

MINUTES OF THE 235th ENGINEERS CANADA BOARD MEETING

October 9, 2025, 9:00am-5:00pm (ET)

Hybrid meeting: Lord Elgin Ottawa Hotel, Ottawa, ON | Zoom

The following Directors were in attendance:	
J. Van der Put, Chair D. Spracklin-Reid, President-Elect M. Wrinch, Past President A. Arenja C. Chahine E. Coles N. Colucci C. Dixon L. Doig A. English S. Jha T. Joseph	T. Kirkby S. Larivière-Mantha A. Lockwood J. Martel M. Mekomba (virtual) A. Mullick J. Paliwal (virtual) D. Pothier (virtual) M. Rose M. Sterling N. Turgeon (virtual)
The following Directors sent regrets:	
The following CEO Group Advisor was in attendance:	
P. Mann, Chair, CEO Group	
The following Direct Reports to the Board were in attendance:	
S. Inchasi, Chair, CEQB R. Gosine, Chair, CEAB	P. Rizcallah, CEO L. Go, General Counsel and Corporate Secretary
The following observers were in attendance:	
Shawn Amberman, President, EGNB David Amorim, President, EGMB Christian Bellini, Chair, Governance Review Task Force Kathryn Cosgrove, consultant, Cosgrove Lia Daborn, CEO, APEGNB Ian Farthing, President, APEGS Jackie Fisher, VPE, CFES Michael Gregoire, CEO, Engineers Geoscientists MB Paul Guy, President, NAPEG Stormy Holmes, Executive Director & Registrar, APEGS (virtual) Jim Landrigan, Engineers PEI, Executive Director / Registrar	Roddy MacDonald, consultant, Cosgrove Adam Mackenzie, President, Engineers PEI Wendy Morrison, Executive Director & Deputy Registrar, Engineers Yukon Mark Porter, President, EGBC Libby Osgood, VP, Engineers PEI Bernard Roy, VP, APEGNB Terri Steeves, President, APEGA Adam Wallace, President, Engineers Yukon Mary Wells, Chair, EDC (virtual) Paul Wynnyk, CEO, APEGA
The following staff were in attendance:	
Joan Bard Miller, Manager, Governance, Board Services Kim Bouffard, Manager, Belonging and Engagement (virtual, item 4.7) Juliet Chou, Governance Coordinator Megan Falle, Manager, Regulatory Liaison (virtual) Derek Menard, CFO Trina Hubley, Vice-President, Regulatory Affairs Ryan Melsom, Secretary, CEQB (virtual)	Kyle Smith, Manager, Regulatory Research and International Mobility (virtual, items 4.1-5) Jeanette Southwood, EVP, Corporate Affairs & Strategic Partnerships Heidi Theelen, Director, Strategic Planning and Organizational Excellence (virtual) Mya Warken, Secretary, CEAB (virtual)

1. Opening

1.1 Call to order and approval of agenda

J. Van der Put, President, Engineers Canada, called the meeting to order at 9:01am ET. Participants were welcomed and the land was acknowledged.

Motion 2025-10-1D

Moved and seconded

THAT the agenda be approved and the President be authorized to modify the order of discussion.

Carried

Meeting rules and norms were reviewed, as included in the agenda book.

J. Van der Put shared a diversity moment, focussed on Gender Equality Week and Women's History Month.

1.2 Declaration of conflict of interest

No conflicts were declared. Participants were reminded to declare a conflict at any time during the meeting, as necessary.

1.3 Review of previous Board meeting

J. Van der Put referred the Board to the *Action item* and *Board attendance* lists from the last meeting, that were circulated for information.

2. Consent agenda

2.1 Approval of minutes

- a) THAT the minutes of the May 23, 2025 Board meeting be approved.
- b) THAT the minutes of the June 16, 2025 Board meeting be approved.

2.2 Committee reports

- a) Finance, Audit, and Risk Committee
- b) Governance Committee
- c) Human Resources Committee

2.3 Approval of committee work plans

- a) THAT the Board approve the 2025-2026 Finance, Audit, and Risk Committee work plan.
- b) THAT the Board approve the 2025-2026 Governance Committee work plan.
- c) THAT the Board approve the 2025-2026 Human Resources Committee work plan.

2.4 CEAB and CEQB volunteer recruitment and succession plan

- a) THAT the Board approve the 2025-2026 CEAB volunteer recruitment and succession plan.
- b) THAT the Board approve the 2025-2026 CEQB volunteer recruitment and succession plan.

2.5 Legislative compliance certificate

2.6 Annual advocacy report

2.7 Extension of the evaluation date for the Temporary exemption for students going on international exchange

THAT the Board, on recommendation of the CEAB, amend the re-evaluation date to 2029 for the Temporary exemption for students going on international exchange.

Motion 2025-10-2D

Moved and seconded

THAT consent agenda items 2.1 to 2.7 be approved.

Carried

3. Executive reports

3.1 President's report

J. Van der Put updated the Board on his Engineers Canada-related activities since the previous Board meeting, as per his pre-circulated slides, and responded to questions.

3.2 CEO update

P. Rizcallah presented his pre-circulated slides highlighting operational work undertaken since the June 2025 Board meeting and a snapshot of the organization's financial health. Rizcallah then responded to questions.

3.3 Q2 Interim Strategic Plan reporting

P. Rizcallah referred to the Q2 interim strategic performance report that had been pre-circulated and opened the floor to questions.

3.4 Realizing FEA

J. Van der Put referred to three motions proposed to advance the recommendations in the Futures of Engineering Accreditation *Path Forward Report*. Van der Put then invited P. Rizcallah and T. Hubley, Vice-President, Regulatory Affairs, to introduce each motion separately, as described in the pre-circulated briefing note, and answer clarifying questions.

The Board had a fulsome discussion of the proposal referred to as "Motion 1" in the briefing note. It was confirmed that key interest holders, notably the Regulators and students, will be engaged. It was also suggested that the CEO Group would provide the CEAB and Board with a letter in winter 2026, on the role of professional engineers in undergraduate programs. Recognizing the benefits of engaging the CEAB to develop changes to accreditation criteria given its expertise, and understanding that it would be kept apprised of the CEAB's progress, the Board passed the following:

Motion 2025-10-3D

Moved and seconded

THAT the Engineers Canada Board task the Canadian Engineering Accreditation Board (CEAB) to develop and recommend for Board approval appropriate changes to accreditation

criteria pursuant to Recommendations 7, 8, and 9 of the Futures of Engineering Accreditation Path Forward Report. The CEAB shall report back to the Board with proposed changes and implementation plans for consideration at a future meeting.

Carried

The Board engaged in a robust discussion of the proposal to deliver a large-scale summit of interest holders in September 2026, outlined as “Motion 2” in the briefing note. Concerns were raised regarding the proposed summit’s associated value, cost, and duration, the effectiveness of involving a large number of interest holders, and the resulting delay in decisions about outcomes-focused accreditation. The Board otherwise noted the value of consensus building amongst interest holders and suggested that a smaller, more targeted gathering may be more effective.

Motion 2025-10-4D

Moved and seconded

THAT the Engineers Canada Board approve an outcomes-focused accreditation summit in September 2026 (ref. FEA Path Forward Report recommendations 4, 5, and 6: Outcomes Focused Accreditation).

Defeated

The Board was in support of the proposal described as “Motion 3” in the briefing materials, which actions work considered foundational to evolving engineering accreditation.

Motion 2025-10-5D

Moved and seconded

THAT the Engineers Canada Board approve future work by Engineers Canada staff and others (as applicable) on FEA Path Forward Report recommendations 11, 14, 17, and 18 (Return on Investments, Change Management, Industry Engagement, and Core Values).

Carried

3.5 CEO Group report

P. Mann, CEO Group Advisor to the Board, reported on the CEO Group’s meeting held on October 7-8, 2025, and answered questions from the Board.

3.6 Advancing collaboration and harmonization

P. Rizcallah provided the Board with an update on efforts to support collaboration and harmonization amongst the Regulators, as outlined in the pre-circulated briefing note.

A brief discussion ensued with interest expressed in ensuring that cyber security is appropriately addressed in database modernization efforts.

3.7 Presidents Group report

S. Larivière-Mantha, President, OIQ, reported on the President Group’s meeting held on the day prior and answered questions from the Board. Larivière-Mantha invited C. Bellini, Chair, Governance Review Task Force, to respond to questions about the governance review.

4. Board business / required decisions

4.1 Committee updates, as required

No updates were provided.

4.2 Draft budget

M. Sterling, Finance, Audit and Risk (FAR) Committee Chair, presented the 2026 draft budget and 2028 Per Capita Assessment fee (PCAF) recommendation; and summarized the FAR Committee's consideration of these items. It was noted that feedback on whether the draft budget would support the Canadian Engineering Accreditation Board and Canadian Engineering Qualifications Board's work plans would be considered at the next FAR Committee meeting.

The Board discussed managing expenses, balancing the budget (operating and strategic direction spending) and simplifying the process to set the PCAF. It was suggested that the FAR Committee, in coordination with the Governance Committee, consider the process and implications of setting the annual PCAF increases to match inflation.

The Board did not propose any modifications to the 2026 draft budget or the 2028 PCAF recommendation. Both items are scheduled for further review by the FAR Committee on October 23, 2025. The committee will make its final recommendations to the Board for approval on December 8, 2025.

4.3 Governance Review Task Force

C. Bellini, Governance Review Task Force Chair, provided an update on Governance review activities and opened the floor to questions.

4.4 CEAB

R. Gosine, CEAB Chair, provided an update on CEAB activities, using on the pre-circulated slides. Questions about Gosine's presentation and the CEAB's draft 2026 work plan that had been pre-circulated were asked and answered.

4.5 CEQB

S. Inchasi, CEQB Chair, provided an update on behalf of the CEQB and presented the proposed 2026 work plan that would be considered for approval in December. Both items were pre-circulated. Inchasi fielded questions.

It was suggested that the CEQB consider establishing benchmarks and tracking Regulator uptake of its documents for reporting to the Board.

4.6 CEQB products

S. Inchasi presented two CEQB products that had been pre-circulated for Board approval.

A discussion ensued with focus on the risks outlined in the briefing materials.

Motion 2025-10-6D

Moved and seconded

THAT the Board, on recommendation of the CEQB, approve the revised Regulator Guideline on the Practice of Engineering (members-only distribution)

Carried

Motion 2025-10-7D

Moved and seconded

THAT the Board, on recommendation of the CEQB, approve the revised Regulator Guideline on the Academic Assessment of Non-CEAB Applicants (members-only distribution)

Carried

4.7 Board's 30 by 30 Champion

T. Joseph and A. Mullick provided an update on behalf of the 30 by 30 network and invited the Board to consider whether it should develop and adopt an inclusivity statement.

The Board engaged in a fulsome discussion on whether the statement could serve as a guiding document and if it would duplicate existing statements (e.g., policies, organizational values). Further consideration of a potential statement will take place at the December Board meeting.

5. Next meetings

The next Board meetings are scheduled as follows:

- December 8, 2025 (virtual)
- February 27, 2026 (Toronto, ON)
- April 8, 2026 (virtual)
- May 22, 2026 (Calgary, AB)
- June 15, 2026 (Port Rexton, NL)

6. In-camera sessions

6.1 Board Directors and Direct Reports

Motion 2025-10-7D

Moved and seconded

THAT the meeting move in-camera and be closed to the public at the recommendation of the Board. The attendees at the in-camera session shall include Board Directors, Engineers Canada CEO, the chairs of the CEAB and CEQB, the Secretary, and the CEO Group Advisor.

Carried

6.2 Board Directors and CEO

Motion 2025-10-8D

Moved and seconded

THAT the meeting move in-camera and be closed to the public at the recommendation of the Board. The attendees at the in-camera session shall include Board Directors, the Engineers Canada CEO.

Carried

6.3 Board Directors only

Motion 2025-10-9D

Moved and seconded

THAT the meeting move in-camera and be closed to the public at the recommendation of the Board. The attendees at the in-camera session shall include Board Directors.

Carried

7. Closing

With no further business to address, the meeting closed at 5:15pm ET.

Minutes prepared by J. Bard Miller, Manager, Governance and Board Services for:

John Van der Put, FEC, FGC (Hon.), P.Eng., President

Light Go, General Counsel and Corporate Secretary