

ACHIEVING THE ENDS

ANNUAL REPORT 2013

ENGINEERING*

Engineers Canada is the national organization of the 12 provincial and territorial associations that regulate the practice of engineering in Canada and license the country's more than 260,000 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.



*The terms ENGINEER, PROFESSIONAL ENGINEER, P.ENG., CONSULTING ENGINEER and ENGINEERING are official marks owned by Engineers Canada.

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2013 ENGINEERS CANADA BOARD

Our directors are volunteer representatives of Canada's engineering regulatory bodies.

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Our advisors are representatives of the Chief Executive Officers Group, the Canadian Engineering Accreditation Board, the Canadian Engineering Qualifications Board and the National Council of Deans of Engineering and Applied Science.

ADVISORS



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Chief Executive Officer
Engineers Canada



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Consultante en génie de l'environnement,
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of Engineering and Applied Science)
Dean, Faculty of Engineering and
Applied Science, Queen's University
Professor, Chemical Engineering,
Queen's University

REPORT FROM THE PRESIDENT

The past year has been one for strengthening foundations and strategic renewal. The Engineers Canada Board adopted a new governance model in June 2013 to ensure the organization undertakes broadly supported nationally focused activities. Policy Governance is a practical approach for the Board to ensure Engineers Canada's organizational performance reflects the best interests of the owners, our constituent associations. This model empowers our Board to fulfill our obligations and accountabilities, and enables us to focus on the larger issues and overall direction of the organization. It also allows for better connection between the goals of the constituent associations and the execution of work on the part of Engineers Canada. While the Board has made great progress, we have to accept that additional effort will be required in the future to fully implement a robust Policy Governance culture in Engineers Canada.

The Ends are a set of broad policies that provide direction to the chief executive officer and Engineers Canada staff to work out the details of how that work will be achieved. Board policies are developed one level at a time, from the broadest, most inclusive level, to succeeding levels of detail. The Board has established comprehensive policies in Ends, Governance Process, Board-Management Delegation,

and Executive Limitations categories. The highest level Ends Policy sets out Engineers Canada purpose: Engineers Canada exists so that constituent associations have support for an advancing engineering profession and its self-regulation in the public interest at a cost that is justified by the results. The organization's four Ends and their subsequent Ends continue to refine the detail regarding what must be achieved. The purpose and top level Ends are outlined in this report and you can read the complete set of Ends and other policy categories in the Board Policy Governance Manual.

One of the highlights of 2013 was the Engineers Canada Board Workshop in Banff. Originally scheduled for June, this strategic retreat almost did not happen because of extensive flooding that hit Calgary and surrounding areas. Our dedicated staff managed to get things coordinated for August. Despite the challenges in getting there, nearly all the directors, and many partners were able to attend. This contributed to the feeling of cohesiveness and team building.

As part of our policy governance, Engineers Canada's Board has the important role of providing strategic



vision to the profession. I was proud of the high quality of discussions that happened in Banff, particularly surrounding the Ends policies. Properly defining the Ends requires the owners' input, an activity that is now starting to see improvements.

Continuing in that vein, we have introduced a Big Picture Thinking discussion to our meetings that includes talking about broad, profession-wide issues, both existing and emerging, that are directly related to our Ends. These discussions are opportunities for the Board to engage its owners and can help the chief executive officer with his plan to achieve the Ends.

Our first Big Picture Thinking discussion in June covered membership versus licensure, asking our group about the ideal outcome regarding membership in the engineering profession. Our October discussion focused on code of conduct, ethics and corruption in the engineering profession. We asked attendees what sort of future they envision for the engineering profession in terms of professionalism. These discussions are very important for ensuring a strong connection between the needs and goals of our owners, the constituent associations, and help us stay in touch with the realities of engineering professionals.

As directors on the Board, it is our job to keep Engineers Canada connected to its owners. Everything we do hinges on the good relationship between our owners, and Engineers Canada, and also a good relationship with the owners and the chief executive officer. I feel that we have already made significant progress with improving our communication between both groups, and it continues to grow. We can only be an effective national organization if we truly represent and support the goals of our 12 constituent associations.

I am happy to say there was attendance from a Board representative at all constituent association Annual Meetings. I believe that our attendance at those meetings goes a long way in demonstrating the value

that Engineers Canada provides to its owners. Our greetings and reports highlight the work we are doing in support of the constituent associations and in meeting our Ends. It also helps connect what we do with what our owners need from us.

In addition to our strategic renewal, we officially changed the business name of our organization from Canadian Council of Professional Engineers to Engineers Canada in October.

This was an important year for defining what Engineers Canada does and how it does it. Thank you to the Engineers Canada Board, staff and our owners for the support and collaboration throughout the renewal process. I look forward to 2014 as we continue to realign and refine our work at Engineers Canada for the engineering profession.



W. JAMES BECKETT FEC, FGC (Hon.), P.Eng.
President

WHY WE EXIST: ACHIEVING THE ENDS

Engineers Canada was created in 1936 by its constituent associations to provide support and leadership to the country's engineering profession on their behalf. The associations continue to control and direct the activities of Engineers Canada through a set of Ends Policies that were approved in June 2013 and are laid out in the Engineers Canada Board Policy Governance Manual.

ENGINEERS CANADA'S PURPOSE

Engineers Canada exists so that constituent associations have support for an advancing engineering profession and its self-regulation in the public interest at a cost that is justified by the results.

The four subsequent Ends Policies exist to support Engineers Canada's Purpose. An alignment process began in 2013 to ensure all the work and activities conducted

by Engineers Canada are in line with the organization's Purpose and Ends Policies. That process will be completed in 2014.

END #1:

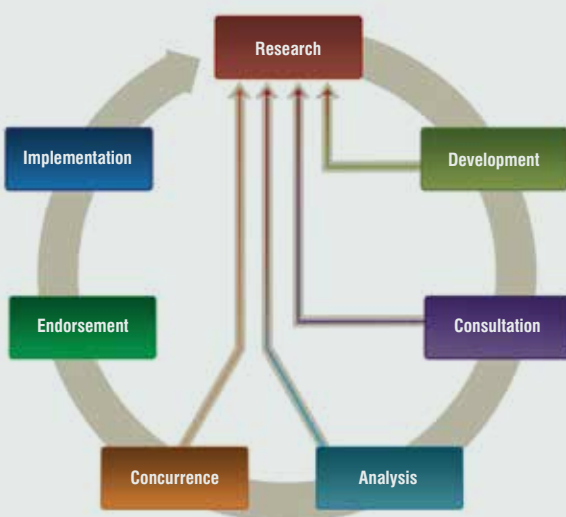
CONSISTENCY IN REGULATORY STANDARDS AND PRACTICES

The highest priority among the four Ends Policies is:

CONSISTENCY AMONG THE CONSTITUENT ASSOCIATIONS' REGULATORY STANDARDS AND PRACTICES TO PROTECT AND SERVE THE PUBLIC INTEREST.

Engineers Canada is undertaking numerous initiatives to achieve this End, including:

1. Developing the Canadian Framework for Licensure, a dynamic model of regulation to help the engineering regulators improve their legislative framework to enhance equity, consistency, fairness and timeliness of services:
2. Clarifying policy and draft legislation to ensure consistency in language and all aspects of self-regulation, and making national and international information and trends on self-regulation available to the constituent associations.
3. Publishing national practice standards and guidelines for the adoption by constituent associations and use by licence holders in their engineering practice.
4. Ensuring full mobility within jurisdictions where public accountability of engineering practice is required, and promoting the recognition and use of international registers.
5. Ensuring the accreditation of engineering programs is to a level that meets the requirements for licensure as a professional engineer and the standards of the Washington Accord, and ensuring that foreign credential recognition is done in a consistent and timely manner to meet the requirements for immigration and licensure in Canada.



END #2:

PUBLIC CONFIDENCE IN THE PROFESSION

THE PUBLIC HAS CONFIDENCE THAT ENGINEERS PRACTISE WITH COMPETENCY AND INTEGRITY AND RECOGNIZE THAT THEIR WORK BENEFITS SOCIETY.

Engineers Canada is undertaking numerous initiatives to achieve this End, including:

1. Developing and executing new communications strategies, content and media infrastructures to promote public awareness and acceptance of self-regulation and consistency in communications among Engineers Canada and the constituent associations.
2. Developing and coordinating a social media, print and broadcast presence.
3. Working interactively with the federal government and policy-makers to identify and address public interest concerns of the profession.
4. Promoting an understanding by the public that the practice of engineering is only carried out by individuals licensed by regulators to practice the profession and by permit holders authorized by the regulators.
5. Publicly celebrating award and scholarship recipients. The awards and scholarship programs honour the work of Canada's professional engineers, teams of engineers, engineering projects, and engineering students.

**Engineers Canada Awards
2013 Sponsors:**



**Engineers Canada Scholarships
2013 Sponsors:**



END #3:

SUSTAINABILITY OF THE PROFESSION

ENGINEERING IS RECOGNIZED AS AN ATTRACTIVE PROFESSION.

Engineers Canada is undertaking numerous initiatives to achieve this End, including:

1. Developing and executing programs to ensure sustainable membership of the constituent associations, such as:
 - Career Focus, available to high school and university students to help them decide if engineering is a good area of study for them.
 - Targeted communications programs to actively promote the benefits of the P.Eng. designation to Accreditation Board-accredited undergraduate program students, graduates and international engineering graduates.
2. Developing and executing programs to ensure sustainable membership of the constituent associations that is reflective of Canadian demographics, such as:
 - A welcoming workplaces program that includes establishing a recognition program for workplaces that have programs in place to attract/retain women engineers or other under-represented groups.
3. Sponsoring insurance plans, financial services and other services to enhance the professional, social and economic welfare of professional engineers.
4. Initiating and executing studies and related communications regarding trends and information to be used in decision-making by policy-makers, such as the Undergraduate Enrolment Report.
5. Developing and executing programs to promote the use of engineering expertise by government and policy-makers and ensure the recognition of new areas of practice.

END #4:

PROTECTION OF THE ENGINEERING TERM

THE PUBLIC IS NOT MISLEAD BY PERSONS IMPROPERLY USING ENGINEERING TERMS, TITLES, IMAGES, AND WORDS IN FEDERAL CORPORATIONS AND TRADE-MARKS.

To accomplish this, Engineers Canada administers a program to protect against the misuse of engineering terms, titles, images and words in trade-marks and federal corporation names:

1. Providing public access to a database of the decisions of the Trade-mark Opposition Board and Federal Court related to Engineer Canada matters.
2. Supporting constituent associations' defense of improper use engineering terms, titles, images, and words in provincial/territorial corporations and trade-marks.
3. Promoting an understanding by the public that the protected titles **ENGINEER, ENGINEERING, PROFESSIONAL ENGINEER, CONSULTING ENGINEER, P.ENG.**, and the French equivalents are used only by individuals and organizations authorized by the constituent associations to use these titles.

4. Owning the following official marks and trade-marks:

Official Marks:



ENGINEERS CANADA	ENGINEER	P.ENG.
INGÉNIEURS CANADA	INGÉNIEUR	ING.
PROFESSIONAL ENGINEER	ENGINEERING	CONSULTING ENGINEER
GÉNIE	INGÉNIERIE	INGÉNIEUR CONSEIL

Registered Trade-marks:



NATIONAL ENGINEERING WEEK	C.C.P.E.
SEMAINE NATIONALE DU GÉNIE	C.C.I.

Active Trade-mark Applications:

NATIONAL ENGINEERING MONTH	MOIS NATIONAL DU GÉNIE
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Certification Mark Applications:

FEC	FIC
FEC (Hon.)	FIC (Hon.)

SUMMARY FINANCIAL STATEMENTS



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REPORT OF THE INDEPENDENT AUDITORS ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of Engineers Canada

The accompanying summary financial statements of Engineers Canada (formerly The Canadian Council of Professional Engineers), which comprise the summary statement of financial position as at December 31, 2013, the summary statements of operations and changes in net assets and cash flows for the year then ended, and related notes, are derived from the audited financial statements prepared in accordance with Canadian accounting standards for not-for-profit organizations, of Engineers Canada as at and for the year ended December 31, 2013.

We expressed an unmodified audit opinion on those financial statements in our report dated April 17, 2014.

The summary financial statements do not contain all the disclosures required by the Canadian accounting standards for not-for-profit organizations applied in the preparation of the audited financial statements of Engineers Canada. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of Engineers Canada.

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 note 1.

Auditors' 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 Engineers Canada as at and for the year ended December 31, 2013 are a fair summary of those financial statements, in accordance with the basis described in note 1.

Chartered Professional Accountants, Licensed Public Accountants

April 17, 2014

Ottawa, Canada

FINANCIAL POSITION

ENGINEERS CANADA

(FORMERLY THE CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS)

Summary Statement of Financial Position

December 31, 2013, with comparative information for 2012

	2013	2012
Assets		
Current assets:		
Cash	\$ 621,643	\$ 1,010,190
Amounts receivable	1,339,920	1,667,844
Prepaid expenses	220,296	272,894
	<u>2,181,859</u>	<u>2,950,928</u>
Investments	6,430,663	5,612,207
Tangible capital and intangible assets	755,356	316,055
	<u>\$ 9,367,878</u>	<u>\$ 8,879,190</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities	\$ 408,862	\$ 553,418
Deferred revenue	–	2,679
	<u>408,862</u>	<u>556,097</u>
Net assets:		
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 tangible capital and intangible assets	755,356	316,055
Other internally restricted	211,400	211,400
	<u>6,541,756</u>	<u>6,102,455</u>
Unrestricted	2,417,260	2,220,638
	<u>8,959,016</u>	<u>8,323,093</u>
	<u>\$ 9,367,878</u>	<u>\$ 8,879,190</u>

See accompanying notes to summary financial statements.

On behalf of the Council:



Catherine Harwood, FEC, P.Eng.
Director



W. James Beckett, FEC, FGC (Hon.), P.Eng.
Director

STATEMENTS OF OPERATIONS

ENGINEERS CANADA

(FORMERLY THE CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS)

Summary Statement of Operations and Changes in Net Assets

Year ended December 31, 2013, with comparative information for 2012

	2013	2013 Actual	2012 Actual
Revenue:			
Provincial assessments	\$ 2,627,287	\$ 2,657,918	\$ 2,553,827
Foreign credential recognition	—	1,381	19,524
Affinity programs	5,271,583	5,336,921	5,124,570
Investment	203,000	857,744	466,571
Other	222,500	178,204	157,081
Externally funded projects	1,086,065	781,082	1,395,709
	9,410,435	9,813,250	9,717,282
Expenses:			
Canadian Engineering Accreditation Board	460,033	390,608	447,489
Canadian Engineering Qualifications Board	312,208	348,535	255,231
Research program	345,949	259,913	342,725
International program	116,200	75,968	116,029
Foreign credential recognition	163,384	75,061	115,498
Governance	742,908	742,008	636,542
Affinity programs	748,286	799,388	723,294
Communications	574,906	799,105	491,223
Government relations	93,228	162,466	78,454
Corporate services	5,025,168	4,805,714	4,548,827
Committees and special projects	18,500	—	36,272
Externally funded projects	1,021,065	718,561	1,341,424
	9,621,835	9,177,327	9,133,008
Excess (deficiency) of revenue over expenses	(211,400)	635,923	584,274
Net assets, beginning of year		8,323,093	7,738,819
Net assets, end of year		\$ 8,959,016	\$ 8,323,093

See accompanying notes to summary financial statements.

CASH FLOWS

ENGINEERS CANADA

(FORMERLY THE CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS)

Summary Statement of Cash Flows

Year ended December 31, 2013, with comparative information for 2012

	2013	2012
Cash provided by (used in):		
Operating activities:		
Excess of revenue over expenses	\$ 635,923	\$ 584,274
Items not involving cash:		
Amortization of tangible capital and intangible assets	99,566	81,589
Net realized loss (gain) on disposal of investments	(51,847)	25,570
Change in net unrealized gain on investments	(242,459)	(284,196)
Change in non-cash operating working capital:		
Decrease (increase) in amounts receivable	327,924	(256,729)
Decrease (increase) in prepaid expenses	52,598	(35,026)
Decrease in accounts payable and accrued liabilities	(144,556)	(15,477)
Decrease in deferred revenue	(2,679)	(105,562)
	674,470	(5,557)
Investing activities:		
Purchases of investments	(884,150)	(629,904)
Proceeds from disposal of investments	360,000	455,078
Additions to tangible capital and intangible assets	(538,867)	(114,772)
	(1,063,017)	(289,598)
Decrease in cash	(388,547)	(295,155)
Cash, beginning of year	1,010,190	1,305,345
Cash, end of year	\$ 621,643	\$ 1,010,190

See accompanying notes to summary financial statements.

Engineers Canada is a national federation of the twelve provincial and territorial associations authorized to license engineers and regulate the practice of the profession across Canada. Engineers Canada exists so that constituent associations have support for an advancing engineering profession and its self regulation in the public interest at a cost that is justified by the results.

Engineers Canada was incorporated without share capital under Part II of the Canada Corporation Act. Effective October 31, 2013, Engineers Canada continued their articles of incorporation from Canada Corporations Act to the Canada Not for profit Corporations Act and changed its name to Engineers Canada from the Canadian Council of Professional Engineers. Engineers Canada is a not for profit organization and as such is exempt from income tax under Section 149(1)(l) of the Income Tax Act.

1. Summary financial statements:

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at and for the year ended December 31, 2013.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected in the summary financial statements so that they are consistent, in all material respects, with or represent a fair summary of the audited financial statements.

These summary financial statements have been prepared by management using the following criteria:

- (a) whether information in the summary financial statements is in agreement with the related information in the complete audited financial statements; and
- (b) whether, in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including the notes thereto.

The complete audited financial statements of Engineers Canada are available upon request by contacting Engineers Canada.

VOLUNTEERS & SPONSORS

Thank you to our numerous volunteers and sponsors for their commitment and invaluable contributions to Engineers Canada, the engineering profession and the Canadian public. Volunteers generously donated **over 28,000 hours** of their time to Engineers Canada in 2013:

GROUP	APPROXIMATE VOLUNTEER HOURS
Engineers Canada Board directors and advisors	10,500
Admissions Advisory Board	60
Canadian Engineering Accreditation Board	6,600
Canadian Engineering Qualifications Board	1,700
Audit Committee	20
Awards Committee	175
Bridging Government and Engineers Committee	275
Canadian Framework for Licensure - Steering Committee	30
Canadian Framework for Licensure - Competency Project	30
Chief Executive Officers Group	2,500
Communications Task Force	50
Compensation Committee	20
EIT - Student - University Liaison Managers	70
Executive Committee	50
Governance Committee	80
Government Relations & Public Affairs Committee	70
International Committee	200
International Engineering Graduate Committee	30
National Admissions Officials	425
National Communications Officials	25
National Continuing Professional Development Officials Group	25
National Discipline and Enforcement Officials	300
National Environment Officials Group	50
Presidents Group	3500
Public Infrastructure Engineering Vulnerability Committee	300
Sustainable Membership Committee	20
WFEO Committee on Engineering and the Environment	900
WFEO Women in Engineering Committee	60
Women in Engineering Committee	325
TOTAL	28390

VOLUNTEERS

A

Derek Apel, P.Eng.
Galal A.M. Abdelmessih, P.Eng., PMP
Georges Abdul-Nour, Ph.D., ing.
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Rémi Laurent, ing.
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Ann English, P.Eng.

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Darryl Ford, FEC, P.Eng.
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Roydon Fraser, FEC, P.Eng.
Pierre Frattolillo, ing.
Diane Freeman, FEC, P.Eng.

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Terry Gardiner, P.Eng.
Jeannette Gauthier, ing.
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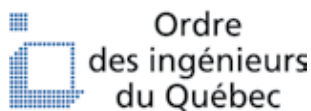
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