

2003 Annual Report of the Ontario Society of Professional Engineers

advocacy

member
services

professional
development

A **SOLID FOUNDATION** ON WHICH TO BUILD



ONTARIO
SOCIETY
OF PROFESSIONAL
ENGINEERS



advocacy



member
services



professional
development

2003 was the year in which the foundations of our advocacy, member services and professional development initiatives were firmly set in place.

Message from the Chair

DECEMBER 31, 2003 MARKED A CRITICAL MILESTONE FOR THE ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS. IT WAS THE "END OF OUR BEGINNING," SO TO SPEAK. BY THAT DATE, WE KNEW THAT THE SOCIETY WOULD INDEED BE A STRONG, INDEPENDENT ORGANIZATION, CAPABLE OF REPRESENTING THE VOICE OF ONTARIO ENGINEERS FOR MANY YEARS TO COME.



*Society President
and Chair*

*Daniel J. Young,
M.Eng., P.Eng.*

01

2003
ANNUAL
REPORT

When the Society was formed in 2000, our agreement with Professional Engineers Ontario defined the distinct mandates of our two organizations and provided us with start-up funding for our first three years. We knew that this transitional funding was finite and that proactive steps were required to build the Society into a vibrant, viable professional association in which all Ontario engineers could take part and take pride.

In 2001, the blueprint that would help us achieve our target was mapped out by professional engineers from across the province in our first Strategic Plan. In this Plan, engineers identified advocacy, member services and professional development as the three key goals that would provide the greatest value for our constituents.

The next two years were dedicated to building OSPE from the ground up. We acquired new office space, hired staff, conducted research and began developing a brand that engineers, governments and the public would come to recognize as the voice of our profession. This fundamental foundation was essential in order to deliver the programs and services Ontario's engineers told us they wanted and needed most.

In 2003, we completed that foundation. We published our first formal Advocacy Plan and continued to reach out to all levels of government. We formed a Government Relations

Committee and several issue-specific committees to guide these efforts. We introduced new member services, more affinity programs and expanded career services. And we were extremely pleased to launch our first professional development programs, designed specifically for engineers.

Just two years after defining the goals of the Society in our Strategic Plan, we had fully developed the necessary infrastructure to deliver on our mandate. It was an important achievement for our organization *and* for our profession.

Advocacy, member services and professional development are the pillars around which every aspect of our organization is built. We still have a great deal of work to do. With over 12,000 members on side, we are certainly forging ahead with confidence.

As your President and Chair, I am very proud of our achievements in 2003. It was a pleasure to work with a dedicated Board and staff this year and I look forward to continuing to serve you in 2004. Most of all, I look forward to being part of an even stronger future for our profession.

A handwritten signature in blue ink that reads "Dan Young". The signature is stylized and written in a cursive script.

Daniel J. Young, M.Eng., P.Eng.

Message from the CEO

WHEN ENGINEERS VOTED IN 2000 TO CREATE THE ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS, THEY ENVISIONED A NEW ORGANIZATION THAT COULD TRULY SPEAK FOR THEIR INTERESTS. FOR THE NEXT THREE YEARS, DEDICATED VOLUNTEERS AND PROFESSIONAL STAFF WORKED SIDE BY SIDE TO BEGIN BUILDING AN ORGANIZATION THAT COULD BECOME A VOICE FOR ONTARIO'S ENGINEERS.

Today, I am pleased to tell you that OSPE *is* the voice of Ontario's engineers. Ontario engineers know they have a team of professional people to call when action needs to be taken on behalf of their profession.

In 2003, there was no shortage of areas where this voice needed to be heard. Whether it was safer water, cleaner energy, a healthier environment, or simply promoting awareness of the critical contributions engineers make to life in Ontario, our members were continually examining issues, developing strategies and prioritizing initiatives that would help us build a stronger, more valued profile for professional engineers.

Each day brought something new for us to consider and act upon in the areas of advocacy, member services and professional development – the three strategic areas you told us were most important to you.

Throughout 2003, your staff worked tirelessly through a change in government and a raft of policy shifts to continue our advocacy efforts on your behalf. An experienced Government Relations Manager joined the team to support the initiatives defined by our first formal Advocacy Plan. We conducted research, asking you to identify the issues that matter most. We supported new committees, tackled new issues and achieved our second demand-side legislation win in the area of safe water.

We increased the power of our voice in 2003 with a series of targeted campaigns that helped grow our membership. And we enhanced the value of that membership with new services and more networking opportunities. We added features to our Career Centre and launched our first professional development programs to help engineers advance in their careers. All the while, we managed the countless details involved in carrying out the daily operations of the Society.

This constant motion and activity was both challenging and exhilarating for your professional staff. As your staff, we are, of course, accountable to you. But we are also passionate about the cause for which we work. Believing in the engineering profession motivates us every day to help turn your professional vision into reality.

Your staff was proud to be part of OSPE in 2003, and of all that we have helped you achieve in just three years. We look forward to working closely with our volunteers and members for many years to come, as we continue to build an organization that speaks for all engineers in Ontario.



Sharon L. Glover, M.B.A.



Sharon L. Glover,
M.B.A.,
Chief Executive
Officer

2003 – A solid foundation on which to build

WHEN THE ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS WAS FOUNDED, OUR MEMBERS IDENTIFIED THREE PILLARS ON WHICH THEY WANTED THEIR NEW ASSOCIATION TO BE BUILT. BY 2003, OUR **ADVOCACY, MEMBER SERVICES AND PROFESSIONAL DEVELOPMENT** INITIATIVES WERE FIRMLY SET IN PLACE.

HERE ARE SOME HIGHLIGHTS OF OUR ACHIEVEMENTS IN 2003:

03

2003
ANNUAL
REPORT

ADVOCACY

Galvanizing our advocacy agenda

In 2003, we continued to develop a strong advocacy voice for engineers through our work with governments and the public. Throughout the year, we continued to build and enhance our relationships with politicians and policy makers at all levels of government.

In February we began to formalize our approach with the publication of our first official Advocacy Plan. Developed by a group of 100 engineers and students from across the province, the Plan mapped out the Society's advocacy agenda for the months and years ahead, as well as evaluation criteria for future advocacy issues.

In the spring, the Society brought an experienced Government Relations Manager on staff to provide essential support for new and existing advocacy committees. As called for by the Advocacy Plan, the Society struck a Government Relations Committee to direct our efforts in this area. The Society also struck an Energy Working Group to ensure the voice of the engineering profession would be heard on issues surrounding the province's energy initiatives, and a Quality Based Selection (QBS) and Innovation Task Force to research and develop strategies around the critical issue of low-fee bidding.

Putting engineers at the forefront of water safety

Water safety remained high on the Society's advocacy agenda in 2003, following our first landmark demand-side legislation win at the end of the previous year. After months of work by our Safe Water Task Force, Bill 175, the *Sustainable Water and Sewage Systems Act*, gave engineers a defined role in ensuring the safety of all municipal water systems in December 2002. In the spring of 2003, our efforts on this front were again rewarded.

Working closely with staff, the Safe Water Task Force responded in January 2003 to draft regulations under Bill 195, the *Safe Drinking Water Act*. In this response, OSPE urged the government to require the same engagement of professional engineers at non-municipal water systems, such as rural factories, campgrounds, trailer parks, as required for municipal systems under Bill 175. These recommendations were accepted and included in the subsequent Drinking Water Systems Regulation (Reg.170/03), which took effect June 1, 2003. With thousands of non-municipal water systems across the province, the new regulations are resulting in more demand for professional engineers and safer drinking water for Ontarians.



Making our voice heard on building code reform

Working jointly with Consulting Engineers Ontario (CEO), the Society continued its advocacy focus on proposed regulations under Bill 124, a product of the Building Regulatory Reform Advisory Group (BRRAG). While Bill 124 had already been passed prior to the Society's formation, we recognized that proposed regulations had the potential to saddle engineers with new and prohibitively expensive requirements, including a seven-year run-off period for insurance. In a letter to the Ministry of Municipal Affairs and Housing, the Society urged the removal of the seven-year insurance requirement and the adoption of fair levels of coverage for engineering firms of varying sizes. When BRRAG regulations were finalized in the summer of 2003, a number of the OSPE-CEO recommendations had been incorporated.

Speaking out on 'Brownfields' legislation

Throughout 2003, the Society continued to focus attention on draft regulations issued by the Ministry of the Environment under the *Brownfields Statute Law Amendment Act, 2001*. The Society's Brownfields Working Group worked to address engineers' concerns about the broadening of the definition of a "Qualified Person" for the purposes of certifying a Record of Site Condition.

As the regulatory process continued through the change in government, the Brownfields Working Group stepped up its advocacy efforts with Cabinet Ministers at Queen's Park, encouraging the government to narrow the definition to individuals licensed under the *Professional Engineers Act* or the *Professional Geoscientists Act*. Since submitting official comments on the draft regulations to the Ministry of the Environment in mid-April 2003, the Society has continued to advocate with MPPs of all parties at Queen's Park. Until the final regulations are passed by Cabinet, the Society will continue to lobby government, urging officials to carefully consider our position.

Showcasing our profession to the public

In 2003, the Society continued to play a leadership role in the Ontario portion of National Engineering Week, one of our most visible initiatives to promote our profession and encourage young people to consider careers in the field. Hundreds of volunteers brought the face of our profession to the public at over 90 events in 35 communities across the province. More than 27,000 children and adults participated in Engineering Week activities, including construction workshops, robotics competitions, bridge building contests, mall displays, student design challenges and more. These events provided important opportunities to showcase how engineering contributes to Ontario's quality of life.

Recognizing the achievements of Ontario engineers

Together with Professional Engineers Ontario, the Society was once again proud to co-host the Ontario Professional Engineers Awards in 2003. This important event recognizes the outstanding achievements of Ontario engineers with medals and awards for engineering excellence, entrepreneurship, management, outstanding young engineers, and citizenship.

Working towards a more balanced, inclusive profession

Today, only 6% of all professional engineers in Ontario are women. More than a decade ago, Professional Engineers Ontario established the Women in Engineering Advisory Committee (WEAC) to encourage the full participation of women in engineering. In the spring of 2003, WEAC moved to the Society, where the group could explore new advocacy opportunities. WEAC examines obstacles still facing female engineers at universities and in the workplace, with a goal of increasing the level of participation of women for a more balanced and inclusive engineering profession.



2003 – A solid foundation on which to build

05

2003
ANNUAL
REPORT

MEMBER SERVICES

Adding more voices to our membership

In 2003, we again saw steady growth in the number of engineers who lent their support to the Society by joining as Professional Members. Throughout the year, a number of membership drives were carried out in order to build paid membership as much as possible before the “Sustaining Member” category came to an end on December 31. In the last months of the Transition Period, we reached out to all Sustaining Members, asking them to join the Society so they could continue to enjoy all the benefits of membership while actively supporting their profession. Thanks to these successful recruitment initiatives, Society membership totalled approximately 12,000 by December 31, 2003.

Adding more value to EngineersFirst

When the Society was founded, one of our top priorities included the development of affinity programs that would add value to membership. In 2003, our EngineersFirst online member services portal continued to grow with the addition of new programs and better savings for Ontario engineers. By the end of the year, more than 3,500 engineers had policies with The Personal Insurance Company, the Society’s exclusive supplier of home and auto insurance. In the fall, we launched a brand new Wealth Management program with BMO Nesbitt Burns to help Ontario engineers save more on their personal investing. Today, EngineersFirst offers preferred pricing on nine different products and services, including legal services, travel, communications products, computers and much more, with plans for several additions in 2004.

Encouraging engineers to “Get Networking, Get Educated and Get Involved”

The Society is committed to providing opportunities for Ontario engineers to connect with colleagues at networking events across the province. In the fall of 2003, engineers and other invited guests gathered at a series of three special events encouraging engineers to network, learn and get involved with the profession. The weekend included a reception in downtown Toronto, a full-day of professional development programming, and the Society’s General Assembly, where members from across the province shared ideas and strategies for raising the profile of the engineering profession in Ontario through advocacy and effective communication.

Connecting with the professional engineers of tomorrow

The Society recognizes that the engineering students of today are the professional engineers of tomorrow. In 2003, we continued reaching out to students on campuses across Ontario, working closely with the Engineering Student Societies Council of Ontario (ESSCO). Our student membership offerings include a dedicated website with job listings, an interactive employer database and practical information on the benefits of pursuing a P.Eng. licence.

Communicating with our constituents

In 2003, we continued our efforts to get the name and mandate of the Ontario Society of Professional Engineers out in front of Ontario engineers, governments, industry and the public. We published four issues of our printed newsletter,



The Voice, ten issues of our Society Notes electronic newsletter, our first Membership Salary Survey Report, six issues of our Professional Development and Career Centre Newsletter to members and engineering employers, and two issues of our Professional Development Calendar. These key publications allowed us to share OSPE news and important market data on our profession with politicians, engineers, and engineering employers. Society volunteers also met face-to-face with engineers in cities and towns across the province, giving numerous presentations to OSPE members, PEO Chapters, engineering students, technical societies and community organizations.

PROFESSIONAL DEVELOPMENT

Creating opportunities for professional development

In our first Strategic Plan, engineers told us that opportunities for ongoing professional development and skill building were essential to help them advance in their careers and increase their value in the marketplace. After months of intensive research, we launched our first selection of professional development offerings in the fall of 2003.

The Society's Professional Development Advisory Committee worked closely with staff to study the professional development marketplace. Based on this research, the Society developed a selection of technical courses, business programs and issue-specific seminars tailored to the needs of Ontario engineers. In collaboration with some of Canada's most respected educational institutions, the Society launched more than 75 programs, including

statutory training, business management seminars, preparatory courses for PEO exams, and career development workshops. The programs are available to all Ontario engineers, with special pricing for Society members.

Helping engineers meet their career challenges

Throughout the year, we continued to improve the career services we offer for Ontario engineers and engineering students. In 2003, we expanded our online Career Centre, adding hundreds of new engineering job postings, new features for job seekers and more services for engineering employers. Since launching the Career Centre in 2002, over 4,000 users have logged in to access these services and more than 2,000 resumes have been posted to our online database. In addition, more than 900 employers have registered with the Career Centre and over 1,000 engineering jobs have been posted.

Generating valuable salary data for Ontario engineers

In 2003, the Society conducted its first Membership Salary Survey, an important non-regulatory program transferred from PEO. Survey questionnaires were sent to all eligible Society members across the province. Based on the responses, the 2003 Membership Salary Survey Report detailed a variety of valuable salary data, including base and total compensation by region, responsibility level, industry sector and more. The popular Survey Report is a valuable tool for engineers and engineering employers alike.

06

2003
ANNUAL
REPORT



Auditors' Report on Summarized Financial Statements

TO THE MEMBERS OF THE ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS

The accompanying summarized balance sheet, statements of operations and changes in net assets are derived from the complete financial statements of the **Ontario Society of Professional Engineers** as at December 31, 2003 and for the year then ended on which we expressed an opinion without reservation in our report dated February 27, 2004. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guidelines of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the organization's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Grant Thornton LLP

Toronto, Canada

Chartered Accountants

07

February 27, 2004

Statement of Operations

YEAR ENDED DECEMBER 31

2003

2002

Revenues

| | | |
|--------------------------|------------------|------------------|
| Membership fees | \$ 2,339,749 | \$ 1,836,497 |
| Government program | 314,416 | 178,990 |
| Program transfers | 216,739 | 221,664 |
| Royalties | 115,000 | 41,000 |
| Career Centre | 58,629 | 54,655 |
| Sponsorship | 41,249 | 89,070 |
| Investment income | 31,798 | 35,958 |
| Other revenue | 24,901 | 9,729 |
| Professional Development | 17,563 | - |
| | <u>3,160,044</u> | <u>2,467,563</u> |

Expenses

| | | |
|---|------------------|------------------|
| Advertising and promotion | 120,944 | 128,558 |
| Annual General Meeting and General Assembly | 50,659 | 58,125 |
| Amortization | 111,992 | 89,431 |
| Audit, legal and professional services | 65,820 | 175,386 |
| Bank charges | 15,896 | 14,861 |
| Consulting | 197,877 | 336,299 |
| Elections | 71,380 | 3,585 |
| Government program | 351,150 | 175,016 |
| Insurance | 17,489 | 8,466 |
| Meetings | 52,359 | 25,558 |
| Moving | - | 14,777 |
| Office and general | 83,736 | 86,259 |
| Postage | 115,266 | 155,427 |
| Publications | 367,200 | 248,872 |
| Recruitment | 28,012 | 59,546 |
| Rent | 151,115 | 114,919 |
| Research | 20,827 | 65,033 |
| Salaries and benefits | 997,451 | 876,940 |
| Sponsorship | 10,968 | 11,750 |
| Telecommunication | 26,767 | 15,722 |
| Travel | 65,914 | 73,131 |
| | <u>2,922,822</u> | <u>2,737,661</u> |

Excess (deficiency) of revenues over expenses

| | | | |
|----|----------------|----|------------------|
| \$ | <u>237,222</u> | \$ | <u>(270,098)</u> |
|----|----------------|----|------------------|

08

 2003
 ANNUAL
 REPORT

Statement of Changes in Net Assets

YEAR ENDED DECEMBER 31

| | Current Operations Reserve (Unrestricted) | Operating Reserve (Internally restricted) | Government Program (Externally restricted) | Invested in Capital Assets | 2003 Total | 2002 Total |
|---|--|--|---|-------------------------------------|----------------------------|-----------------------|
| Net assets (deficiency of), beginning of year | \$ (171,121) | \$ 692,208 | \$ 3,974 | \$ 300,354 | \$ 825,415 | \$ 1,095,513 |
| Excess (deficiency) of revenues over expenses | 385,948 | – | (36,734) | (111,992) | 237,222 | (270,098) |
| Inter fund transfers | <u>(127,085)</u> | <u>123,861</u> | <u>–</u> | <u>3,224</u> | <u>–</u> | <u>–</u> |
| Net assets, end of year | \$ <u>87,742</u> | \$ <u>816,069</u> | \$ <u>(32,760)</u> | \$ <u>191,586</u> | \$ <u>1,062,637</u> | \$ <u>825,415</u> |

Balance Sheet

DECEMBER 31

2003

2002

Assets

Current

| | | |
|---|------------------|------------------|
| Cash | \$ 347,187 | \$ 36,238 |
| Short term investments | 816,069 | 692,208 |
| Receivables | 140,877 | 100,905 |
| GST receivable | 69,337 | 106,517 |
| Due from the Association of Professional Engineers of Ontario | 153,194 | 126,676 |
| Prepaid expenses | 59,950 | 54,057 |
| | <u>1,586,614</u> | <u>1,116,601</u> |

Capital assets

| | | |
|--|---------------------|---------------------|
| | <u>191,586</u> | <u>300,354</u> |
| | \$ <u>1,778,200</u> | \$ <u>1,416,955</u> |

Liabilities

Current

| | | |
|-----------------------|----------------|----------------|
| Payables and accruals | \$ 118,123 | \$ 293,506 |
| Deferred revenue | 597,440 | 298,034 |
| | <u>715,563</u> | <u>591,540</u> |

Net Assets (deficiency)

| | | |
|----------------------------|---------------------|---------------------|
| Unrestricted | | |
| Current operations reserve | 87,742 | (171,121) |
| Internally restricted | | |
| Operating reserve | 816,069 | 692,208 |
| Externally restricted | | |
| Government program | (32,760) | 3,974 |
| Invested in capital assets | <u>191,586</u> | <u>300,354</u> |
| | <u>1,062,637</u> | <u>825,415</u> |
| | \$ <u>1,778,200</u> | \$ <u>1,416,955</u> |

10

Recognizing those who volunteered in 2003

THE SOCIETY WOULD LIKE TO THANK THE FOLLOWING ENGINEERS FOR THEIR CONTRIBUTIONS IN 2003. OUR SUCCESS WOULD NOT BE POSSIBLE WITHOUT THEIR SUPPORT AND COMMITMENT.

2003-2004 Board of Directors

Daniel J. Young, M.Eng., P.Eng.,
President and Chair
Annette M. Bergeron, MBA, P.Eng.,
Vice Chair and Secretary
Cindy Krenosky, MBA, PMP, P.Eng.,
Treasurer
Catherine Karakatsanis, M.E.Sc., P.Eng.,
Past Chair
Chris Cragg, M.A.Sc., MBA, P.Eng.
Walter K. Bilanski, BSA, PhD, P.Eng.
Stephen Fischer, P.Eng.
Paul Martin, P.Eng.
Anne Sado, MBA, P.Eng.

2002-2003 Board of Directors

Catherine Karakatsanis, M.E.Sc., P.Eng.,
President and Chair
Daniel J. Young, M.Eng., P.Eng.,
Vice Chair and Secretary
Chris Cragg, M.A.Sc., MBA, P.Eng.,
Treasurer
Robert A. Goodings, P.Eng., Past Chair
Annette M. Bergeron, MBA, P.Eng.
Walter K. Bilanski, BSA, PhD, P.Eng.
Stephen Fischer, P.Eng.
Cindy Krenosky, MBA, PMP, P.Eng.
M. Clare Morris, P. Eng.

OSPE STANDING AND SPECIAL COMMITTEES

Audit and Investments Committee

Cindy Krenosky, MBA, PMP, P.Eng., Chair
Chris Cragg, M.A.Sc., MBA, P.Eng.
Daniel J. Young, M.Eng., P.Eng.

Executive Committee

Daniel J. Young, M.Eng., P.Eng., Chair
Annette M. Bergeron, MBA, P.Eng.

Cindy Krenosky, MBA, PMP, P.Eng.
Catherine Karakatsanis, M.E.Sc., P.Eng.

Finance Committee

Cindy Krenosky, MBA, PMP, P.Eng., Chair
Chris Cragg, M.A.Sc., MBA, P.Eng.
Anne Sado, MBA, P.Eng.

Government Relations Committee

Catherine Karakatsanis, M.E.Sc.,
P.Eng., Chair
Daniel Couture, P.Eng.
Colin Dennis, P.Eng.
Nabil El-Khazen, P.Eng.
Jim Merritt
Sam Morra, P.Eng.
Jonathan Norman, P.Eng.
Anne Sado, MBA, P.Eng.

Group Insurance Benefits Advisory Committee

Daniel J. Young, M.Eng., P.Eng., Chair
Annette M. Bergeron, MBA, P.Eng.
Chris Cragg, M.A.Sc., MBA, P.Eng.
Stephen Fischer, P.Eng.
Anne Sado, MBA, P.Eng.

Human Resources Committee

Daniel J. Young, M.Eng., P.Eng., Chair
Chris Cragg, M.A.Sc., MBA, P.Eng.
Catherine Karakatsanis, M.E.Sc., P.Eng.

Membership Advisory Committee

Catherine Karakatsanis, M.E.Sc.,
P.Eng., Chair
Jeff Henry, ESSCO President
Cindy Krenosky, MBA, PMP, P.Eng.
Anthony Warner, P.Eng.

Membership Salary Survey Advisory Committee

Robert A. Goodings, P.Eng., Chair
Michael Crutchley, P.Eng.
Stephen Jack, P.Eng.
Richard Weldon, P.Eng.

Nominations Committee

Robert A. Goodings, P.Eng., Chair
Arthur Johns, P.Eng.
Dr. John Plant, PhD, P.Eng.

Pathways Steering Committee

Stephen Fischer, P.Eng., Chair
John Gamble, P.Eng.
Don Ingram, P.Eng.
Dr. Lionel LaRoche, PhD, P.Eng.
Gerry Meade, P.Eng.
Saeed Ziaee, M.A.Sc., P.Eng.

Professional Development Advisory Committee

Annette M. Bergeron, MBA, P.Eng.,
Chair
Diana Del Bel Belluz, M.A.Sc., P.Eng.
Dr. Javad Mostaghimi, PhD, P.Eng.
Dr. John Plant, PhD, P.Eng.
George Sweetman, P.Eng.
Helen Wojcinski, MBA, P.Eng.

Women in Engineering Advisory Committee

Vera Straka, P.Eng., Chair
Lisa Anderson, P.Eng.
Sherry Draisey, P.Eng.
Penelope Palmer, P.Eng.
Jean Surry, P.Eng.

OSPE TASK FORCES AND WORKING GROUPS

Brownfields Working Group

Robert A. Goodings, P.Eng., Chair
Peter Beukema, P.Eng.
Tony Missiuna, P.Eng.
Steve Rose, P.Eng.
John St. Marseille, P.Eng.
Peter Takaoka, P.Eng.

Energy Working Group

Chris Cragg, M.A.Sc., MBA, P.Eng., Chair
Gord Champion, P.Eng.
Steven Lapp, P.Eng.
Allan Kupcis, P.Eng.
Paul Martin, P.Eng.
Dr. Edwin Tam, P.Eng.

Globalization and Mobility Task Force

Dr. Lionel LaRoche, PhD, P.Eng., Chair
Andy Donlan, MBA, P.Eng.
Oleg Kenchin, PhD, P.Eng.
Ed Matikainen, P.Eng.
Todd Springer, M.A.Sc., P.Eng.
Zoran Tijardovic, P.Eng.
George Wesko, P.Eng.

Quality Based Selection and Innovation Task Force

Robert A. Goodings, P.Eng., Chair
Peter Bryar, P.Eng.
Don Ingram, P. Eng.
John Seychuk, P.Eng.

Safe Water Task Force

Robert A. Goodings, P.Eng., Chair
Ken Becking, P. Eng.
Hershel Guttman, P.Eng.
Jim Merritt

Andre Proulx, P.Eng.
John St. Marseille, P.Eng.
Ken Wallenius, P.Eng.

JOINT COMMITTEES AND EXTERNAL REPRESENTATION

Benevolent Fund Advisory Committee

Stephen Jack, P.Eng., Secretary

CCPE 'From Consideration to Integration' Steering Committee

Dr. Lionel LaRoche, PhD, P.Eng.

CSPE Board

Robert A. Goodings, P.Eng.
Jennifer Moylan, P.Eng.

Foundation for Education

Stephen Jack, P.Eng.
Catherine Karakatsanis, M.E.Sc., P.Eng.

Joint Review Board

Chris Cragg, M.A.Sc., MBA, P.Eng.

National Engineering Week Ontario Steering Committee (NEWOSC)

Scott Gibbs, P.Eng.
Stephen Jack, P.Eng.
Cindy Krenosky, MBA, PMP, P.Eng.

OSPE/PEO/CCPE Tri-partite Working Group

Catherine Karakatsanis, M.E.Sc., P.Eng.
Daniel J. Young, M.Eng., P.Eng.

PEO/OSPE Negotiating Committee

Annette Bergeron, MBA, P.Eng.
Catherine Karakatsanis, M.E.Sc., P.Eng.
Daniel J. Young, M.Eng., P.Eng.

PEO/OACETT Joint Management Board

M. Clare Morris, P.Eng.

PEO Advisory Committee on Salaries Task Group

Robert A. Goodings, P.Eng.

Professional Engineers Awards Committee

Daniel Couture, P.Eng.
Catherine Karakatsanis, M.E.Sc., P.Eng.

OSPE STAFF (AS OF MAY 29, 2004)

Sharon L. Glover, M.B.A.,
Chief Executive Officer
Carol Baran, CGA, Director, Finance
Hanan Jibry, P.Eng., Director,
Professional Development
Wendy Lyttle, CAE, Director, Member
Services and Affinity Programs
Ryan Bailey, Manager, Government
Relations and Regulatory Affairs
Valeria Mueller, Manager,
Administration
Andrea Ritter, MA, Manager,
Communications
Elizabeth Armstrong, Events
Coordinator and Webmaster
Vicki Chieu, MA, Coordinator,
Professional Development
Kathie Debren,
Bookkeeper/Office Assistant
Cristina Graidă, Coordinator,
Career Services
Vanessa Prudenciano, Office Assistant
Andrea Vecera, Coordinator,
Member Services



ONTARIO
SOCIETY
OF PROFESSIONAL
ENGINEERS

Ontario Society of Professional Engineers

4950 Yonge St., Suite 502 Toronto, ON M2N 6K1

416.223.9961 or 1.866.763.1654

info@ospe.on.ca www.ospe.on.ca