

MINUTES OF THE 236th ENGINEERS CANADA BOARD MEETING

December 8, 2025, 10:00am-4:00pm (ET)

Virtual meeting | Zoom

The following Directors were in attendance:	
J. Van der Put, Chair D. Spracklin-Reid, President-Elect M. Wrinch, Past President A. Arenja E. Coles C. Dixon L. Doig A. English S. Jha	T. Joseph S. Larivière-Mantha A. Lockwood M. Mekomba A. Mullick D. Pothier M. Rose M. Sterling N. Turgeon
The following Directors sent regrets:	
C. Chahine N. Colucci J. Martel	T. Kirkby J. Paliwal
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 Christian Bellini, Chair, Governance Review Task Force Kathryn Cosgrove, consultant, Cosgrove Ian Farthing, President, APEGS Derek Follett, President, PEGNL Michael Gregoire, CEO, Engineers Geoscientists MB Gisela Hippolt-Squair, Director, APEGA Stormy Holmes, Executive Director & Registrar, APEGS Mike Houvardas, President, Engineers Geoscientists MB	Nicolas Kaminski, President-Elect, APEGS Jim Landrigan, Engineers PEI, Executive Director / Registrar Roddy MacDonald, consultant, Cosgrove Libby Osgood, President, Engineers PEI Bernard Roy, VP, APEGNB Emma Sanderson, President, CFES Terri Steeves, President, APEGA Adam Wallace, President, Engineers Yukon Paul Wynnyk, CEO, APEGA
The following staff were in attendance:	
Joan Bard Miller, Manager, Governance, Board Services Kim Bouffard, Manager, Belonging and Engagement Juliet Chou, Governance Coordinator Nathan Durham, Manager, Public Affairs Roseanne Gauthier, Planning, Event & Change Practitioner	Derek Menard, CFO Trina Hubley, Vice-President, Regulatory Affairs Jeanette Southwood, EVP, Corporate Affairs & Strategic Partnerships

1. Opening

1.1 Call to order and approval of agenda

J. Van der Put, President, Engineers Canada, confirmed that quorum was present and called the meeting to order at 10:01 am ET. Participants were welcomed and the land was acknowledged.

Motion 2025-12-1D

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, focused on the National Day of Remembrance and Action on Violence Against Women.

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 October 9, 2025 Board meeting be approved.

2.2 Committee reports

- a) Finance, Audit, and Risk Committee
- b) Governance Committee
- c) Human Resources Committee
- d) Canadian Engineering Accreditation Board
- e) Canadian Engineering Qualifications Board

2.3 Approval of committee work plans

- a) THAT the Board approve the 2026 CEAB work plan.
- b) THAT the Board approve the 2026 CEQB work plan.

2.4 CEAB leadership

THAT the Board approve the appointment of the CEAB leadership for the period July 1, 2026 to June 30, 2027:

- John Allen (Al) Stewart as Vice-Chair
- Julius Pataky as Chair

- Ray Gosine as Past Chair

2.5 National Position Statements

THAT the following updated National Position Statements be approved:

- a) Research, development and innovation
- b) The role of engineers in federal procurement

Motion 2025-12-2D

Moved and seconded

THAT consent agenda items 2.1 to 2.5 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 October 2025 Board meeting and an overview of the organization's financial health. A discussion ensued and it was requested that trends from the national membership report be highlighted at an upcoming meeting.

a) Q3 Interim Strategic Plan reporting

P. Rizcallah referred to the Q3 interim strategic performance report that had been pre-circulated and opened the floor to questions.

b) Realizing FEA

P. Rizcallah provided a verbal report on the Realizing Futures of Engineering Accreditation, referred to as Realizing FEA. Rizcallah noted that work continues apace despite changes in staff resources to the project. Rizcallah also referenced the recent discussions at the CEAB's Policies and Procedures Committee and Deans Liaison Committee meetings. A brief discussion ensued.

c) Advancing collaboration and harmonization

P. Rizcallah provided the Board with an update on efforts to support collaboration and harmonization amongst the Regulators and responded to questions.

4. Board business / required decisions

4.1 Items pulled from consent agenda, if required

The Board approved the consent agenda as presented and without discussion.

4.2 2026 budget and 2028 Per Capita Assessment

M. Sterling, Finance, Audit and Risk (FAR) Committee Chair, presented the 2026 budget and 2028 Per Capita Assessment fee (PCAF) recommendation.

A brief discussion ensued from which the Board supported the FAR Committee's proposals and requested that the Corporate Secretary provide a memo explaining whether amendments to Engineers Canada's Bylaw, Section 7, Per Capita Assessment (PCA), would be required to index the PCA to inflation.

Motion 2025-12-3D

Moved and seconded

THAT the Board, on recommendation of the FAR Committee, approve the 2026 budget, as presented.

Carried

Motion 2025-12-4D

Moved and seconded

THAT the Board, on recommendation of the FAR Committee, recommend to the Members that the 2028 Per Capita Assessment Fee be set to \$12 per Registrant.

Carried

4.3 Board policy updates

D. Pothier, Governance Committee Chair, presented for the Board's consideration revisions to three (3) Board policies that were pre-circulated to the Board.

Motion 2025-12-5D

Moved and seconded

THAT the Board, on recommendation of the Governance Committee approve the following revised Board policies:

1.5, About this manual

4.11, Board management delegation

5.4, Communications and support to the Board

Carried

4.4 Board's 30 by 30 Champion

T. Joseph and A. Mullick provided an update on the 2026 30 by 30 Conference and proposed adding a generative discussion on adopting a commitment statement for a welcoming and inclusive profession to the February 27, 2026, Board meeting agenda, as outlined in the pre-circulated backgrounder.

The Board discussed the merits and drawbacks of developing a commitment statement, recognized the need to catalogue existing inclusivity-related statements, and agreed to hold a generative discussion in February.

5. Next meetings

The next Board meetings are scheduled as follows:

- 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, Direct Reports, and governance review resources

Motion 2025-12-6D

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 CEAB and CEQB chairs, the Secretary, the Manager, Governance and Board Services, the Governance Review Task Force Chair, Cosgrove & Co., and the CEO Group Advisor.

Carried

6.2 Board Directors and Direct Reports

Motion 2025-12-7D

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

6.3 Board Directors and CEO

Motion 2025-12-8D

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

6.4 Board Directors only

Motion 2025-12-9D

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 2:45pm 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