnegie, P.Eng.
Chair

Nicholas Burgwin, P.Eng.
Vice Chair

By-law Amendment Brief for By-law Number 1-2025

This amendment updates By-law Number 1-2023 to clarify provisions related to the term of directors, specifically for those serving as Chair or Vice-Chair of the Board.

What is changing

- Directors will continue to serve a standard three-year term, ending at the third annual meeting following their election.
- A new provision clarifies that where a director holds the position of Chair or Vice-Chair, their term may extend to the maximum period permitted under the governing legislation, the Ontario Not for Profit Corporations Act (ONCA) even if this exceeds the standard term.
- The amendment does not create unlimited tenure; it simply allows flexibility up to the statutory maximum of 4 years per term for directors serving as Chair or Vice-Chair.

Why this amendment is being made

- To ensure leadership continuity at the Board level.
- Enhances governance effectiveness
- To align the by-law with governance best practices and legislative allowances.

Who Does This Affect?

- Applies only to directors serving as Chair or Vice-Chair
- Does not change term limits for other directors

Approval process

- This by-law amendment was approved by the OSPE Board at its meeting in September 2025.
- In accordance with the governing legislation, the Ontario Not for Profit Corporations Act (ONCA) it is now being presented to the membership at the AGM for confirmation.

Next steps

- Upon confirmation by members, the amendment will be consolidated into the existing by-law (By-law Number 1-2023) and published.

The detailed wording of the amendment is noted below.

MOTION

Be it resolved that By-law Number 1-2025, being a by-law to amend By-law Number 1-2023 of the Ontario Society of Professional Engineers, as approved by the Board of Directors on September 24, 2025, is hereby confirmed by the Members.

BY-LAW NUMBER 1-2025

A by-law to amend By-law Number 1-2023 of

ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS

BE IT ENACTED as a by-law of ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS (the **Corporation**), a corporation incorporated under the *Corporations Act* R.S.O. 1990, c.C.38 and, as of the date hereof, subject to the *Not-for-Profit Corporations Act, 2010*, S.O. 2010, Chapter 15 (the **Act**), that By-law Number 1-2023 of the Corporation is hereby amended as follows:

1. AMENDMENT

(a) Paragraph “b.” of Section 2.5 is deleted and replaced with the following:

“b. Subject to paragraph b.1 of this Section 2.5, directors shall be elected for a term from the date of the annual meeting at which they are elected until the end of the third annual meeting that immediately follows their election, or until their successors are elected.”

(b) New paragraph “b.1” is inserted in Section 2.5 immediately following paragraph “b.” to read as follows:

“b.1 A director who as of the date of a meeting of Members holds the office of either Chair or Vice-Chair of the Board shall be deemed, for all purposes, to have been elected for a term ending not later than the maximum period permitted under the Act, despite paragraph “b.” of this Section 2.5.”

2. RETROACTIVE APPLICATION OF THIS BY-LAW

(a) The amendment to By-law Number 1-2023 set out in subsection 1(b) of this By-law shall apply:

(i) to the term of office of the director who holds the office of Chair as of the date this By-law comes into effect, despite having been elected a director of the Corporation prior to the date of this By-law coming into effect; and

(ii) to the term of office of the director who holds the office of Vice-Chair of the Board as of the date this By-law comes into effect, despite having been elected a director of the Corporation prior to the date of this By-law coming into effect.

(b) Nothing in subsection 2(a) shall limit the amendment to By-law Number 1-2023 set out in subsection 1(b) of this By-law from applying to the term of office of a director who is appointed or elected to the office of Chair or Vice-Chair of the Board after the date that this By-law comes into effect.

3. EFFECTIVE DATE OF THIS BY-LAW

This By-Law Number 1-2025 shall come into force when enacted by the Board in accordance with the *Act*.

4. CONSOLIDATION OF THE AMENDMENTS

- (a) Following the confirmation of this By-law Number 1-2025 by the Members of the Corporation, with or without variation, the Board shall cause the amendments contained in this By-law Number 1-2025 to be consolidated into By-law Number 1-2023 (the **Consolidated Version**).
- (b) The Chief Executive Officer of the Corporation shall cause the publication of the Consolidated Version, with such stylistic changes as may be necessary and appropriate.
- (c) Upon the publication of the Consolidated Version, the Chair of the Board and the Secretary are authorized and directed to sign it.

FAQ's By-law Number 1-2025

Q1: What is the purpose of this amendment?

A: The amendment clarifies that when a director serves as **Chair or Vice-Chair**, their term may extend beyond the standard three-year term, up to the maximum allowed under legislation. This supports leadership continuity and aligns with governance best practices.

Q2: Does this change the standard term for all directors?

A: No. The standard three-year term for directors remains unchanged. The extension applies only to individuals serving as Chair or Vice-Chair.

Q3: Why is it important to allow longer terms for the Chair and Vice-Chair?

A: These roles require continuity, experience, and stability. Allowing extended terms helps ensure consistent leadership, smoother transitions, and effective governance.

Q4: Does this mean the Chair or Vice-Chair can serve indefinitely?

A: No. Any extension is limited to the maximum term permitted under the Ontario Not for Profit Corporations Act (ONCA), so there are still clear limits in place.

Q5: Does this apply to current Board leadership?

A: The amendment will apply to the current Vice-Chair as of the effective date, even if they were elected before this amendment. This will not apply to the current Chair as he is finishing up his second term as Chair.

Q6: When does this amendment take effect?

A: It came into effect when it was enacted by the Board in September 2025 and is now subject to confirmation by the members.

Q7: What happens after members confirm the amendment?

A: The amendment will be formally consolidated into By-law Number 1-2023 and published as part of the updated by-law.

Q8: Was this amendment already approved?

A: Yes. It was approved by the Board of Directors in September 2025. Member confirmation at the AGM is required under ONCA.

Q9: Does this affect Board elections or member voting rights?

A: No. Members will continue to elect directors as before. This amendment only affects the length of service for those who hold the roles of Chair or Vice-Chair.

Q10: Is this consistent with legal requirements?

A: Yes. The amendment is designed to align with the ONCA and remains within the maximum term limits allowed under that legislation.

Q11: What voting threshold is required to confirm this by-law amendment?

A: The amendment requires approval by an ordinary resolution, meaning it must receive a simple majority (more than 50%) of the votes cast by members present at the AGM (in person or by proxy).

20 25

Annual Report



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.

2025 Annual Report

OSPE's 2025 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, 2025. This report was prepared for OSPE's Annual General Meeting on May 6, 2026 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 2025-2030 Strategic Plan.

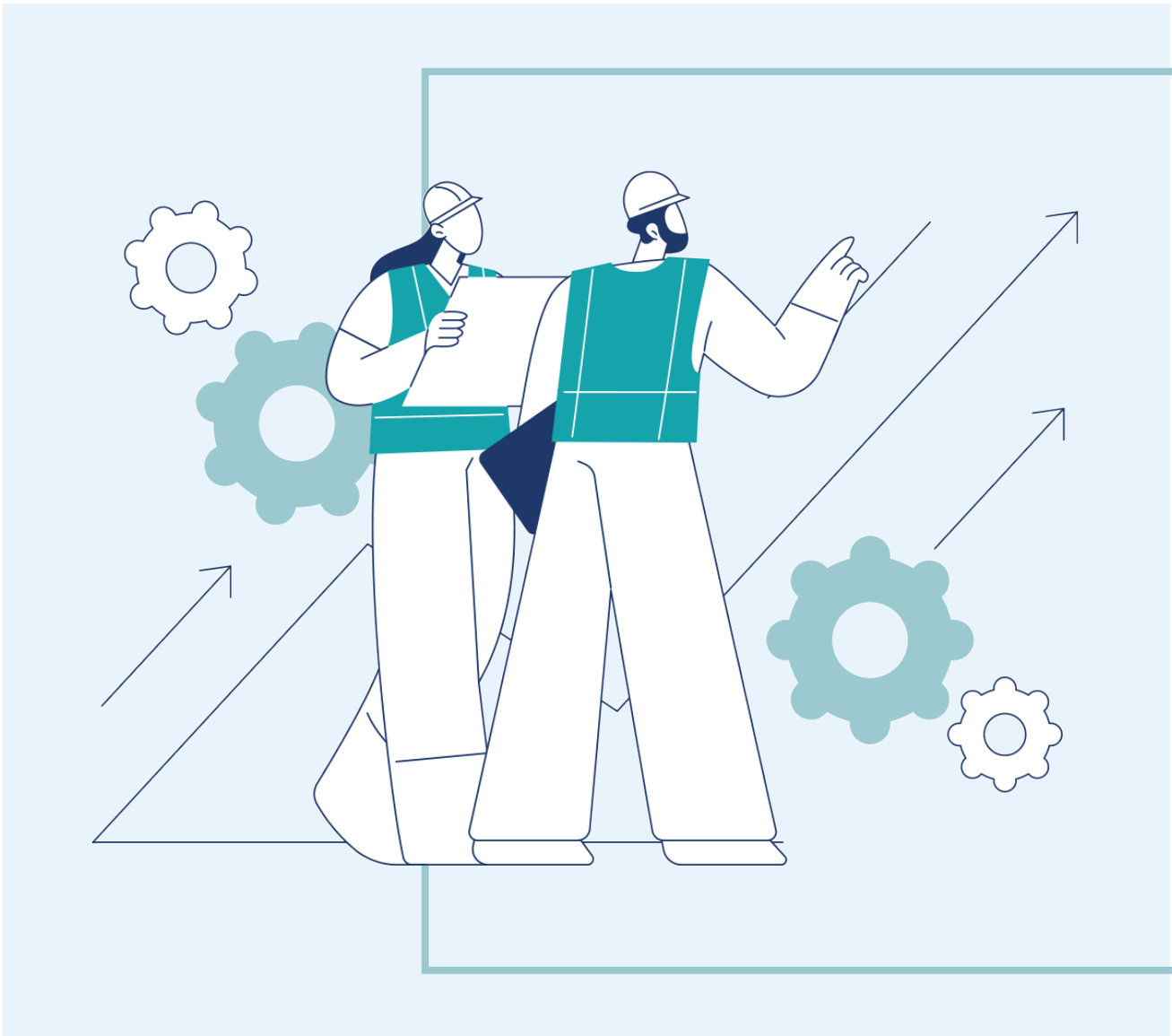


Table of Contents

- Message from the Chief Executive Officer4
- Message from the Chair5
- 2025-2026 Board of Directors6
- Committees, Task Forces and Working Groups7
- Annual Partners9
- 2025-2030 Strategic Plan10
- Engineering Academy12
- ENGpath Career Services13
- Events14
- Research17
- Advocacy18
- Marketing & Communications22
- Financial Statements24
- Looking Ahead31
- OSPE Staff32



Message from the CEO



Dear OSPE Members,

It is my pleasure to connect with you again, especially as OSPE has now completed its 25th year of representing the engineering community. I have been CEO for nearly half of this time, and I can confidently share that OSPE's reasons for founding are just as relevant today, if not more so, and our impact has never been greater.

While I cannot speak for the founding leaders of the organization, I do still see many of them regularly and I know they are very proud of the growth and evolution of OSPE. The association, with close to 10,000 members is the largest organization of its kind supporting the health of the profession, anywhere in Canada, keeping our economy strong and our communities safe.

The founding commitments of OSPE are rather simple and more than 25 years later, we are following through in expanded and interesting ways.

At our core OSPE seeks to...

- **Engage the engineering community** – In 2025 we hosted our **Engineering Conference (#EngCon)** at Blue Mountain in Simcoe County – a region of important provincial growth. The expanded two-day destination format allowed OSPE to deeply connect with members and engage on the topics that matter most to engineers. This multi-disciplinary event emphasizes that whatever sector or community in which an engineer operates, OSPE is there to provide connection with other engineers and industry.
- **Supporting the ongoing development of engineers** – OSPE's **Engineering Academy** continues to provide licensed professionals with access to a variety of learning in multiple formats, responding to the changing needs of the sector. Our most popular learning program, **Thought Leadership Thursdays**, continues to set organizational records for participation, and its wide range of topics reflects the diversity of economic and professional interests, fulfilling OSPE's desire to be a trusted resource for engineers in every sector and of every experience level.
- **Influencing and advising on public policy** – OSPE continues to deliver critical feedback to policy makers focused on areas where sound engineering input can have significant economic and societal impact. This takes on many forms including the publication of research, responses to public consultations, and the engagement of elected officials to ensure engineering wisdom and experience is always part of the equation. Some policy wins from 2025 include increased investments in our nuclear sector; increased recognition of the value of progressive Indoor Air Quality policy; and support for increased development of our precious critical minerals, provided it be done with an aim towards safety, collaboration and sustainability. Also, in 2025 OSPE initiated important discussions toward the goal of implementing a **national license** as a means of reducing costs and restrictions on talent, a critical plank to any **#CanadaStrong** strategy. To read about all of our 2025 advocacy achievements please [click here](#).

As you peruse the rest of this Annual Report you will see an overview of the many activities of OSPE over the past year – golf tournaments, student engagements, advocacy meetings and more. In a word, we are very active; actively representing the expertise and interests of our members, actively supporting the ongoing learning of licensed professionals; actively helping new members of our engineering community acclimate to the sector; and actively identifying opportunities for engineers to become more involved in future oriented policy debates.

2025 has been an especially gratifying year to leading OSPE. With every note of appreciation of our silver anniversary, my team and I are emboldened by the opportunity to continue our mandate, directed by an exciting [strategic plan](#) that seeks to enhance the contributions of engineers, and improve their professional prospects in our consistently changing economy.

Thank you for the honour and privilege of serving this community.

A handwritten signature in black ink that reads "Sandro Perruzza". The signature is fluid and cursive, with the first name being larger and more prominent.

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

Message from the Chair



Dear Members,

It my pleasure to address you all in this forum, one of my last acts of official business as Chair of OSPE. Thank you again for your support for me and the Board of Directors over these last two years.

While Sandro has done a great job speaking to the origins of OSPE and the value of the association today, I want to take a different approach and speak to the reach of some our activities from 2025, through numbers.

How about these figures...

1200+ - That is the number of participants in our **2025 Benchmarking Report**. This research effort tells us how the engineering community feels about their prospects, where it can improve, and is a critical influencer of where OSPE is investing its resources for positive

change.

3910 – This is the number of members we engaged through our annual series of events throughout the year. By that measure, more than 1 in every 3 members was face to face with OSPE, a ratio we hope to continue to grow in future years.

4.16 – Is OSPE's approval rating out of five of our advocacy efforts. There is still room for improvement for sure, but that is a strong indicator we are engaging on the issues our members care about in pursuit of building a thriving engineering profession here in Ontario.

Black – Not a number of course, but a colour (based on the numbers), indicating OSPE's financial position for the recently completed fiscal year. Following a period of strategic investment in our EngLearn initiative, we have returned to a strong financial position, building on the previous year's positive results and creating a solid foundation for the future.

Those are just some of the marks we hit as OSPE engaged the engineering community throughout 2025, and we are excited to continue to serve you all as we traverse a future full of opportunities and challenges.

Looking ahead, I am excited about a few activities that will better position OSPE for future grown and strength including...

- A non-member research study to help us better understand how we can engage more members of our engineering community
- The establishment a new member engagement index to measure the depth of member engagement, helping us even more deeply align our activities with member needs
- More initiatives to get members to provide input into our advocacy efforts to ensure that we stay true to being the voice of Ontario's Engineers

And...

- Increased collaboration with our new sister organization in BC – the British Columbia Society of Engineering and Geoscience.

These are just some of the many ways that OSPE plans to increase our value to members and the engineering community.

Thank you again for your engagement and support.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Carnegie', written in a cursive style.

David Carnegie, P.Eng.
Chair

2025-2026 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.



David Carnegie,
P.Eng.
Chair



Nicholas Burgwin,
P.Eng.
Vice Chair



Meggen Janes,
P.Eng., M.Sc., QPRA, QPESA
Treasurer



Raymond Mantha,
P.Eng., FEC
Secretary



Stephanie Holko,
P.Eng.
Past Chair



Sandra Ausma,
P.Eng.
Director



Nick Colucci,
P.Eng.
Director



Mark Egbedeyi-Emmanuel,
P.Eng., RGDP, C.Dir, CEM
Director



John Hazel,
P.Eng., FEC
Director



Inga Hipsz,
M.A.Sc., P.Eng.
Director



Dr. Marilyn Powers,
P.Eng.
Director



Beatrice Sze,
P.Eng., J.D.
Director



Caroline Wojtyla,
P.Eng.
Director

OSPE Committees

Audit and Finance Committee

Chair

Meggen Janes, P.Eng. (Treasurer)

Members

Sandra Ausma, Ph.D., P.Eng.
Nick Colucci, P.Eng.
Mark Egbedeyi-Emmanuel, P.Eng., CEM
Dr. Marilyn Powers, 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.
Dusanka Filipovic, P.Eng.
Nansy Hanna, P.Eng.
Manraj Pannu, P.Eng.
Oliver Xiao, P.Eng.
George Zhu, Ph.D., P.Eng.

Board Development and Strategic Planning Committee

Chair

Nicholas Burgwin, P.Eng.

Members

Sandra Ausma, Ph.D., P.Eng.
Mark Egbedeyi-Emmanuel, P.Eng., CEM
John Hazel, P.Eng., FEC
Stephanie Holko, P.Eng.
Caroline Wojtyla, 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. (Treasurer)
Raymond Mantha, P.Eng. (Secretary)
Stephanie Holko, P.Eng. (Past Chair)

Hamilton Halton Engineering Committee

Chair

Sandro Perruzza (CEO)

Members

Jennifer Clarke, P.Eng.
Anthony Chryssafis
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.

Human Resources Committee

Chair

David Carnegie, P.Eng.

Members

Nicholas Burgwin, P.Eng.
Inga Hipsz, M.A.Sc., P.Eng.
Beatrice Sze, P.Eng., J.D.
Caroline Wojtyla, P.Eng.

Land Drainage Committee

Chair

Antonio Peralta, P.Eng.

Members

Josh Warner, P. Eng. (Vice-Chair)
Trevor Kuepfer, P.Eng. (Secretary)
Lorne Franklin
Jeremy Taylor, P.Eng.
George Vereyken, P.Eng.

Nominating Committee

Chair

Nick Colucci, P.Eng.

Members

John Hazel, P.Eng., FEC
Stan Holko, P.Eng.
Dr. Marilyn Powers, P.Eng.
Christina Visser, P.Eng.

OSPE Task Forces and Working Groups

Artificial Intelligence in Engineering Working Group

Chair

Paul Longo, P.Eng.

Members

Arjan Arenja, P.Eng.
Emanuel Corthay, P.Eng.
Jacqueline Csonka-Peeren, PhD, P.Eng.
Paul Longo, P.Eng.
Ryan Maclaughlan, P.Eng.
Claude Nnadi, EIT
Aaron Pereira, MAsc
Colleen Shannon, P.Eng.

Climate Crisis Task Force

Chair

Tom Markowitz, P.Eng.

Members

Shrini Avula, P.Eng, PMP, M.Eng, MBA
Kadra Branker, P. Eng.
Kenzie Lewis, P. Eng.
Michael Pathak, P. Eng.
Lynn Wizniak, P. Eng.
Saad Jasim, P.Eng
Hazel Victorio, AMiChe
Onur Orhan, PhD

Energy Task Force

Chair

Stephen Pepper, P.Eng.

Members

Paul Acchione, P.Eng., FCAE
Ismail Barakat, P.Eng, MBA
Ron Bergeron, P.Eng
Matthew Cable, P.Eng
Macey Clandfield
Emily Corthay Thorn, P.Eng.
Mark Egbedeyi-Emmanuel, P.Eng., CEM
Nigel Etherington, M.Sc, P.Eng
Mohammad Rasoul Golkaramnay, P.Eng.
Ali Hoss
Kostyantyn Khomutov, MASc
Tugrul Kodaz, P.Eng.
Frank Lasowski, P.Eng.
Jim McConnach, P.Eng.
Carlos Mefenya, EIT
Sushma Narisetty, P.Eng.
John Rathbone, P.Eng.

Farshad Salehzadeh, MEPP, P.Eng
Anju Sebastian, M.Eng
Pappur Shankar, P.Eng.
Bob Waddell, P.Eng.
Andrew Webb, P.Eng
James Wheeler, P.Eng.
Michael Wiggan, P.Eng.
Lynn Wizniak, MscEng., MBA, P.Eng.

Engineering Smart Communities Working Group

Chair

Emily Pepper, P.Eng.

Members

Mukul Asthana, P.Eng.
Carly Connor, P.Eng, CAHP
Doug Derabbie, MA
Kimberley Paradis, B.Asc.

Equity, Diversity, Inclusion & Accessibility Task Force

Chair

Shivani Nathoo, P.Eng.

Members

Mikaella Coello Mena
Inga Hipsz, MASc, P.Eng
Zubair Hossain, MASc, P.Eng
Cassie Ignas
Felicia Mikrogianakis, B.Eng, MA
Astrid Stinson
Lauren Anne Tribe, P.Eng.
Naomi Williams, P.Eng
Angela Wojtyla, P.Eng.

Indoor Air Quality Advisory Group

Members

Stephane Bilodeau, P.Eng.
Gerald Catt, P.Eng.
Sandra Dedesko, P.Eng.
David Elfstrom, P.Eng.
Joseph Fox, 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
James Andrew Smith, P.Eng.
Tomer Zarhi, P.Eng

National Licensing Working Group

Chair

Sasha Harpe, P.Eng.

Members

Richard Bos, P.Eng.
Paul Ransom, P.Eng.
Bailey Sadowsky, P.Eng.

Research and Innovation Task Force

Chair

James Hotchkies, M.Eng., P.Eng.

Members

Wazel Ahad
Reza Beigpour M.Sc, PhD Candidate
Emmanuel Corthay, P.Eng.
Feyisayo Enuiyin, B.Eng, CSM, CSPO
Thomas Harvey
Ryder Leblanc, B.Sc
Cassandra Lee Taha, P.Eng.
Safayat Moahamad, LL.B, AIGP, FIP
Nueri Nuzhat
Geoff Pond, MPA, PhD, BSc Eng, DTME
Arash Rafat
Vince Travaglini, P.Eng.
Lucy Ukpong, P.Eng
John Wang, P.Eng.

Sustainable Cities Task Force

Chair

Carl Bodimeade, P.Eng.

Members

Veronica Bergs, P.Eng.
Ivica Karas, M.Sc
Jan Anthony Mendoza, P.Eng.
Ali Meratishirazi, M.Eng., EIT
Tony Morris
Emily Pepper, P.Eng.
Devin Ramphal, P.Eng, MBA
Vana Tabrizi, B.Eng., BSc, EIT
Emmanuel Ugwu, PhD

Annual Partners

Premier Partners



Signature Partners



Innovator Partners



Signature Partners



Engineering Tomorrow: A Progress Report for Members

When we launched *Engineering Tomorrow* in 2025, the goal was straightforward: shift how engineering is positioned in Ontario.

For too long, engineering has been treated like a support function, yes, it is essential, but often overlooked when important decisions are made and more commonly viewed as a commodity. This needs to change. The work engineers do underpins public safety, innovation, resiliency, and most importantly, economic growth. It should be reflected in how the profession is valued and characterized.

This strategy is about moving beyond short-term initiatives and focusing on long-term change, so that engineers are not only part of the conversation, but are influencing the positive outcomes the benefit society.

What We're Focused On

Our work is grounded in four areas that will directly shape the profession:



Unite

Bringing better alignment across industry, academia, government and the public.



Lead

Increasing the presence of engineers in leadership and decision-making roles.



Care

Building a more inclusive and representative profession.



Prosper

Addressing the ongoing pressure on the value of engineering work, including but not limited to compensation and practice rights.

These are not abstract priorities, they reflect what we continue to hear from members, including in our Benchmarking Report: limited representation in leadership, barriers within the profession, concerns about the way engineering work is valued, and diminishing influence in decision making. This strategy is about moving beyond short-term initiatives and focusing on long-term change, so that engineers are not only part of the conversation, but are influencing the positive outcomes the benefit society.

Here's What We've Been Working On In Our First Year

The focus in the first year has been on making tangible progress:

- Advancing inclusion by identifying and addressing barriers to engineering practice and progression throughout one's career.
- Strengthening advocacy on practice rights, fair compensation, and the vital role of engineering in public safety
- Expanding professional development, particularly in AI, digital transformation, emerging disciplines and leadership
- Increasing visibility of engineers in broader discussions around infrastructure, energy, safety, economic development and other important policy areas.

What We're Seeing So Far

It's still early, but there are some clear signals:

- Strong engagement across regional EngTalks and targeted roundtables
- Increased participation in professional development, especially in AI and leadership programs
- Greater visibility on key advocacy issues, including the value of engineering work
- More employer engagement through initiatives like E3, connecting engineers with opportunities

These are early indicators, but they suggest we're moving in the right direction.

Where This Is Heading

The Profession is evolving, and OSPE is evolving along with it.

We are moving beyond a traditional membership model and taking a more active role in connecting industry, influencing policy, and aligning the profession with where the market is going.

The position is simple: Engineering is not a commodity. It is fundamental to how Ontario grows and prospers. Other sectors are recognizing the value of engineers to their success because of us.

Looking Ahead

This is long-term work. Success won't be defined by activity, it will be measured by outcomes:

- More engineers in leadership roles
- Better alignment between skills and industry demand
- Continued progress toward a more inclusive and accessible profession
- Stronger recognition of the value engineers bring to the economy, resulting in increased compensation

The objective is clear: strengthen the position of engineers and ensure the profession is set up to lead in a changing environment.



Providing Life-Long Learning

In 2025 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 2025 Engineering Academy delivered...



57

Workshops and Courses

To a total of...



2,679

Learners

Strategic Partnerships

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



Christa Bedwin



Supporting Ontario's Engineering Workforce

In 2025, 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 2025 Engineering Employment Event Partners

Accenture
ACCES Employment
Adecco Employment Services Limited
Aecon
Adjeleian Allen Rubeli Limited
Canadian Armed Forces
Canadian Nuclear Laboratories (CNL)
Canadian Nuclear Safety Commission (CNSC)
CNA Insurance
Communications Security Establishment
Construction Demathieu & Bard
Duke Smart Staffing Solutions
Edison Engineers Inc.
Enbridge
GPA Inc.
Husky Technologies
Hydro One

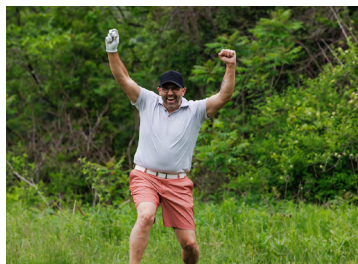
Hydro Ottawa
Innovative Automation
Kenaidan Contracting Ltd.
Kinectrics
Marmon Industrial Water Limited
Nextsi
Ontario Power Generation (OPG)
Ontario Tech University
Pinchin
Pliteq Inc.
Royal Canadian Navy
Strik Baldinelli Moniz Ltd.
Taylor Architecture Group
Tetra Tech
Toronto Hydro
Vale Base Metals
Wolf Advanced Technologies



OSPE Classic Golf Tournament

June 5, 2025 | Angus Glen Golf Club (Markham, ON)

OSPE members and partners gathered at Angus Glen Golf Club for the 2025 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 \$5,500 for the Ontario Professional Engineers Foundation for Education.



2025 Tournament Partners

The Engineering Conference

November 3-4, 2025 | Blue Mountain Village Conference Centre (The Blue Mountains, 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 marked by two days of engaging sessions, a vibrant trade show floor, and a community of engineers, excited to gather and discuss today's most pressing engineering challenges.



48

Subject Matter Experts



23

Breakout Sessions



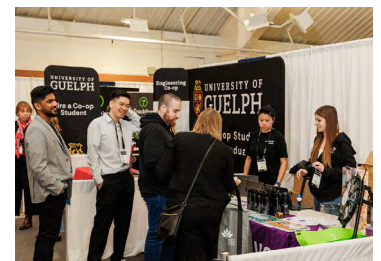
35+

Corporate Partners



300+

Attendees



2025 Conference Partners





Ontario Professional Engineers Awards Gala (OPEA)

November 14, 2025 | Paramount Event Space (Vaughan, ON)

OSPE was excited to honour the province's finest engineers at the 2025 Ontario Professional Engineers Awards Gala. This event – celebrated annually since 1947 – recognizes engineering excellence from across government, industry, and academia.

In 2025, we welcomed hundreds of guests to celebrate the following honourees:

Professional Engineers Gold Medal
Dr. Jing Jiang, P.Eng.

Citizenship Award
Mark Salsberg, P.Eng.

Engineering Achievement of the Year
Camp Engies | Cassondra Fonseca, P.Eng.

Engineering Medal – Engineering Excellence in Industry
Michael Branch, P.Eng.

Engineering Medal – Management
Dr. Emily Moore, P.Eng.

Engineering Medal – Entrepreneurship
Dr. Parsin Haji Reza, P.Eng.
Nancy Hill, P.Eng.

Engineering Medal – Research and Development
Dr. Farrokh Janabi-Sharifi, P.Eng.
Dr. Joshua A. Marshall, P.Eng.
Dr. Heidi-Lynn Ploeg, P.Eng.

Distinguished Lifetime Achievement Award
Michael Monette, P.Eng.

2025 Gala Partners



Leading the Way with Cutting Edge Research

In 2025, OSPE produced a series of research reports addressing key priorities in procurement, workforce development, sustainability, infrastructure, and emerging technologies.



Special Topics in Indoor Air Quality

The recent COVID-19 pandemic was a global, catastrophic event that changed our perspective on many things. For the engineering community, one of the most important considerations was not only how such a crisis could have been prevented, but also what measures are currently in place to protect our most vulnerable communities on a daily basis. With that in mind, these reports were developed through the collaborative efforts of dedicated members of Ontario’s engineering community. They contain recommendations aimed at highlighting and ultimately improving the quality of the air we breathe in the many places where we live and gather.



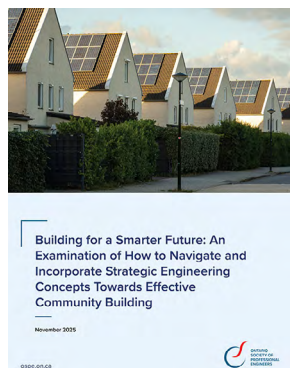
Fee Guidelines for the Engineering Profession

This document provides comprehensive guidance on determining fair, transparent, and sustainable engineering service fees in Ontario. Developed for use by engineers, clients, government agencies, and industry stakeholders, the Fee Guidelines aim to support consistent, ethical, and value-driven pricing practices across the engineering profession. The guidelines outline the purpose, scope, and ethical considerations that underpin professional fee structures, while establishing core principles for determining fees. Various pricing models are explored; including fixed fees, hourly rates, and percentage-based methods, with practical insights into when and how to apply each.



Ensuring Excellence in Engineering: The Case for Qualifications-Based Selection (QBS)

The Ontario Society of Professional Engineers (OSPE) supports Qualifications-Based Selection (QBS) as the preferred procurement method for engineering services. QBS prioritizes selecting firms based on their qualifications, technical expertise, and experience rather than cost alone. This approach ensures that engineering projects, especially those with complex, high-impact, or innovative elements, are led by the most capable professionals, resulting in better long-term outcomes, cost efficiency, and public safety.



Building for a Smarter Future: An Examination of How to Navigate and Incorporate Strategic Engineering Concepts Towards Effective Community Building

The ongoing housing crisis in Ontario has become a critical challenge, exacerbated by rapid population growth, rising housing costs, and increasing environmental concerns. As the demand for affordable and sustainable housing continues to outpace supply, the need for effective, forward-thinking policies that address these issues is more urgent than ever. Ontario’s engineering community, with its deep knowledge of infrastructure, sustainability, and innovation, is uniquely positioned to contribute to the creation of policies that can help overcome these challenges. In response, a set of policy recommendations has been put forth by engineers in Ontario to guide the province toward a future where housing is not only more affordable but also environmentally sustainable, resilient, and accessible to all.

Strategic Leadership and Partnerships

In 2025, OSPE strengthened its leadership role through key initiatives, partnerships, and high-impact engagements that advanced the engineering profession and reinforced evidence-based policymaking.

- OSPE expanded its organizational leadership by assuming responsibility for the **Land Drainage Committee** and advancing its integration within OSPE's structure and platforms.
- The organization launched the **Fee Guidelines Working Group**, aimed at developing standardized guidance that reflects the true value of engineering services.
- In partnership with White Ribbon, OSPE initiated the **Engineering Change Project**, supporting equity and inclusion for women and 2SLGBTQ+ individuals in the engineering sector.
- OSPE collaborated with the **Tunnelling Association of Canada (TAC)** to release a joint statement on the feasibility study for the **proposed Highway 401 tunnel**. The statement emphasized the need for rigorous, evidence-based analysis, a multidisciplinary engineering approach, and a transparent assessment of costs, safety, environmental impacts, and alternatives, including transit and existing infrastructure solutions. It also highlighted the importance of public engagement, climate resilience, equity, and public safety in evaluating large-scale infrastructure proposals.

In 2025, OSPE played a strong role in shaping public policy through strategic government engagement, advocacy, and expert contributions across key sectors.

Legislative & Policy Influence

- Appeared before the **Standing Committee on Finance and Economic Affairs** on Bills 2 and 5, advocating for **clear regulatory frameworks, evidence-based policymaking, and modernization of engineering licensure**.
- Contributed to a landmark **Ontario Superior Court** ruling on bike lanes, reinforcing the role of engineering expertise in public safety and urban planning.
- Participated in **pre-budget consultations**, positioning engineering as a strategic asset in economic growth, infrastructure, and climate policy.

Strategic Government Meetings

OSPE engaged with key federal, provincial, and municipal leaders to advance engineering priorities:

- Met with ministers and officials including **Minister David Piccini** and **Minister Anita Anand**, focusing on workforce development, innovation, AI, clean energy, and economic competitiveness.
- Held discussions with ministries such as **Red Tape Reduction, Finance**, and the **Attorney General**, advocating for **licensure modernization, labour mobility, and procurement reform (QBS)**.
- Engaged with elected officials, including MPPs and municipal leaders, to strengthen collaboration on **infrastructure, housing, and energy solutions**.

Sector-Specific Advocacy

- Advanced **indoor air quality (IAQ)** improvements in schools and long-term care through meetings with policymakers and presentations to the **Toronto Board of Health**.
- Promoted **thermal energy networks and sector coupling** as key solutions for affordable, low-carbon energy systems in discussions with municipal leaders and federal agencies.
- Continued engagement with the **Ontario Energy Board (OEB)** to advocate for fair and effective electricity pricing, including the Ultra-Low Overnight (ULO) rate.

Overall, these engagements reinforced OSPE's role as a trusted advisor to government, ensuring that engineering expertise informs policy decisions that impact Ontario's economy, infrastructure, energy systems, and public well-being.

Policy Wins

In 2025, OSPE achieved significant policy wins across energy, infrastructure, workforce development, and regulatory modernization, reflecting strong alignment between government action and OSPE's advocacy priorities.

Energy, Environment & Innovation

Ontario advanced several initiatives aligned with OSPE recommendations, including:

- Launch of new energy efficiency programs and a \$10.9B investment in demand-side solutions.
- Continued progress on Small Modular Reactors (SMRs), including licensing approval and a major \$3B federal-provincial investment.
- Expansion of the Critical Minerals Strategy and Innovation Fund, supporting sustainable mining and EV battery supply chains.
- Increased funding for the Indigenous Energy Support Program, advancing clean energy transitions and reconciliation efforts.

Infrastructure & Housing

- A \$200B 10-year infrastructure plan and over \$2B in housing-enabling water infrastructure investments.
- Financial support for municipal water systems and urban revitalization projects.
- Promotion of digital twin technologies and smart infrastructure solutions.

Workforce Development & Education

- A historic \$750M investment in STEM education, creating up to 20,500 new student spaces annually.
- Over \$1B in skills training and workforce development funding, including support for upskilling and inclusive workforce participation.
- Removal of interprovincial barriers for engineers, improving labour mobility across Canada.

Regulation, Policy & Economic Growth

- The Speech from the Throne and provincial budget reinforced priorities such as credential recognition, clean technology, and infrastructure investment.
- Federal investments exceeding \$115B in infrastructure and clean growth technologies created new opportunities in engineering-driven sectors, including AI, advanced manufacturing, and grid modernization.

Transportation & Affordability

- Major investments in public transit expansion and implementation of the One Fare Program to improve accessibility.
- Economic measures supporting resilience, including manufacturing incentives and affordability programs.

Public Health & Indoor Air Quality

Health Canada released new guidance for indoor air quality professionals, recognizing COVID-19 as an airborne virus and recommending CO₂ concentrations below 800 ppm. This represents a key policy win for OSPE and its Indoor Air Quality (IAQ) Advisory Group, whose evidence-based advocacy has contributed to advancing standards that improve health and safety protections for Canadians.

Submissions

In 2025, OSPE made a series of strategic submissions to municipal, provincial, and federal governments, advancing evidence-based recommendations across accessibility, energy, housing, environment, infrastructure, and regulatory modernization.

Economic, Budget & Workforce Policy

- Submitted **provincial and federal pre-budget recommendations**, outlining a comprehensive vision for sustainable growth, infrastructure resilience, and workforce development.
- Provided **City of Toronto 2026 Budget recommendations**, advocating for the integration of engineering expertise in infrastructure planning, including:
 - » Adoption of **Qualifications-Based Selection (QBS)** for procurement
 - » Investment in **indoor air quality improvements** for vulnerable populations
 - » Expansion of **district energy systems** to support emissions reduction and energy resilience
 - » Continued investment in **transportation infrastructure**
- Advocated for **labour mobility and licensure modernization** through submissions on key legislation, including Bill 2.

Energy, Climate & Infrastructure

- Supported **nuclear innovation (MONARK initiative)**, emphasizing energy efficiency, domestic expertise, and streamlined regulation.
- Recommended integrating **thermal energy systems** into natural gas expansion planning to avoid long-term carbon lock-in.
- Provided input on **Toronto's Net Zero Strategy**, advocating for stronger indoor air quality (IAQ) standards and health-focused building performance.

Housing & Built Environment

- Submitted recommendations to **Build Canada Homes**, promoting engineering-led solutions such as prefabrication, adaptive reuse of buildings, and sustainable construction practices.

Regulation, Environment & Public Safety

Provided feedback on multiple legislative and regulatory proposals, including:

- **Accessible Canada Regulations**, supporting stronger digital accessibility standards.
- **Clean Water Act and Safe Drinking Water Act amendments**, emphasizing science-based protections.
- **Species Conservation Act guidance**, advocating for risk-based, data-driven environmental protection.
- **Conservation Authorities restructuring**, stressing the need to preserve technical and watershed expertise.

Technology & Innovation

- Contributed to Canada's **AI Strategy engagement**, recommending risk-based governance, accountability frameworks, and a strong role for engineers in high-risk applications.

Equity & Environmental Justice

- Supported federal efforts to advance **environmental justice**, highlighting the role of engineering in addressing environmental inequities and systemic risks.

Procurement & Economic Policy

- Provided recommendations on **Bill 5** and **Bill 72**, emphasizing the need for clear regulatory frameworks, **Qualifications-Based Selection (QBS)**, and protection of public safety and technical standards in engineering projects.

Media

In 2025, OSPE contributed to key media conversations, ensuring engineering perspectives were represented in public discussions on infrastructure and policy.

Bill 212 – Toronto Today

- OSPE provided expert commentary opposing Bill 212 (Reducing Gridlock, Saving You Time Act), reinforcing its long-standing position and highlighting engineering concerns related to transportation planning, public safety, and urban mobility.

Highway 401 Tunnel – Tunneling Business Magazine & Global News

- OSPE, in collaboration with the Tunnelling Association of Canada (TAC), released a joint statement on the proposed Highway 401 tunnel, which was featured in Tunneling Business Magazine. OSPE CEO Sandro Perruzza was also quoted in Global News, emphasizing the importance of rigorous feasibility analysis and the critical role of engineers in evaluating large-scale infrastructure projects.

Ontario Superior Court Bike Lanes Ruling – CBC Coverage

- OSPE’s advocacy was referenced in national media following a landmark Ontario Superior Court decision that struck down the removal of protected bike lanes. The ruling cited OSPE’s submission on Bill 212, validating engineering concerns around multimodal transportation and public safety. For instance, OSPE was mentioned in CBC’s What on Earth podcast episode, “How the city of lights became the city of bikes,” which explored urban mobility, emissions, and safety. The episode highlighted OSPE’s support for evidence-based, multimodal street design.

Event Participation

In 2025, OSPE actively participated in key industry events, policy forums, and stakeholder engagements, strengthening its presence across government, industry, and the engineering community.

- OSPE representatives attended major industry events such as the **Top 100 Projects Dinner** and the **Ontario Post-Election Breakfast**, engaging with government officials, industry leaders, and policymakers on infrastructure, energy, and workforce priorities.
- The organization supported equity and inclusion initiatives, including participation in a **networking event for internationally educated engineers**, advancing EDIA objectives.
- OSPE engaged with provincial and municipal leaders at high-profile forums, including events featuring **Ministers of Infrastructure, AI and Digital Innovation**, and the **Attorney General**, as well as **Mayor Olivia Chow**, contributing to discussions on digital transformation, innovation, and urban development.
- Participation in events such as the **Skills Bridge Summit** and **Ontario Chamber of Commerce** sessions provided insights into workforce trends, AI adoption, and economic development, while reinforcing OSPE’s advocacy on talent, inclusion, and future-ready skills.
- OSPE also engaged in discussions on emerging sectors, including electric vehicle innovation, supporting collaboration across academia, industry, and government to strengthen Canada’s EV ecosystem.
- Overall, these engagements enhanced OSPE’s visibility, strengthened relationships with key stakeholders, and positioned the organization as a trusted voice in advancing engineering priorities across Ontario and Canada.

Marketing & Communications

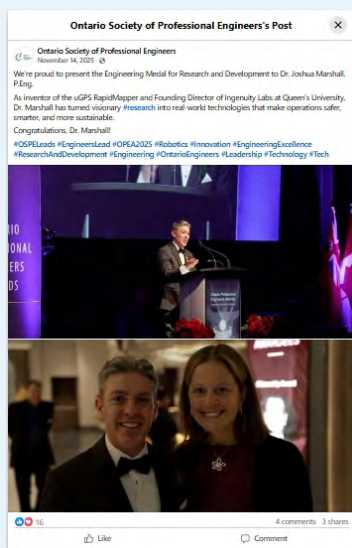
Expanding Our Community's Online Footprint

Throughout 2025, 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 **1,312 posts** across all platforms.
- Generated a total of **725,306 views** on all posts.
- Drove a total of **148,274 engagements** on all posts.
- Earned a total of **5,173 new followers** across all our channels (12.7% growth)
 - » 274 New Facebook Followers (2.1% growth) (Total Followers: 13,079)
 - » 832 New Instagram Followers (30.7% growth) (Total Followers: 3,544)
 - » 4,067 New LinkedIn Followers (16.2% growth) (Total Followers: 29,189)

Top Posts Included:



Facebook:

- Joshua Marshall, P.Eng. Accepts an OPEA Award
- 2,049 Impressions
- 330 Engagements



Instagram:

- Happy P.Eng. Day!
- 2,282 Impressions
- 90 Engagements



LinkedIn:

- OPEA Winners Announcement
- 2,607 Impressions
- 391 Engagements

The Voice Magazine

In 2025, 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 2025

The Fire Science Issue



June 2025

The Water Resilience Issue



September 2025

The Air Quality Issue



December 2025

The Recycled Earth Issue

Ontario Society of Professional Engineers Summary Financial Statements For the year ended December 31, 2025

Ontario Society of Professional Engineers
Summary Financial Statements
For the year ended December 31, 2025

	Contents
Report Of The Independent Auditor On The Summary Financial Statement	2
Summary Financial Statements	
Summary Statement of Financial Position	3
Summary Statement of Operations	4
Summary Statement of Changes in Net Assets	5
Note to Summary Financial Statements	6



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Fax: 905 845 8615
www.bdo.ca

BDO Canada LLP
360 Oakville Place Drive, Suite 500
Oakville ON L6H 6K8 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, 2025, 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, 2025.

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*.

Chartered Professional Accountants, Licensed Public Accountants

BDO Canada LLP

Oakville, Ontario
April 7, 2026

Ontario Society of Professional Engineers Summary Statement of Financial Position

December 31 2025 2024

Assets

Current

Cash	\$ 165,644	\$ 164,428
Accounts receivable	815,250	749,199
Prepaid expenses	299,043	228,394

1,279,937 1,142,021

Long-term investments

1,532,258 1,568,496

Capital assets

446,887 508,045

Intangible assets

184,717 248,316

\$ 3,443,799 \$ 3,466,878

Liabilities and Net Assets

Current

Accounts payable and accrued liabilities	\$ 545,859	\$ 557,003
Deferred revenue - government projects	76,646	107,496
Deferred revenue	637,787	672,189
Deferred lease incentives	368,692	408,913

1,628,984 1,745,601

Net Assets

Invested in capital assets and intangible assets	262,912	347,448
Internally restricted	1,287,186	1,287,186
Unrestricted	264,717	86,643

1,814,815 1,721,277

\$ 3,443,799 \$ 3,466,878

Ontario Society of Professional Engineers Summary Statement of Operations

For the year ended December 31	2025	2024
Revenue		
Membership fees	\$ 1,404,453	\$ 1,309,065
Royalties	1,866,024	1,833,179
Government projects	518,771	198,761
Sponsorship	480,715	642,655
Professional development	327,522	252,125
Advertising	-	5,948
Career services	154,363	127,227
Registration fees	98,861	60,229
Investment income	76,154	172,157
Amortization of deferred lease incentives	40,221	13,407
Other revenue	27,183	7,899
	4,994,267	4,622,652
Expenses		
Advertising and promotion	178,049	259,894
Amortization - capital assets	72,723	33,944
Amortization - intangible assets	63,599	65,886
Annual general meeting and general assembly	7,025	7,933
Audit, legal and professional services	68,879	54,055
Bank charges	118,876	109,396
Consulting	407,868	308,696
Elections	4,350	4,350
Event production	928,122	852,993
Government projects	518,771	183,761
Insurance	127,236	137,282
Meetings	20,127	38,292
Office and general	350,193	304,331
Postage	1,395	883
Publications	5,550	37,278
Rent	198,586	129,113
Sponsorship	51,264	44,112
Telecommunication	12,929	23,352
Travel and volunteer expenses	154,867	158,703
Wages and benefits	1,610,320	1,858,889
	4,900,729	4,613,143
Excess of revenue over expenses for the year	\$ 93,538	\$ 9,509

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	2025 Total	2024 Total
Balance, beginning of year	\$ 347,448	\$ 1,287,186	\$ 86,643	\$ 1,721,277	\$ 1,711,768
Excess (deficiency) of revenue over expenses	(96,101)	-	189,639	93,538	9,509
Purchases of capital and intangible assets	11,565	-	(11,565)	-	-
Balance, end of year	\$ 262,912	\$ 1,287,186	\$ 264,717	\$ 1,814,815	\$ 1,721,277

Ontario Society of Professional Engineers Note to Summary Financial Statements

December 31, 2025

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, 2025 and December 31, 2024 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

Building the Future

OSPE continues to plan events for the engineering community in 2026 and beyond.



OSPE Classic Golf Tournament 2026

June 4, 2026 | Angus Glen Golf Club, Markham

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



Engineering Employment Events 2026

June 17, 2026 | Ottawa September 2026 | GTA October 2026 | Guelph

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



EngTalks: Engineering the Transition – Building Ontario’s Net-Zero Future

June 18, 2026 | EY Centre, Ottawa

ospe.on.ca/engtalks/



EngTalks: Positioning Engineers as Leaders of Innovation & Design Thinking

September 2026 | GTA

ospe.on.ca/engtalks/



Land Drainage Conference 2026

October 2026 | Guelph

ospe.on.ca/engtalks/

Visit ospe.on.ca for more information.

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