



ANNUAL REPORT 2011

**ENGINEERING\***

Engineers Canada is the national organization of the 12 provincial and territorial associations that regulate the profession of engineering in Canada and license the country's more than 250,000 members of the engineering profession.

Engineers Canada serves the associations, which are its constituent and sole members, by delivering national programs that ensure the highest standards of engineering education, professional qualifications and professional practice.

Engineers Canada is the voice of its constituent associations in national and international affairs and promotes greater understanding of the nature, role and contribution of engineering to society.



Engineers Canada is the business name of the Canadian Council of Professional Engineers.

\*The terms ENGINEER, PROFESSIONAL ENGINEER, P.ENG., CONSULTING ENGINEER and ENGINEERING are official marks held by the Canadian Council of Professional Engineers.

1100-180 Elgin St. Ottawa, ON. K2P 2K3

Telephone: 613-232-2474

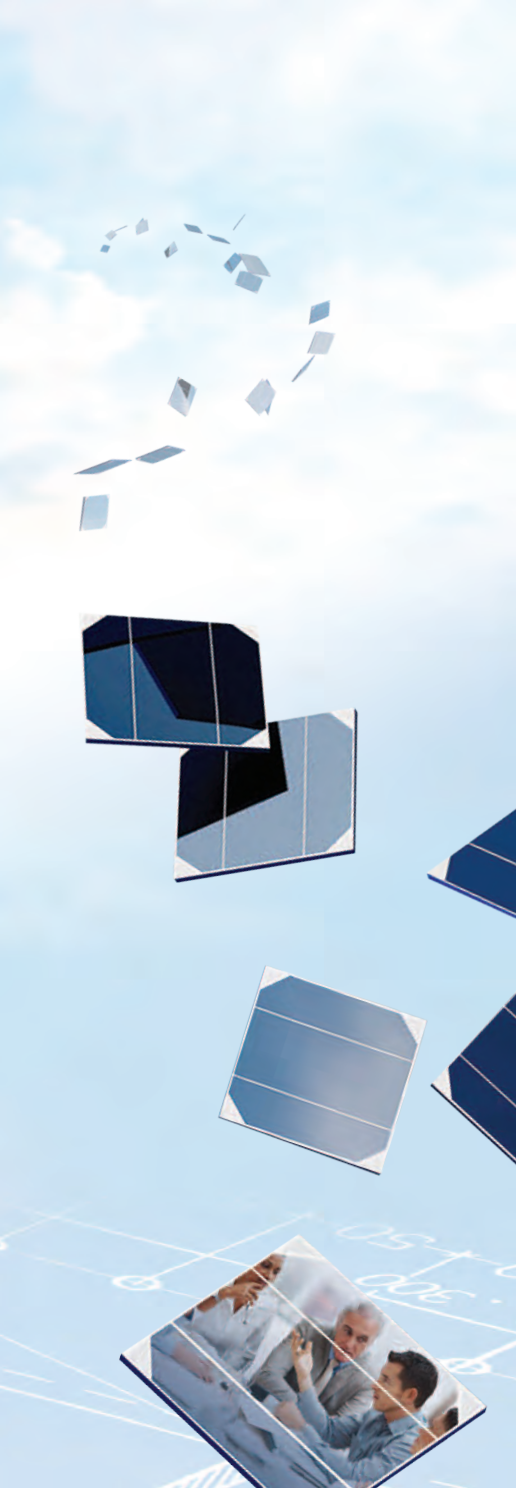
Fax: 613-230-5759

info@engineerscanada.ca

www.engineerscanada.ca

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# PRESIDENT'S MESSAGE

It has been an honour to have served as the 76th president of Engineers Canada. Looking back, I see it as a year of rejuvenation for the profession. The efforts over the past few years were spent on work leading to better governance and improved efficiency in delivering enhanced value to our members, the constituent associations.

The result of the successful work of the Synergy Task Force was a renewed level of confidence and efficiency in the work Engineers Canada does with and for its constituent associations. The approved recommendations for improved governance, updated by-laws, and the financial sustainability of Engineers Canada provide clarity on where we stand as an organization, and where our constituent associations stand in terms of their relationship with Engineers Canada and the work they would like us to carry out.

This past year, Engineers Canada began a new stage in its growth with a renewed governance model, which includes sustainable strategic and financial planning methods. Our strategic objectives continue to include activities that support our associations' regulatory activities and their efforts to ensure that all people practising engineering are licensed. The net benefit of this effort is a solid governance structure that provides a framework for Engineers Canada to conduct its business responsibly through proper governance. I am very proud of the high quality of our Board representatives and advisors who come from all over Canada and who strive for continuous improvement in our governance.

The benefits of the continuous improvement process are two-fold. First, the implemented changes mean a revitalized and more relevant profession. Second, this work ultimately leads to the benefit for society, as the public can be completely secure in knowing that professional engineers belong to a cohesive and effective profession. This enhanced level of confidence can only be beneficial to Engineers Canada and the constituent associations as we move forward together to advance the engineering profession in Canada.



Engineers Canada and our constituent associations continue to work together to ensure renewed relevance of the work engineers do for society. I believe that as a profession we must also focus more intently on communicating the excellent innovative work we do that benefits society in Canada and abroad. We need to highlight all the good that we do as a profession and the value we provide to Canadians. A strong and unified message that engineers are vital to providing solutions to all of Canada's needs and are major contributors to our nation's economic prosperity will ultimately increase public trust in our profession. As engineers, we help 34,000,000 people every day.

I look forward to the work that will be done on this awareness initiative as we collaboratively reinforce to the public that professional engineering is an important and compelling profession. I offer my sincere thanks to all of the Engineers Canada staff for their support and guidance throughout my tenure as president. I offer my best wishes and support to Catherine Karakatsanis, president for 2012-2013.



**Brent Smith**, FEC, P.Eng.

PRESIDENT

## ENGINEERS CANADA BOARD 2011-2012



### FROM TOP ROW, LEFT TO RIGHT:

Christopher S. Zinck, FEC, P.Eng.  
*(Board Advisor from the Canadian Engineering Qualifications Board)* (Nova Scotia)  
 Lloyd Henderson, FEC, P.Eng. (Northwest Territories)  
 Digvir S. Jayas, FEC, P.Eng. (Manitoba)  
 Ken From, FEC, P.Eng., (Saskatchewan)  
 Mike Smyth, FEC, P.Eng. (Alberta)  
 Phil Maka, FEC, P.Eng. (Ontario)  
 Dick Myers, FEC, P.Eng. (Newfoundland and Labrador)  
 Andrew McLeod, FEC (Hon.), P.Eng.  
*(Board Advisor from the Chief Executive Officer Group)*  
 (New Brunswick)  
 Paul Amyotte, FEC, P.Eng. (Nova Scotia)

Sid Zerbo, FIC, ing. (Quebec)  
 Zaki Ghavitian, FIC, ing., M.ing. (*Past-President*)  
 (Quebec)  
 David Coleman, P.Eng.  
*(Board Advisor from the National Council of Deans of Engineering and Applied Science)* (New Brunswick)  
 Brent Smith, FEC, P.Eng. (*President*) (New Brunswick)  
 Russ H. Kinghorn, FEC, P.Eng. (British Columbia)  
 Larry Staples, FEC, P.Eng. (Alberta)  
 Jim Beckett, FEC, P.Eng. (Alberta)  
 David W. Euler, FEC, P.Eng. (Ontario)  
 Darrell P. Fisher, FEC, P.Eng. (Prince Edward Island)  
 Chris Roney, FEC, P.Eng. (Ontario)  
 Cord Hamilton, P.Eng. (Yukon)

Margaret Li, FEC, P.Eng. (British Columbia)  
 Catherine Karakatsanis, FEC, P.Eng. (*President-Elect*)  
 (Ontario)  
 Louise Quesnel, FIC, ing. (Quebec)  
 Diane Freeman, FEC, P.Eng. (Ontario)  
 Chantal Guay, ing., P.Eng., M.Env. (*Engineers Canada's Past-Chief Executive Officer 2008-2012*)

### ABSENT:

Sandra Gwozdz, FIC, ing. (Quebec)  
 Jacinta M. O'Brien, FEC, P.Eng. (*Board Advisor from the Canadian Engineering Accreditation Board*)  
 (Ontario)

# ENGINEERS CANADA STAFF 2011



## TOP ROW, FROM LEFT TO RIGHT:

Wendy Miyagawa  
David Lapp, FEC, P.Eng.  
Brett Stoner  
Marc Bourgeois, FIC (Hon.)  
Lisa Dennis

## SECOND ROW (FROM LEFT):

Alana Lavoie  
Maria Arrieta  
Lorelei Scott, FEC (Hon.)  
Carol-Anne Tyndall  
Dawn Lilly  
Joceline Diotte  
Gordon Griffith, FEC, P.Eng., ing.  
Lynn Villeneuve  
John Kizas, FEC, P.Eng.  
Eric Scharf

Alexander Olivas  
William Meyer  
Ken McMartin, FEC, P.Eng.  
Chantal Colavizza  
Lynn Tremblay  
Emilie Adams  
Randa Dirani  
Johanne Lamarche  
Doris Yee  
Marie Claverie

## BOTTOM ROW (FROM LEFT):

Marlene McCourt  
Lucy Lefebvre  
Marie Carter, FEC, P.Eng.  
Marie-Lynne Grandbois  
Dawn Graham  
Stephanie Price, P.Eng.

## ABSENT:

Samantha Colasante  
Nicole Martel

## CORPORATE SOCIAL RESPONSIBILITY

Engineers Canada is committed to the global society and environment, and fiscal responsibility – both to practising engineers and to its constituent associations.

### Committed to Society

Helping the public is central to the engineering profession. At Engineers Canada we demonstrate leadership by providing positive contributions to the well-being of our communities, both locally and internationally.

We work with Engineers Without Borders, an organization that helps developing nations access services and develop infrastructure for long-term benefits. We also support the Canadian Engineering Memorial Foundation's scholarship program. This program was established in 1990 and promotes engineering as a career choice to young women. In 2011, staff made additional contributions to the Memorial Foundation's program through office raffles and payroll deductions for casual Fridays. Staff also held a contest to see which department could donate the most food to the Ottawa Food Bank. In addition, crafty staff members started a collection for empty milk bags that were cut and made into plastic mats for donation to overseas medical relief organizations.

In addition to the charitable work we do, Engineers Canada is proud to offer a great workplace with sound policies. In 2010 we conducted an employee engagement survey. The reported results in 2011 showed that employees appreciate their work environment and consider Engineers Canada an engaging and inviting place to work.



## Committed to the Environment

Engineers play an essential role in contributing to environmental sustainability. Engineering principles preserve our natural resources, create new green innovations, and adapt existing and future infrastructure to climate change. In addition to the work of our Public Infrastructure Vulnerability Committee, Engineers Canada also holds the chair of the World Federation of Engineering Organizations' Committee on Engineering and the Environment.

We are committed to reducing the direct and indirect environmental effect of our day-to-day operations. Our green meetings policy ensures minimum impact on the environment:

*Engineers Canada will consider and implement, where possible, environmentally preferable features and practices at every stage of planning and delivery of its meetings, events and activities, including selection processes, acquisition of meeting supplies and services.*

In 2011, staff continued to find environmentally friendly alternatives in the office. For example, our coffee machines were changed to use less packaging and we use fair trade coffee. We also sourced green products like low-emission paints and carpets for offices and boardrooms.

## Committed to Fiscal Responsibility

As a non-profit organization, Engineers Canada's goal is to support, through our constituent associations, the members of the engineering profession as they contribute to the economic well-being of Canada. We are committed to being transparent and accountable with our finances so the best services are delivered to our constituent associations, partners and other stakeholders.



## STRATEGIC OBJECTIVES

Engineers Canada updated its strategic plan in 2011, including the important addition of focusing on maintaining a governance structure that allows efficient conduct of Engineers Canada business and the full engagement of the constituent associations.

We stand behind our commitment to bring value to our constituent associations and to respond and evolve to both their needs and concerns and those of the engineering profession.

### A—SUPPORT CONSTITUENT ASSOCIATIONS' REGULATORY ACTIVITIES

Engineers Canada **helps its constituent associations protect the public.** It does this thanks to the dedication of hundreds of volunteers working on various committees.

THE **CANADIAN ENGINEERING ACCREDITATION BOARD** PROTECTS THE PUBLIC BY ENSURING THAT ENGINEERING GRADUATES ARE READY FOR LICENSURE BY EXAMINING AND ACCREDITING CANADIAN UNDERGRADUATE ENGINEERING PROGRAMS. THIS ENSURES THAT ENGINEERING UNDERGRADUATE PROGRAMS MEET OR EXCEED CONSTITUENT ASSOCIATION EDUCATIONAL STANDARD REQUIREMENTS. THE ACCREDITATION BOARD ALSO DETERMINES THE EQUIVALENCY OF ACCREDITATION SYSTEMS IN OTHER COUNTRIES AND MONITORS THE ACTIVITIES OF THOSE BODIES WITH WHICH WE HAVE SIGNED MUTUAL RECOGNITION AGREEMENTS ON ACCREDITATION. THESE ACTIVITIES RESULT IN CANADIAN ENGINEERING GRADUATES BEING EQUIPPED TO PERFORM PROFESSIONAL ENGINEERING WORK BOTH IN CANADA AND

ABROAD. IN 2011, THE ACCREDITATION BOARD MOVED FORWARD ON MANY ITEMS, INCLUDING:

- Ongoing implementation of the outcomes based criteria in anticipation of the first accreditation decisions based on outcomes based criteria in June 2015.
- Performing 14 Accreditation Board visits within Canada. During those visits, Accreditation Board volunteers evaluated 58 programs (including five new programs).
- Rendering decisions on 46 Canadian programs during its meetings in March (webinar), June and September.
- Holding two substantial equivalency visits to evaluate six programs. Substantial equivalency decisions on those visits were taken in September 2011 at the Accreditation Board's meeting in Edmonton.
- Facilitating internationalization through the Policies and Procedures Committee's consultation with the Deans' Liaison Committee on proposed changes to the *Regulations for granting transfer credits*.
- Holding a workshop on *Graduate Attributes for Accreditation* and a joint Accreditation Board/Qualifications Board workshop on *Distance Education in Accreditation and Admissions* in September.

## The 2011-2012 Canadian Engineering Accreditation Board



### FROM TOP ROW, LEFT TO RIGHT:

Michael Isaacson, P.Eng.  
Jacques Paynter, P.Eng.  
Phil Maka, FEC, P.Eng., *Engineers Canada  
Board Representative*  
James Beckett, FEC, P.Eng., *Engineers Canada  
Board Representative*  
Danilo Candido, FEC, P.Eng.  
Guy Gendron, P.Eng., ing.  
Michel Couturier, P.Eng.

G rard Lachiver, ing.  
Jacinta M. O'Brien, FEC, P.Eng., *Past-Chair*  
Graham T. Reader, P.Eng.  
Gordon Griffith, FEC, P.Eng., ing., *Secretary*  
Richard J. Kind, P.Eng.  
Anne-Marie Ethier, *Engineers Canada Staff*  
Rosamund Hyde, P.Eng.  
James Blatz, FEC, P.Eng.  
James K.W. Lee, FEC, P.Eng.  
Ren  Rochette, FIC, ing., *Chair*

Malcolm J. Reeves, FEC, P.Eng., *Vice-Chair*  
Lynn Villeneuve, LL.B., *Engineers Canada Staff*

### ABSENT:

Wayne MacQuarrie, FEC, P.Eng.  
Maria Arrieta, *Engineers Canada Staff*  
Alexander Olivas, *Engineers Canada Staff*

The road to a becoming a **CONSULTING ENGINEER\*** begins with a **P.ENG.\***



IN 2011, THE **CANADIAN ENGINEERING QUALIFICATIONS BOARD** CONTINUED SUPPORTING THE WORK OF OUR CONSTITUENT ASSOCIATIONS TO DEVELOP AND MAINTAIN APPROPRIATE STANDARDS OF QUALIFICATIONS TO PRACTISE PROFESSIONAL ENGINEERING IN CANADA. IN ADDITION, IT SERVED TO FACILITATE AND PROMOTE INTER-ASSOCIATION AND INTERNATIONAL MOBILITY.

The Qualifications Board facilitates discussion with and among our constituent associations on matters of engineering qualifications and professional practice. It also researches emerging areas of engineering disciplines and practice to ensure the profession responds proactively when new areas are identified.

The Qualifications Board is composed of ten sub-committees and three working groups whose volunteers serve the profession directly on admissions and practice issues. Highlights of the work they completed in 2011 include:

- The **Admissions Issues Committee** revised the *Guideline on Admission to the Practice of Engineering in Canada* to provide a more useful reference for the public and potential applicants.
- The **Engineer-in-Training Committee** finalized an interpretive guide to the *National Guideline on the Engineer-in-Training Program* that provides clearer descriptions of the role of the engineer-in-training, the supervisor, the mentor and the association within engineer-in-training programs.
- The **Environment and Sustainability Committee** completed a new five-year climate change action plan that emphasizes partnerships with constituent associations and stronger linkages and milestones tied to the strategic plan of Engineers Canada which identifies climate change as a public policy issue. They also developed and launched a *Climate Change Course Syllabus* as a basis for developing course content and supporting continuing professional development.
- The **National Examination Committee** completed a new Syllabus and Body of Knowledge for the professional practice examination, which is included in the revised version of the *Guideline on the Professional Practice Examination*.
- The **Practice Committee** distributed a new model guide on *Direct Supervision*. This committee also updated and consolidated the guidelines related to the Code of Ethics and the practice of professional engineering creating two new documents: a *Guideline on the Code of Ethics* and a *Guideline on the Practice of Professional Engineering in Canada*.
- The **Syllabus Committee** updated the *Complementary Studies* examination syllabus and created a new *List of References* to accompany it.
- Lastly, the Qualifications Board formally recognized three new areas of engineering practice: *Mechatronics Engineering*, *Nanotechnology Engineering* and *Communications Infrastructure Engineering*.

## The 2011-2012 Canadian Engineering Qualifications Board



**FROM TOP ROW, LEFT TO RIGHT:**

John Manson, FEC, P.Eng., *Past-Chair*  
Peter Gregson, FEC, P.Eng.  
Gary Faulkner, FEC, P.Eng.  
Christopher Zinck, FEC, P.Eng., *Chair*  
Malcolm Symonds, FEC, P.Eng.  
David Lapp, FEC, P.Eng., *Engineers Canada Staff*  
Jüri Silmberg, FEC, P.Eng.

Paul Blanchard, FEC, P.Eng.  
Dennis Peters, P.Eng.  
Ken McMartin, FEC, P.Eng., *Secretary*  
Cord Hamilton, P.Eng., *Engineers Canada Board of Directors representative*  
Lynn Tremblay, *Engineers Canada Staff*  
Stephanie Price, P.Eng., *Engineers Canada Staff*  
Don MacEwen, FEC, P.Eng.

Louise Quesnel, FIC, ing.  
Bob Dunn, FEC, P.Eng.  
Suzelle Barrington, FIC, ing., *Vice-Chair*



BEING PRESENT AT INTERNATIONAL ACTIVITIES ALLOWS ENGINEERS CANADA TO BE INFORMED OF THE OPPORTUNITIES RELATED TO THE INTERNATIONAL MOBILITY OF CANADIAN ENGINEERS. THE INSIGHT AND INFORMATION GATHERED ALLOWS US TO BE AWARE OF THE REGISTRATION AND LICENSURE SYSTEMS OF OTHER COUNTRIES, AND WHEN WE INCLUDE MONITORING OF THE FEDERAL GOVERNMENT'S INTERNATIONAL TRADE ACTIVITIES WE ARE ABLE TO ASSESS THE IMPACTS ON PUBLIC SAFETY AND THE CANADIAN ENGINEERING PROFESSION. THIS IS WHY ENGINEERS CANADA IS A SIGNATORY OF THE *WASHINGTON ACCORD*, *APEC ENGINEER AND ENGINEERS MOBILITY FORUM*, AND WHY OUR **INTERNATIONAL COMMITTEE** CONTINUED ITS WORK IN MANY AREAS, INCLUDING:

- Evaluating Engineers Canada mutual recognition agreements policy with the understanding that it should also include agreements between provinces and American states or others.
- Holding the *Globalization of Engineering Education and Practice Workshop* in Ottawa in May to examine the potential impacts of globalization on regulating the engineering profession in Canada with respect to international changes in engineering education, practice and regulation. Information gathering and the synthesizing of knowledge on the subject was completed to determine what information is required for our constituent associations and their members.
- Providing information regarding the regulation of engineering to the Department of Foreign Affairs and International Trade for their discussions with the European Union Commission on a Free Trade Agreement that includes professional services.
- Attending the June 2011 Climate Talks of the United Nations Framework Convention on Climate Change in Bonn, Germany as host and chair of the World Federation of Engineering Organizations' **Committee on Engineering and the Environment**, where a side event/workshop entitled *Infrastructure Climate Risk Assessment in Costa Rica – Knowledge Development and Capacity Building Experience* was also presented by the Chair and staff.
  - The hosting and chairmanship of the WFEO Committee on Engineering and the Environment is sponsored by TD Insurance Meloche Monnex and supported by APEGA.

## The 2011-2012 International Committee



**FROM TOP ROW, LEFT TO RIGHT:**

Digvir Jayas, FEC, P.Eng.  
Ken McMartin, FEC, P.Eng., *Secretary*  
Paul Amyotte, FEC, P.Eng., *Chair*  
Zaki Ghavitian, FIC, ing., M.ing.  
Chris D. Roney, FEC, P.Eng.  
Chantal Guay, ing., P.Eng., M.Env. *Ex-officio*

Lynn Tremblay, *Secretariat*  
Jacinta M. O'Brien, FEC, P.Eng.

**ABSENT:**

Gordon Griffith, FEC, P.Eng., ing., *Ex-officio*



ENGINEERS CANADA CONTINUES ITS LONG-TERM STUDY OF THE ENGINEERING VULNERABILITY OF PUBLIC INFRASTRUCTURE TO THE IMPACTS OF CLIMATE CHANGE THROUGH THE **PUBLIC INFRASTRUCTURE ENGINEERING VULNERABILITY COMMITTEE** – THANKS TO FUNDING RECEIVED FROM NATURAL RESOURCES CANADA. RESULTS FROM THE STUDY INCLUDE THE *PIEVC ENGINEERING PROTOCOL*, WHICH HAS BEEN USED TO ASSESS CLIMATE RISKS IN FOUR INFRASTRUCTURE CATEGORIES: BUILDINGS, STORM WATER/WASTEWATER SYSTEMS, ROADS AND ASSOCIATED STRUCTURES AND WATER RESOURCES (TREATMENT AND FLOOD CONTROL SYSTEMS). WITH COMPLETION OF MORE CASE STUDIES, THE PROTOCOL IS BEING IMPROVED TO PROVIDE GREATER CLARITY ON THE PROCESS FOR ANALYZING HISTORICAL CLIMATE DATA AND FUTURE CLIMATE PROJECTIONS.

Highlights of the Vulnerability Committee in 2011 include:

- Completing eight case studies using the Protocol, the results of which were used to develop and implement a methodology to recommend reviews of infrastructure codes, standards and related instruments in each of the four infrastructure categories.
- Delivering seven training workshops in Ontario, Quebec and British Columbia in partnership with the local constituent associations.
- Adjustments to these tools will enable engineers to design, operate, maintain and rehabilitate existing and future infrastructure to account for future changes in climate.
  - The case study reports will become part of an online knowledge depot accessible by the general public as well as provide examples for future workshops and training materials.

TO ENSURE THE CANADIAN PUBLIC HAS ACCESS TO ADEQUATE ENGINEERING KNOWLEDGE AND EXPERTISE, ENGINEERS CANADA CONDUCTED A TWO-YEAR **ENGINEERING AND TECHNOLOGY LABOUR MARKET STUDY** TO MAKE RECOMMENDATIONS WITH RESPECT TO POLICIES AND STRATEGIC INITIATIVES RELATED TO SKILLS AND LABOUR DEVELOPMENT. CONCLUSIONS OF THIS ANNUAL PUBLICATION INCLUDE:

- The recession weakened markets in 2009 as job cuts undermined labour requirements.
- Overall employment for engineers in Canada regained lost ground during 2010; returning to pre recession levels during 2011.
- Replacement demands related to retirements in many occupations will add to current challenges recruiting experienced engineers.

Future issues of the study will include additional market detail, new post-secondary and immigration detail, and links to labour market information from other sectors and organizations.

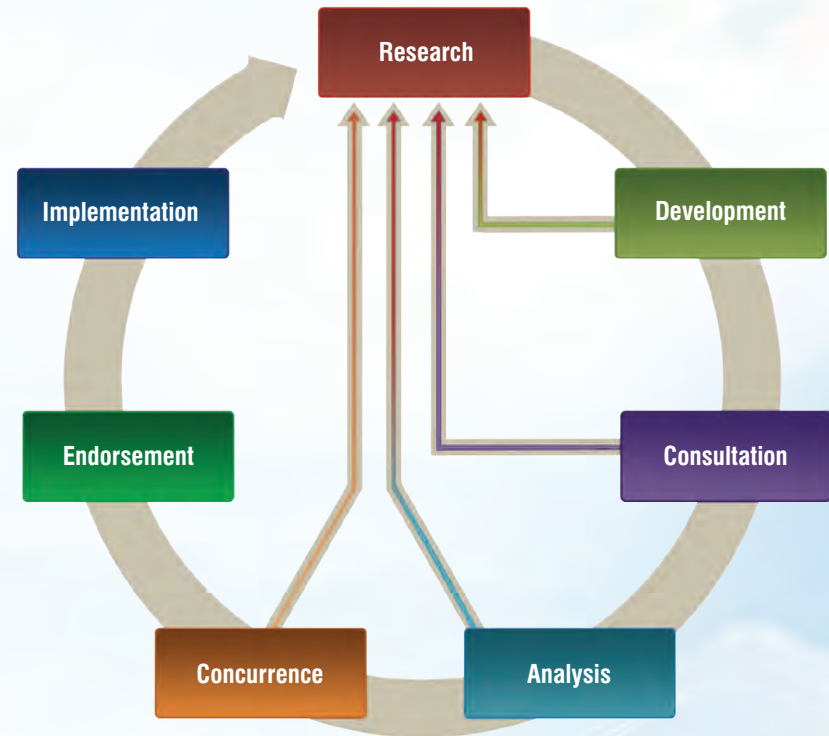


ENGINEERS CANADA HAS BEEN ASSISTING ITS CONSTITUENT ASSOCIATIONS IN CREATING **THE CANADIAN FRAMEWORK FOR LICENSURE**: A MODEL FOR THE CONSTITUENT ASSOCIATIONS TO ENHANCE THEIR ABILITY TO REGULATE THE PRACTICE OF PROFESSIONAL ENGINEERING TO BETTER SERVE AND PROTECT THE PUBLIC INTEREST. ITS GOAL IS TO HELP THE ASSOCIATIONS IMPROVE THEIR LEGISLATIVE FRAMEWORK TO ENHANCE EQUITY, CONSISTENCY, FAIRNESS AND TIMELINESS OF SERVICES.

The Framework focuses on the essential elements of the regulated engineering profession and develops key considerations and supporting implementation details for each one. These elements will form a national framework available for the associations to amend legislation or make changes to bylaws or regulations.

In 2011, the research; development; consultation; analysis; and concurrence of the constituent associations was completed for three Framework elements: continuing professional development; accountability of engineering organizations; and negotiating international agreements.

## Canadian Framework for Licensure— Element Creation, Design and Development



## B – AUGMENT CONSTITUENT ASSOCIATIONS' EFFORTS TO ENSURE THOSE PRACTISING ENGINEERING ARE LICENSED

Engineers Canada **helps its constituent associations ensure practising engineers are qualified and licensed, thereby protecting the public.**

IN 2011, ENGINEERS CANADA DEVELOPED THE **COMPETENCY-BASED SYSTEM FOR THE ASSESSMENT OF ENGINEERING WORK EXPERIENCE**. THE PROJECT AIMS TO SIMPLIFY AND CLARIFY THE EVALUATION OF THE ENGINEERING WORK EXPERIENCE OF APPLICANTS FOR LICENSURE AND MAKE IT MORE OBJECTIVE AND CONSISTENT. FUNDED BY HUMAN RESOURCES AND SKILLS DEVELOPMENT CANADA, THE PROJECT, WHICH RECEIVES SUPPORT FROM VOLUNTEERS, STARTED IN JANUARY 2011 AND WILL CONCLUDE IN DECEMBER 2012. PHASES 0 AND 1 OF THE PROJECT WERE COMPLETED IN 2011, WHICH INCLUDED:

- Developing the project's scope and governance model.
- Validating the eight core competencies that all licensure applicants must demonstrate they have achieved through their work experience.
- Developing the complete assessment system with documentation including guides, instructions and all application and evaluation forms.

Engineers Canada is also conducting a **Language Benchmarking Project** to develop an engineering-specific language assessment tool for international engineering graduates that can be used by the constituent associations as part of their licensing process. The assessment will be based on the Canadian Language Benchmark (CLB) "8" and will test the appropriate engineering terminology in both of Canada's official languages. In 2011:

- The English version was fully validated and made ready for implementation.
- Funding to complete the validation and implementation of the French version was sought from the Ontario Ministry of Citizenship and Immigration.
- Engineers Canada staff and representatives from APEGBC, APEGA and Engineers and Geoscientists New Brunswick began development of a business case for implementation of the English and French versions.

It has been identified that there is a challenge regarding availability of reliable, accurate and easy-to-access information for international engineering graduates. Engineers Canada's answer is the **International Engineering Graduate Road Map**. Once completed, this comprehensive one-stop information/resource website will ease their navigation through the process of becoming a licensed professional engineer in Canada. The website, which is being developed by an advisory committee with representatives from Engineers Canada and its constituent associations, is scheduled to be operational in early 2013, and is funded by Citizenship and Immigration Canada through the Foreign Credentials Referral Office.

### ENGINEERS CANADA STAFF:

Randa Dirani  
Gordon Griffith, FEC, P.Eng., ing.  
Ken McMartin, FEC, P.Eng.  
Stephanie Price, P.Eng.  
Doris Yee

TO PROMOTE AND AWARD THE EXCELLENT WORK OF CANADA'S PROFESSIONAL ENGINEERS, ENGINEERS CANADA'S AWARDS AND SCHOLARSHIPS PROGRAMS RECOGNIZE OUTSTANDING CANADIAN ENGINEERS, TEAMS OF ENGINEERS, ENGINEERING PROJECTS, ENGINEERING STUDENTS AND PROFESSIONAL ENGINEERS WHO ARE FURTHERING THEIR EDUCATION THROUGH ADVANCED STUDIES.

ON MAY 28, 2011, WE HONOURED SEVEN INDIVIDUALS AND ONE ENGINEERING PROJECT AT THE **ENGINEERS CANADA AWARDS** GALA PRESENTATION IN HALIFAX:

- *Gold Medal Award* – Yusuf Altintas, P.Eng. (APEGBC)
- *Young Engineer Achievement Award* – Kevin Riederer, P.Eng. (APEGBC)
- *Meritorious Service Award for Professional Service* – Darrel J. Danyluk, FEC, P.Eng. (APEGA)
- *Meritorious Service Award for Community Service* – Colin E. Smith, FEC, P.Eng. (APEGBC)
- *Medal for Distinction in Engineering Education* – Edwin Nowicki, FEC, P.Eng. (APEGA)
- *National Award for an Engineering Project or Achievement* – Canada Line Rapid Transit Project: James Burke, P.Eng. (APEGBC)
- *Award for the Support of Women in the Engineering Profession* – Sherry Sparks, FEC, P.Eng. (Engineers and Geoscientists New Brunswick)
- *Gold Medal Student Award* – Erica Barnes

Engineers Canada gratefully acknowledges the sponsors of the 2011 Engineers Canada Awards:

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## 2011 Award Recipients



**FROM LEFT TO RIGHT:**

Chantal Guay, ing., P.Eng., M.Env., *Engineers Canada's  
Past-Chief Executive Officer*  
Kevin Riederer, P.Eng.  
Darrel Danyluk, FEC, FCAE, P.Eng.  
Erica Barnes  
Yusuf Altintas, PhD, P.Eng., FRSC  
Jim Burke, P.Eng.

Colin Smith, FEC, FCAE, P.Eng.  
Sherry Sparks, FEC, P.Eng.  
Edwin Nowicki, PhD, P.Eng.  
Zaki Ghavitian, FIC, ing., *Engineers Canada's  
Past-President*

## The 2011-2012 Awards Committee



**FROM TOP ROW, LEFT TO RIGHT:**

Darrell Fisher, FEC, P.Eng.  
Paul Amyotte, FEC, P.Eng.  
Larry Staples, FEC, P.Eng.  
Ken From, FEC, P.Eng.  
Phil Maka, FEC, P.Eng.

Louise Quesnel, FIC, ing., *Chair*  
Marc Bourgeois, FIC (Hon.), *Engineers Canada Staff*  
Lucy Lefebvre, *Engineers Canada Staff*

**ABSENT:**

Pierre Duchesne, *NSERC*



ON OCTOBER 4, 2011, WE AWARDED SEVEN OUTSTANDING PROFESSIONAL ENGINEERS AT THE **NATIONAL SCHOLARSHIPS PROGRAM CEREMONY** IN OTTAWA WITH SCHOLARSHIPS TOTALING \$70,000 TO SUPPORT THEIR ADVANCED STUDIES AND RESEARCH:

**ENGINEERS CANADA–MANULIFE FINANCIAL SCHOLARSHIPS**

Valued at \$12,500 each and presented to support Canadian professional engineers returning to university for further study or research in an engineering field.

- Émilie Bédard, ing., OIQ, PhD in Civil Engineering, École Polytechnique de Montréal
- Dustin M. Binny, P.Eng., APEGBC, M.Sc. in Chemical Engineering, McGill University
- Larry Lebel, ing. OIQ, PhD in Mechanical Engineering, École Polytechnique de Montréal

**ENGINEERS CANADA–TD MELOCHE MONNEX SCHOLARSHIPS**

Valued at \$7,500 each and presented to Canadian professional engineers returning to university for further study or research in a field other than engineering that favours knowledge enhancing performance in the engineering profession.

- Michael D. Burgess, P.Eng., APEGBC, Juris Doctor Candidate, University of Toronto
- Behn E. Conroy, LL.B., CMA, P.Eng., PEO, Master of Business Administration, Rotman School of Management, University of Toronto
- Daniel Lee, P.Eng., APEGA, Master of Business Administration, Haas School of Business, University of California, Berkeley

**ENGINEERS CANADA–TD INSURANCE MELOCHE MONNEX LÉOPOLD NADEAU SCHOLARSHIP**

Valued at \$10,000 and presented to a Canadian professional engineer returning to university for further study or research in the area of public policy development.

- Véronique Morin, P.Eng., APEGA, PhD, Disaster Preparedness, Mitigation and Management, Asian Institute of Technology, Bangkok, Thailand

**Engineers Canada thanks Manulife Financial and TD Insurance Meloche Monnex for generously supporting the 2011 scholarships.**



## The 2011 Scholarship Recipients



**FROM TOP ROW, LEFT TO RIGHT:**

Jim Saramas, *Manulife Financial*  
Brent Smith, FEC, P.Eng., *Engineers Canada's President*  
Lorraine Freeman, *TD Insurance Meloche Monnex*  
Chantal Guay, ing., P.Eng., M.Env., *Engineers Canada's Past-Chief Executive Officer*

Jean Lachance, *TD Insurance Meloche Monnex*  
Behn E. Conroy, LL.B., CMA, P.Eng.  
Émilie Bédard, ing.  
Véronique Morin, P.Eng.  
Dustin M. Binny, P.Eng.  
Daniel Lee, P.Eng.

**ABSENT:**

Michael D. Burgess, P.Eng.  
Larry Lebel, ing.



## C — INFLUENCE FEDERAL GOVERNMENT PUBLIC POLICY AND DECISION-MAKING

Engineers Canada **contributes to the decision-making process with the federal government.** We believe that through consultation with the engineering profession, the federal government has the information required to make informed decisions on policy development and trade where there is a relation with engineering.

THE GOVERNMENT RELATIONS AND PUBLIC AFFAIRS COMMITTEE IS ENGINEERS CANADA'S PRIMARY VEHICLE RESPONSIBLE FOR THIS OBJECTIVE. IT FOCUSES ON SUSTAINED DIALOGUE WITH THE FEDERAL GOVERNMENT AND INITIATES APPROPRIATE STRATEGIES REGARDING POLICY ISSUES AND THE DEVELOPMENT OF LEGISLATION AND REGULATIONS RELEVANT TO PUBLIC SAFETY AND ENGINEERING.

A cornerstone of the Committee's activities is our participation in pre-budget discussions with the House Standing Committee on Finance, with the goal to influence the federal budget on areas with direct relevance to how engineering impacts Canadians such as ensuring infrastructure is up for the challenges of a dynamic and prosperous future. In 2011, the Committee:

- Developed a government relations and public policy strategy to provide direction for Engineers Canada staff beyond 2012.
- Hosted three events:
  - The annual Picnic on Parliament Hill with the Canadian Public Works Association on June 8. Attendance included approximately 240 members of Parliament, senators and staffers.
  - A parliamentary reception on October 5, with 40 members of Parliament, senators and their staff in attendance; and
  - A dinner with several senior public servants that will result in meetings and improved stakeholder relationships.
- Moved toward the creation of a roster of experts to provide input into national position statements process.
- On December 5, Chief Executive Officers Group Chair Andrew McLeod, FEC (Hon.), made an announcement with the Honourable Diane Finley, minister of Human Resources and Skills Development Canada, regarding the \$785,438 that the department provided toward the competency-based assessment project.
- Participated in several consultations on a long-term infrastructure plan for Canada, including membership on an Infrastructure Canada steering committee, and the creation of a spotlight document for government on the role of engineers in infrastructure with the Association of Consulting Engineering Companies - Canada and the Canadian Society of Civil Engineers.
- Updated the National Position Statement on Infrastructure.
- Participated in a group that includes the Federation of Canadian Municipalities and other infrastructure stakeholders to provide coordinated information and messaging to the federal government on infrastructure needs, and actively participated in work to develop a national infrastructure report card.
- Collaborated with other infrastructure partners and municipalities to provide advice to government on infrastructure, including the Federation of Canadian Municipalities.



## The 2011-2012 Government Relations and Public Affairs Committee



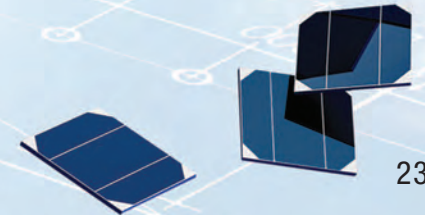
**FROM TOP ROW, LEFT TO RIGHT:**

Larry Staples, FEC, P.Eng.  
Darrell Fisher, FEC, P.Eng.  
Christopher S. Zinck, FEC, P.Eng.  
Russ Kinghorn, FEC, P.Eng.  
Kim Allen, FEC, P.Eng.

Zaki Ghavitian, FIC, ing. *Engineers Canada's Past-President*  
Marc Bourgeois, FIC (Hon.), *Engineers Canada Staff*  
Alana Lavoie, *Engineers Canada Staff*  
Catherine Karakatsanis, FEC, P.Eng., *Chair*  
Diane Freeman, FEC, P.Eng.  
Chantal Guay, ing., P.Eng., M.Env.

**ABSENT:**

René Rochette, FIC, ing.



## D – CREATE AND UTILIZE STRATEGIC PARTNERSHIPS AND ALLIANCES

Engineers Canada **maintains close working relationships and creates strategic alliances in benefit of the constituent associations and their membership.** We facilitate communication and the exchange of information in respect to diversity and equity concerns, and enhance the professional, social and economic welfare of professional engineers by delivering member services programs.

THE ENGINEERING PROFESSION IS NOT REPRESENTATIVE OF THE MAKE-UP OF SOCIETY, IN PARTICULAR THE PROPORTION OF WOMEN. IN RESPONSE, THE BOARD CREATED THE **WOMEN IN ENGINEERING COMMITTEE** TO OVERSEE ENGINEERS CANADA'S WOMEN IN ENGINEERING ACTIVITIES. ENGINEERS CANADA WILL BE WORKING WITH THE CONSTITUENT ASSOCIATIONS TO ESTABLISH A COLLABORATIVE NETWORK OF STAFF THAT WILL CHAMPION AND FACILITATE THE WORK OF THE WOMEN IN ENGINEERING ACTIVITIES. ACTIVITIES IN 2011 INCLUDED:

- The development of an action plan for Engineers Canada's activities related to women in engineering, which includes several strategies such as:
  - Continue efforts to ensure that the supply of licensed engineers in Canada meets the needs of the Canadian market.
  - Raise the profile and improve the image of the profession.

- Demonstrate the value of diversity in engineering education and in the workplace.
- Help better prepare engineers for a diverse workforce.

- The action plan was approved by the Board and is to be used by the Women in Engineering Committee to oversee the implementation of women in engineering activities in accordance with the Board approved strategies. As such, the Women in Engineering Task Force was stood down with thanks.
- Targeted research on the feasibility of achieving a national engineering licensure rate of 30 percent women by the year 2030.
- Developing a virtual online exhibit on engineering, highlighting the contribution of women to the profession and society. An objective of the exhibit is to change parents and girls' attitudes about engineering not being accessible to women.
- Developing a vision document with a companion business case for an engineering workplace that is welcoming to women.
- Creating a repository of key women in engineering resources.

## The 2011-2012 Women in Engineering Committee



### FROM TOP ROW, LEFT TO RIGHT:

David Coleman, P.Eng.  
Digvir Jayas, FEC, P.Eng.  
Samantha Colasante, MBA, *Engineers Canada Staff*  
Dawn Lilly, *Engineers Canada Staff*  
Ken McMartin, FEC, P.Eng., *Engineers Canada Staff*  
Cord Hamilton, P.Eng., *Chair*  
Margaret Li, FEC, P.Eng.

Louise Quesnel, FIC, ing.  
Diane Freeman, FEC, P.Eng.  
Chantal Guay, ing., P.Eng., M.Env.

Lianne Lefsrud, P.Eng.  
Christine Plourde, FEC, P.Eng.  
Anne Poschmannm P.Eng., *ACEC*  
Abigail Steel, P.Eng.

### ABSENT:

Elizabeth Croft, P.Eng., *NSERC*  
Sandra Gwozdz, FIC, ing.  
Lindsay Melvin, P.Eng.



ENGINEERS CANADA CONTINUED WORKING WITH PARTNER ORGANIZATIONS TOWARDS DEVELOPING OUTREACH INITIATIVES TO HELP INDIGENOUS YOUTH SEE ENGINEERING AS AN ACHIEVABLE CAREER OPTION. THIS YEAR **INDIGENOUS OUTREACH** ACTIVITIES INCLUDED:

- Sponsorship support for APEGA's national career website project, aimed at encouraging greater participation of women and Indigenous people in the engineering profession.
- Funding for two Indigenous youth summer camps; one organized by the Electricity Sector Council and the other organized by the Women in Science and Engineering program in collaboration with the Engineering Access Program at the University of Manitoba.
- Development of an action plan that showcases engineering as an achievable career option for Indigenous people.
  - The action plan was approved by the Board and is to be used to guide Engineers Canada's pursuit of Indigenous outreach as a core business of the organization. As such, the Indigenous People Outreach Task Force was stood down with thanks.

TO ENHANCE THE PROFESSIONAL, SOCIAL AND ECONOMIC WELFARE OF PROFESSIONAL ENGINEERS, ENGINEERS CANADA SPONSORS **AFFINITY PROGRAMS**. THESE GROUP INSURANCE PLANS AND FINANCIAL SERVICES PROVIDE VALUE-ADDED BENEFITS TO ENGINEERING PROFESSIONALS AND THEIR FAMILIES AT HIGHLY COMPETITIVE RATES GIVEN THE GROUP PURCHASING POWER AND VOLUME DISCOUNTS.

To be eligible, individuals must be a registered member of one of Engineers Canada's constituent associations.

#### GROUP INSURANCE PLANS

- Home and Auto Insurance Program
- Critical Illness Plan
- Professional Liability Insurance Program
- Sickness and Accident Insurance Protection
- Term Life and Accident Insurance
- Pet Health Insurance

#### FINANCIAL SERVICES

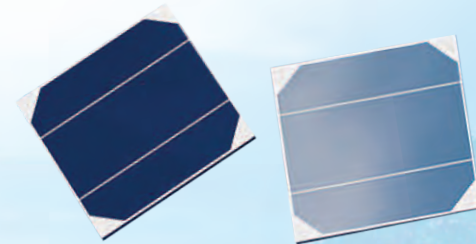
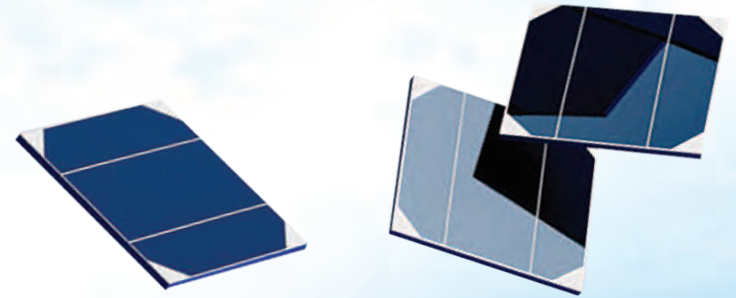
- Financial Security Program (*formerly known as Registered Retirement Savings Plan Program*)
- Flexible Mortgage Account

#### OTHER

- Car Rental

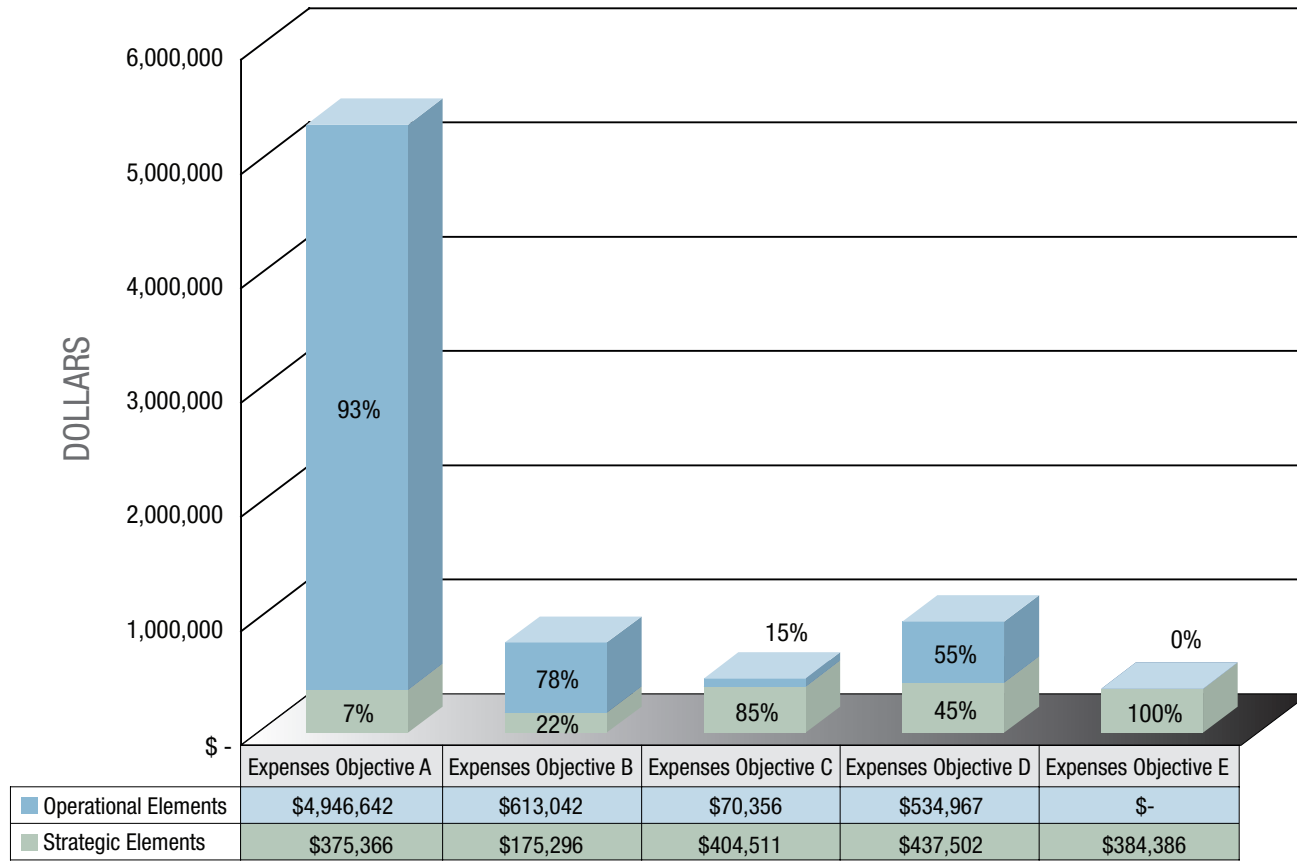
#### ENGINEERS CANADA STAFF:

Lorelei Scott, FEC (Hon.)  
Marie-Lynne Grandbois



# SUMMARY FINANCIAL STATEMENTS

## Strategic and Operational Elements 2011 Actual Expenses (Unaudited)



## The 2011-2012 Finance Committee



### FROM LEFT:

Lloyd Henderson, FEC, P.Eng.  
 Russ Kinghorn, FEC, P.Eng.  
 Michael Smyth, FEC, P.Eng., *Chair*  
 Chantal Guay, P.Eng., ing., M.Env.  
 Marie Carter, FEC, P.Eng., *Engineers Canada's  
 Interim Chief Executive Officer*  
 Catherine Karakatsanis, FEC, P.Eng.

### ABSENT:

Sandra Gwozdz, FIC, ing.  
 Marlene McCourt, *Engineers Canada Staff*  
 Carol-Anne Tyndall, *Engineers Canada Staff*

## The 2011-2012 Audit Committee



### FROM LEFT:

Chantal Guay, P.Eng., ing., M.Env.  
 Lloyd Henderson, FEC, P.Eng.  
 Ken From, FEC, P.Eng., *Chair*  
 Jim Beckett, FEC, P.Eng.  
 Marie Carter, FEC, P.Eng., *Engineers  
 Canada's Interim Chief Executive Officer*

### ABSENT:

Gerry O'Donnell, P.Eng.  
 Marlene McCourt, *Engineers Canada Staff*  
 Carol-Anne Tyndall, *Engineers Canada Staff*



Collins Barrow Ottawa LLP  
301 Moodie Drive, Suite 400  
Ottawa, Ontario, Canada  
K2H 9C4

T: 613.820.8010  
F: 613.820.0465

email: ottawa@collinsbarrow.com  
web: www.collinsbarrowottawa.com

## Report of the Independent Auditor on the Summary Financial Statements

### To the Members of The Canadian Council of Professional Engineers

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2011, the summary statement of operations and changes in net assets and summary statement of cash flows for the year then ended, are derived from the audited financial statements of The Canadian Council of Professional Engineers (the Council) for the year ended December 31, 2011. We expressed an unmodified audit opinion on those financial statements in our report dated April 17, 2012.

The summary financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of The Canadian Council of Professional Engineers.

#### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in the note entitled Basis of Presentation included as part of these summary financial statements.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

#### Opinion

In our opinion, the summary financial statements derived from the audited financial statements of The Canadian Council of Professional Engineers for the year ended December 31, 2011 are a fair summary of those financial statements, on the basis described in the note entitled Basis of Presentation included as part of these summary financial statements.

*Collins Barrow Ottawa LLP*

Chartered Accountants, Licensed Public Accountants  
April 17, 2012  
Ottawa, Ontario

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# SUMMARY STATEMENT OF FINANCIAL POSITION

**December 31, 2011**

(With comparative figures as at December 31, 2010)

| <b>Assets</b>                           | <u>2011</u>         | <u>2010</u>         |
|---|---------------------|---------------------|
| <b>Current</b>                          |                     |                     |
| Cash                                    | \$ 1,305,345        | \$ 823,031          |
| Accounts receivable and accrued revenue | 1,411,115           | 1,476,959           |
| Prepaid expenses                        | <u>237,868</u>      | <u>231,807</u>      |
|   | <b>2,954,328</b>    | 2,531,797           |
| <b>Investments</b>                      | <b>5,178,755</b>    | 5,190,305           |
| <b>Capital assets</b>                   | <u>282,872</u>      | <u>292,535</u>      |
|   | <b>\$ 8,415,955</b> | <b>\$ 8,014,637</b> |

## Liabilities and Net Assets

|  |                     |                     |
|--|---------------------|---------------------|
| <b>Current</b>   |                     |                     |
| Accounts payable and accrued liabilities                     | \$ 568,985          | \$ 613,285          |
| Deferred revenue   | <u>108,241</u>      | -                   |
|  | <b>677,136</b>      | 613,285             |
| <b>Net assets</b>  |                     |                     |
| Internally restricted  |                     |                     |
| Four Year Rolling Operational Reserve                        | 4,000,000           | 4,000,000           |
| General Contingency Reserve                                  | 1,325,000           | 1,325,000           |
| Capital Reserve for the Purchase of Assets                   | 250,000             | 250,000             |
| Invested in Capital Assets                                   | 282,872             | 292,535             |
| Other internally restricted                                  | <u>125,000</u>      | -                   |
|  | <b>5,982,872</b>    | 5,867,535           |
| Net unrealized gain (loss) on available-for-sale investments | 137,472             | 328,803             |
| Unrestricted   | <u>1,618,475</u>    | <u>1,205,014</u>    |
|  | <b>7,738,819</b>    | <b>7,401,352</b>    |
|  | <b>\$ 8,415,955</b> | <b>\$ 8,014,637</b> |

Approved on behalf of the Council:



Ken From, FEC, P.Eng.  
Director



Brent Smith, FEC, P.Eng.  
Director

*These summary financial statements are prepared from the audited financial statements for the year ended December 31, 2011. A copy of the complete financial statements together with the independent auditor's report thereon is available to any member on request to the Chief Executive Officer of the Council.*

# SUMMARY STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

**For the year ended December 31, 2011**

(With comparative figures for the year ended December 31, 2010)

|  | 2011                  | 2011                | 2010                |
|--|-----------------------|---------------------|---------------------|
|  | Budget<br>(Unaudited) | Actual              | Actual              |
| <b>Revenues</b>  |                       |                     |                     |
| Provincial Assessments   | \$ 2,426,937          | \$ 2,465,725        | \$ 2,391,376        |
| Campaign Assessments   | -                     | -                   | 161,346             |
| Foreign Credential Recognition   | 41,200                | 19,605              | 30,615              |
| Affinity Programs  | 4,014,530             | 4,252,754           | 3,981,059           |
| Investment Income  | 200,000               | 208,677             | 284,190             |
| Other  | 260,600               | 239,291             | 226,381             |
| Externally Funded Projects   | 873,582               | 1,284,814           | 1,290,138           |
|  | <u>7,816,849</u>      | <u>8,470,866</u>    | <u>8,365,105</u>    |
| <b>Expenses</b>  |                       |                     |                     |
| Canadian Engineering Accreditation Board   | 627,100               | 424,825             | 301,709             |
| Canadian Engineering Qualifications Board  | 360,400               | 246,588             | 286,622             |
| Research Program   | 344,000               | 263,336             | 254,346             |
| International Program  | 107,550               | 106,706             | 90,222              |
| Foreign Credential Recognition   | 128,700               | 84,808              | 80,878              |
| Governance   | 672,873               | 601,185             | 572,050             |
| Affinity Programs  | 86,500                | 109,412             | 140,913             |
| Communications   | 577,200               | 477,922             | 429,362             |
| Government Relations   | 114,250               | 46,463              | 71,850              |
| Corporate Services   | 4,241,024             | 4,302,303           | 4,010,921           |
| Committees and Special Projects  | 55,000                | 49,108              | 96,743              |
| Campaign Expenses  | -                     | -                   | 24,044              |
| Externally Funded Projects   | 808,582               | 1,229,412           | 1,217,011           |
|  | <u>8,123,179</u>      | <u>7,942,068</u>    | <u>7,576,711</u>    |
| <b>Excess (deficiency) of revenues over expenses for the year</b>                              | <b>\$ (306,330)</b>   | <b>\$ 528,798</b>   | <b>\$ 788,394</b>   |
| <b>Net assets, beginning of year</b>   |                       | <b>\$ 7,401,352</b> | <b>\$ 6,476,510</b> |
| <b>Excess (deficiency) of revenues over expenses for the year</b>                              |                       | <b>528,798</b>      | <b>788,394</b>      |
| <b>Net change in net unrealized gain (loss) on available-for-sale investments for the year</b> |                       | <b>(191,331)</b>    | <b>136,448</b>      |
| <b>Net assets, end of year</b>   |                       | <b>\$ 7,738,819</b> | <b>\$ 7,401,352</b> |

*These summary financial statements are prepared from the audited financial statements for the year ended December 31, 2011. A copy of the complete financial statements together with the independent auditor's report thereon is available to any member on request to the Chief Executive Officer of the Council.*

# SUMMARY STATEMENT OF CASH FLOWS

## For the year ended December 31, 2011

(With comparative figures for the year ended December 31, 2010)

|  | 2011                | 2010              |
|--|---------------------|-------------------|
| <b>Operating activities</b>                                |                     |                   |
| Excess (deficiency) of revenues over expenses for the year | \$ 528,798          | \$ 788,394        |
| Non-cash items:  |                     |                   |
| Net realized loss (gain) on disposal of investments        | (21,685)            | (82,117)          |
| Amortization of capital assets                             | 74,119              | 93,593            |
|  | <u>581,232</u>      | <u>799,870</u>    |
| Changes in non-cash working capital items:                 |                     |                   |
| Accounts receivable and accrued revenue                    | 65,844              | 163,584           |
| Prepaid expenses   | (6,601)             | (21,553)          |
| Accounts payable and accrued liabilities                   | (44,390)            | (226,185)         |
| Deferred revenue   | 108,241             | -                 |
|  | <u>704,866</u>      | <u>715,716</u>    |
| <b>Investing activities</b>                                |                     |                   |
| Purchase of investments                                    | (1,001,331)         | (793,177)         |
| Proceeds from disposal of investments                      | 843,235             | 870,000           |
| Acquisition of capital assets                              | (64,456)            | (250,407)         |
|  | <u>(222,552)</u>    | <u>(173,584)</u>  |
| <b>Net increase (decrease) in cash for the year</b>        | <b>482,314</b>      | <b>542,132</b>    |
| <b>Cash, beginning of year</b>                             | <b>823,031</b>      | <b>280,899</b>    |
| <b>Cash, end of year</b>                                   | <b>\$ 1,305,345</b> | <b>\$ 823,031</b> |

## Basis of Presentation

### December 31, 2011

These summary financial statements are provided for general information purposes only. They are presented on the same basis as the audited financial statements for the year ended December 31, 2011 except that only the overall changes in net assets are presented and the notes to the financial statements have not been included. These items not included herein are however integral parts of financial statements presented in accordance with Canadian generally accepted accounting principles. Consistent with the audited financial statements these summary financial statements do not reflect the substantial value of services contributed by volunteers.

The 2010 figures included for comparative purposes are presented on the same basis as the 2011 figures.

*These summary financial statements are prepared from the audited financial statements for the year ended December 31, 2011. A copy of the complete financial statements together with the independent auditor's report thereon is available to any member on request to the Chief Executive Officer of the Council.*

# ENGINEERS CANADA VOLUNTEERS

## A

Galal Abdelmessih, P.Eng.  
Rose Abri  
David Agnew, P.Eng.  
Sal Alajek  
Philip H. Alexander, FEC, P.Eng.  
Paul Amyotte, FEC, P.Eng.  
William Anderson, P.Eng.  
Bob Anthony, P.Eng.  
Dwight Aplevich, P.Eng.  
Stephen Armstrong, P.Eng.  
Brian Arseneault, FEC, P.Eng.  
Lawrence Artin  
Carl-Eric Aubin, ing.  
Heather Auld

## B

Andrew Bakos, P.Eng.  
Subramaniam Balakrishnan, FEC, P.Eng.  
John Baron, P.Eng.  
Suzelle Barrington, ing.  
Amarjeet S. Bassi, P.Eng.  
Tonia Batten, P.Eng.  
Serge Beaulieu, ing.  
Jim Beckett, FEC, P.Eng.  
Brad Belford, P.Eng.  
Christian Belini, P.Eng.  
Christine Benedek, P.Eng.  
Luigi Benedicenti, P.Eng.  
Janet Benjamin, FEC, P.Eng.  
Ravinder Bhatia, P.Eng.  
Eric Bibeau, P.Eng.  
Walter Bilanski, FEC, P.Eng.  
Lionel Birglen, ing.  
Doug Blake, P.Eng.  
Paul Blanchard, FEC, P.Eng.  
Nicolas Blanchet  
James Blatz, FEC, P.Eng.  
Pieter Botman, FEC, P.Eng.  
Rogers Boudreau, ing.  
Alain Bourque  
Doug Boyd, P.Eng.  
Kelly Braden, P.Eng.  
Michael Brett, P.Eng.  
Courtney Bromstad  
Yves Brousseau, ing.  
Allison Brownlee  
Svetlana Brezv, P.Eng.

Michael Bubnick  
Tam V. Bui, ing.  
Brent Burton, P.Eng.  
Richard Burton, P.Eng.  
Mary Ann Byrd, P.Eng.

## C

Jason Callan, P.Eng.  
Irene Campos Gómez  
Danilo Candido, FEC, P.Eng.  
Colin S. Cantlie, P.Eng.  
Jacques Carignan, ing., Ph.D.  
Martin Caron, ing.  
Devin Causley  
Doug Chapman, FEC, P.Eng.  
Sylvie Charbonneau, ing.  
Jeannette Chau, P.Eng.

Sukhi Cheema, P.Eng.  
Corneliu Chisu, P.Eng.  
Ray Chopiuk, FEC, P.Eng.  
Manoj Choudhary, P.Eng.  
Noel Cleland, FEC, P.Eng.  
Hollis Cole, FEC, P.Eng.  
David Coleman, P.Eng.  
George Comrie, FEC, P.Eng.  
Roland Courtemanche, ing.  
Robert Courthésy, ing.  
Louis Courville, ing.  
Pierre Cousineau, ing.  
Michel Couturier, FEC, P.Eng.  
David Crandall, FEC, P.Eng.  
Elizabeth Croft, P.Eng.  
Trevor G. Crowe, P.Eng.  
Craig Cullen  
J. Pemberton Cyrus, FEC, P.Eng.  
Ron Czemerer, P.Eng.

## D

Yaser Dahman, P.Eng.  
Monica N. Danon-Schaffer, P.Eng.  
Darrel Danyluk, FEC, P.Eng.  
Tony Dawe, FEC, P.Eng.  
Hazel de Mello  
K. Safo Debrah  
Gilles Y. Delisle, ing.  
Sarah Deveraux, P.Eng.  
Steven K. Dew, P.Eng.  
Johinder Dhaliwal  
Colin F.L. Dickson, FEC, P.Eng.

Dieter Diedericks, P.Eng.  
John C. Doering, FEC, P.Eng.  
Robert D Dony, P.Eng.  
Darryl Dormuth, P.Eng.  
Kris Dove, P.Eng.  
John Drover, P.Eng.  
Roger Dufresne, ing.  
Erik Dullerud, P.Eng.  
Alan Dunn, P.Eng.  
Robert Dunn, FEC, P.Eng.  
Lorraine Dupas

## E

Waguih ElMaraghy, P.Eng.  
John Este, P.Eng.  
David Euler, FEC, P.Eng.

## F

Kara Fagnou, P.Eng.  
Hani Farghaly, P.Eng.  
Kim Farwell, P.Eng.  
Gary Faulkner, FEC, P.Eng.  
Chris Feetham, FEC, P.Eng.  
Guy Félio, ing.  
Paul Fesko, P.Eng.  
Mark Fewer  
Don Figley, P.Eng.  
Ray Filipiak, P.Eng.  
Darrell Fischer, P.Eng.  
Darrell P. Fisher, FEC, P.Eng.  
Dennis Fitzgerald, P.Eng.  
Leo Flaman, P.Eng.  
Richard Fletcher, FEC, P.Eng.  
Gino Forte, P.Eng.  
Hugh Fraser, FEC, P.Eng.  
Diane Freeman, FEC, P.Eng.  
Ken From, FEC, P.Eng.

## G

Terry Gardiner, P.Eng.  
Jeannette Gauthier, ing.  
Jeannette Gellela  
Guy Gendron, ing., P.Eng.  
Stelian George-Cosh, P.Eng.  
Reza Ghaeli, P.Eng.  
Zaki Ghavitian, FIC, ing., M.ing.  
Jamel Ghoulli, ing.  
Martin Grenon, ing.  
Mounir Ghribi,  
Al Giberson, FEC, P.Eng.

Pierre Girard, ing.  
Linda Golding  
Tom Goldsborough, P.Eng.  
Robert Goodings, FEC, P.Eng.  
Raymond Gosine, P.Eng.  
Michael Gregoire, P.Eng.  
Peter Gregson, FEC, P.Eng.  
Yann-Gaël Guéhéneuc, ing.  
Roderick I.L. Guthrie, Eng.  
Sandra Gwozdz, FIC, ing.

## H

George Haines, P.Eng.  
Karim Hajjaj, ing.  
Don Haley, P.Eng.  
Cord Hamilton, P.Eng.  
Patricia Hanson  
Jimin Hao  
Laura Hawke, P.Eng.  
Brian Hayden, P.Eng.  
Lee Heebner  
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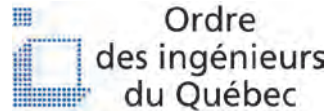
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