



Ontario Professional Engineers Foundation for Education

Since 1959



2018-2019 ANNUAL REPORT

60

YEARS OF GIVING TO STUDENTS AND ENGINEERS

GIVING TO STUDENTS

Our purpose is to nurture tomorrow's engineers by providing excellent students with recognition, financial assistance and connections into the path to the P.Eng. licence.

The Engineers Foundation is the official charity of the Ontario engineering profession. Our mission is to nurture engineering students into licensed engineers. We do this through,

- our entrance and undergraduate scholarships that reward academic and leadership excellence.
- our gold medals that acknowledge the success of the top graduating engineering students.
- our board and membership who connect students to mentors and employers.

Our vision is to expand the assistance engineering students receive to obtain the qualifying skills for their P.Eng. licence. We also seek to extend the network of professional engineers that donate their time and money back to the next generation of students.

GIVING TO ENGINEERS

Our purpose is to care for professional engineers in need.

The Engineers Foundation's Benevolent Fund is an endowment providing emergency financial aid to care for licensed professional engineers.

Our vision is to always be there for professional engineers in need.

ACKNOWLEDGMENTS

I would like to take this opportunity to thank the directors, officers, members and donors for their enthusiasm and dedication to the work of the Engineers Foundation. It has been a very busy and rewarding year.

I must also thank our part-time administrative coordinators, Andrea Bussinger and Javier Valdivieso, our accountants AZ Accounting Firm, our Fundraising Specialist Patricia Lim, and our website administrators Rosa Sucilan and Davis Dao-Vu for their faithful attention to the many details of the Engineers Foundation's day-to-day operations.

And there are many engineers out there that I wish to thank who donate their time, talent and treasurers to acknowledge the accomplishments of our engineering students and invite them into the path to their P.Eng. licence and to becoming engineers.

Our future engineers will be helping to ensure that the well-being of our society is protected. It has been a privilege getting to know so many of them over my ten years on the board and my 7 years as your President.

Respectfully submitted on behalf of the Board of Directors,



**Marisa Sterling, P.Eng, FEC
President and Chair, 2012-2019**

BOARD OF DIRECTORS

At the Annual General Meeting (AGM) held May 28, 2018, the members of the Ontario Professional Engineers Foundation for Education (FFE or Engineers Foundation) elected the following directors:

Affiliated with Professional Engineers Ontario (PEO):

Bob Dony, P.Eng.	(current Councillor)
Marta Ecsedi, P.Eng.	(past Councillor)
Maria Iannone	(current Staff)
Arthur Sinclair, P.Eng.	(current Chapter executive)
Marisa Sterling, P.Eng.	(current Councillor)

Affiliated with the Ontario Society of Professional Engineers (OSPE):

Shelly Deitner, P.Eng.	(current Director)
Jane Huang, P.Eng.	(past Director) – resigned April 9, 2019
Matthew Jelavic, P.Eng.	(current Director)
Sue Tessier, P.Eng.	(past Director)
Karen Chan, P.Eng.	(past Director) – resigned January 26, 2019



OFFICERS OF THE BOARD

At the meeting of the Board of Directors on June 7, 2018, the following officers of the Engineers Foundation were appointed:

President and Chair	Marisa Sterling, P.Eng.
Vice President	Sue Tessier, P.Eng.
Secretary	Maria Iannone
Treasurer	Marta Ecsedi, P.Eng.



Directors, members, award winners and guests at the 2018 AGM

Note: The Directors are retired at each annual meeting of the members of the Engineers Foundation, but are eligible to be re-elected if otherwise qualified. The Officers are elected or appointed by the Board at its first meeting after the annual general meeting. The Secretary and Treasurer of the Engineers Foundation need not be members of the Board of Directors.

ENGINEERS FOUNDATION MEMBERSHIP

The Engineers Foundation has a total of 41 members, four that were newly added in 2018-19.

- Kim Allen, P.Eng.
- David Brown, P.Eng.
- Noreen Calderbank, P.Eng.
- Colin Cantlie, P.Eng.
- Tracey Caruana, P.Eng.
- Karen Chan, P.Eng.
- Jeannette Chau, P.Eng.
- Corneliu Chisu, P.Eng.
- Bruce Clarida, P.Eng.
- George Comrie, P.Eng.
- Peter Cowherd
- Valerie Davidson, P.Eng.
- Shelly Deitner, P.Eng.
- Bob Dony, P.Eng.
- Bernard Ennis, P.Eng.
- Marta Ecsedi, P.Eng.
- Roydon Fraser, P.Eng.
- Jamie Gerson, P.Eng.
- Ashley Gismondi - *NEW*
- Santosh Gupta, P.Eng.
- Jonathan Hack, P.Eng. – *NEW*
- Lola Hidalgo Salgado, P.Eng.
- Jane Huang, P.Eng.
- Maria Iannone
- Stephen Jack, P.Eng.
- Matthew Jelavic, P.Eng.
- Catherine Karakatsanis, P.Eng.
- Chetan Mehta
- Nick Monsour, P.Eng.
- Valeria Mueller
- Changiz Sadr, P.Eng.
- Rakesh Shreewastav, P.Eng.
- Baijul Shukla
- Marilyn Spink, P.Eng.
- Marisa Sterling, P.Eng.
- Sue Tessier, P.Eng.
- Michelle Wehrl - *NEW*
- Richard Weldon, P.Eng.
- Michael Wesa, P.Eng.
- Rob Willson, P.Eng.
- Laura Yu, P.Eng. - *NEW*

The Engineers Foundation has a total of six PEO Chapter members.

- East Toronto - Arthur Sinclair, P.Eng.
- Kingston - Stephen Wall, P.Eng.
- Lake Ontario - Andre Lodhar, P.Eng.
- Ottawa - Sucha Mann, P.Eng.
- Toronto-Humber - Leon Wasser, P.Eng.
- Windsor-Essex - Asif Khan, P.Eng.

We wish to thank the following retiring members for their volunteerism and interest in the goals of the Foundation:

- Chris Cragg, P.Eng.
- Roger Jones, P.Eng.
- Zico Sarmiento
- Alourdes Sully, P.Eng.

We wish to also remember former Engineers Foundation Director, Steven Rose, P.Eng.



Steve served on the Board of Directors from 2015 to 2017. He presented our scholarships to student award winners at Queen’s University and the Royal Military College of Canada. Steve was a thoughtful and engaged member of our Board and an enthusiastic mentor and role model to engineering students. As owner of his own engineering firm, Steve offered valuable guidance on the Foundation’s operations. Steve passed away peacefully on June 29, 2018. We fondly remember his warm personality and many contributions.

/peace

ACTIVITIES & ACHIEVEMENTS

Your Board of Directors met a total of 11 times since the last AGM on:

- June 7, 2018
- July 25, 2018
- August 22, 2018
- October 10, 2018
- November 13, 2018
- December 12, 2018
- February 12, 2019
- March 19, 2019
- April 9, 2019
- May 14, 2019
- June 17, 2019



In May 2019, the Foundation welcomed a new Administrative Coordinator,

J. Javier Valdivieso, PMP

Javier has a bachelor's degree in Organizational Communications and Advertising from the Universidad de Lima, Peru, and a master's degree in Communications from the University of Windsor in Ontario. He brings experience in e-business management, budgeting, team development, digital transformation, organizational resiliency, donor database management and marketing. Javier previously worked with the Board of Directors of the Ontario Motor Vehicle Industry Council as well as the Bill and Wendy Volk Foundation and their Celebration Golf Classic to raise funds for Right to Play. Welcome Javier!

The Engineers Foundation's achievements over the past year included:

1. Student Awards

The Engineers Foundation distributed a total of \$143,000 in award monies between September 2018 and May 2019 across fourteen of Ontario's CEAB-accredited engineering schools. A total of 110 students were recipients of the Foundation's awards.

**Ontario Professional Engineers
Foundation for Education
Since 1959**

BUILDING FUTURE LEADERS

\$3.2 million
in scholarships

3452
engineering
students helped

Funding for engineering students at all Ontario accredited schools, and for professional engineers in financial need.

DONATE TODAY

- Online: engineersfoundation.ca
- Call: 1.800.339.3716, ext. 1222
- PEO fee renewal: check the donation box

Charitable Number: 104221373 F9000

Since the Foundation was founded in 1959, over 3.2 million dollars of scholarship funding has been invested in 3,452 deserving engineering students across Ontario.



Entrance Scholarship (\$1,500 each, 2 per school, 50% female recipients)

A total of \$42,000 was given to 28 first year engineering students who attained high academic standing in their final year of high school and were assessed to be well-rounded students with leadership characteristics. In each school, one male student and one female student received this scholarship. Over the past 21 years, the Engineers Foundation has awarded over \$326,000 in scholarships to women entering engineering programs in Ontario.



Presentation of Engineers Foundation Entrance Awards at Royal Military College of Canada



Undergraduate Scholarship (\$1,500 each, 2-8 per school based on enrolment)

A total of \$99,000 was given to 66 undergraduate engineering students in either their 2nd, 3rd or 4th year of studies who exhibited exceptional role model qualities through participation in professional and non-academic activities while maintaining above average marks.



Chemical engineering student Nelissa Ilao received the Engineers Foundation Undergraduate scholarship from Foundation President Marisa Sterling, P.Eng.

“Receiving the Undergraduate Award for exhibiting exceptional role model qualities and maintaining above average grades was a massive relief,” says Kathleen Rockley. “It provided a sense of confidence knowing that my work as a student was in line with what Professional Engineers Ontario considered exceptional. It made me believe I could succeed as an engineer outside of my program and in the professional world.”

- Kathleen Rockley, University of Ottawa, civil engineering, Undergraduate Awardee



Gold Medal (no additional cash amount, 1 per school)

A total of 15 graduating engineering students were awarded the Foundation's Gold Medal for achieving the highest academic standing in their class. The medals were inscribed with the student's name and were mostly presented at convocation ceremonies to an audience of the students' peers.



Associate Dean Hossam Kishawy, P.Eng, and Professor Mikael Eklund, P.Eng, present the Engineers Foundation Gold Medal to engineering graduate Jonathan Fischer

“(The award), it’s a good thing to see evidence that hard work pays off and when it seems that nobody is realizing your hard work, this kind of award helps with pushing forward...(the award provided) confidence that helps me as an individual within an engineering society, especially with employers...”

– Omar Ali, McMaster University, civil engineering graduate, Gold Medal Awardee



Leaders for the Future Award (\$2,000, 1 per year)

The 2018 Leaders for the Future award was given to Lia Codrington, an Engineering Science student at the University of Toronto. The award was presented at the annual Engineers Without Borders xChange conference *Boundless Citizenship* in Montreal, QC on January 20, 2019. The award is given to an Ontario engineering student showing academic excellence and service dedication through completing an overseas placement with EWB.



Lia Codrington

“The award really helped fund my degree. It was especially meaningful because it came from a society of people who have already done what I’m trying to do. It helped me realize that I was on the right track and had the support of so many other engineers.”

2. Highlights of Accomplishments

In the 2018-19 year, the Foundation achieved the following results:

- OSPE members can now make on-line donations to the Foundation when they renew their annual OSPE fee. The OSPE Fee Renewal process was adjusted to accept on-line donations to the Engineers Foundation.
- The Foundation's website was refreshed to a clean and modern look, with stories from student awardees and keeping the online donation portal. The site is mobile-device friendly, accessible and was launched on November, 27, 2018 also known as #GivingTuesday - the global day of giving that takes place each year after Black Friday.
- A new Gold Medal Design was created to be consistent with the Foundation's modern and fresh look.
- The Foundation can now automatically receipt donations, and build better relationships with employers of engineers as the donor database was transferred over to new software called Little Green Light.
- The Foundation hired an external bookkeeper, AZ Accounting Firm. This is a change from the in-kind bookkeeping support the Foundation had been receiving from PEO for close to 58 years and from OSPE for over 1 year.
- The Foundation hired its first permanent employee - a part-time Administrative Coordinator, replacing the previous independent contractor role, and refreshed the job description for this role.
- The Foundation was successful with its application to the Canada Summer Jobs Program and hired 3 students from May to August 2018: Marketing Specialist Anusan Ketheeswaran, a Business student at York University with non-profit experience; Fundraising Specialist Patricia Lim, a high school student with 1.5 years' experience at Habitat for Humanity; and Website Specialist Christine Kim, a software engineering student at Western with experience designing a website for the Canadian Federation of Engineering Students. The Foundation thanks PEO for offering in-kind office space for the summer students.
- Three by-law amendments were recommended to the members to allow past Gold Medal awardees to become Foundation members, to allow one past Gold Medal awardee to sit on the board to bring age diversity, to allow the past President to sit on the board to bring organizational history and to diversify the terms for Board directors to assist with succession planning.

- The Foundation provided an informational insert for the Annual General Meeting materials of both PEO and OSPE, and was invited to bring greetings to the OSPE AGM.
- The Foundation was advertised in two issues (July/Aug 2018 and Mar/Apr 2019) of PEO's *Engineering Dimensions* magazine, Canada's highest circulated engineering publication reaching an audience of 188,545.

In the past 7 years under the guidance of President Marisa Sterling, the Foundation achieved the following results:

- Gift agreements were created and signed between the Foundation and all 15 accredited engineering schools in Ontario. The agreements covered a 5-year term and are renewable. These documents have been extremely helpful to outline the purpose of the Foundation's awards and have more easily facilitated the roles of each party in administering them.
- The roles of board members was further defined to hold a university-liaison role as well as a committee co-chair role. Each university and Foundation partner now has a Board member designated to them each year to oversee the relationship. And board committees were created to support fundraising, marketing, governance and student programs.
- Membership in the Foundation was created for PEO Chapter executives in order to create a stronger connection between engineering students and PEO.
- The Foundation now has an annual compliment of summer staff and full-year contractors who assist with website maintenance, social media presence, fundraising prospects and marketing. These people resources have allowed the Foundation to get more things done in a year and support its working board of directors. In 2017 and 2018, the Foundation was able to hire 3 summer students each year with the assistance of its successful application to the Canada Summer Jobs Program.
- The Administrative Assistant role was elevated to Administrative Coordinator.
- The Foundation's website was overhauled to accept on-line donations, to tell the stories of student awardees, and to improve the engagement of the public with the meaningful work of the Foundation. Social media channels were created on Twitter, Facebook, Instagram and LinkedIn.

- Two large bequests were received and these additional funds were invested back into students with a 50% increase in the annual scholarship amounts and a 50% increase in the number of scholarships given in Ontario. The annual scholarship amounts per school were re-balanced in the ratio of numbers of engineering students at each school. This allowed for growing schools to receive larger scholarship amounts.
- An equity strategy was approved and starting September 2019, all Foundation scholarships will be given out to a minimum of 50% female-identified engineering students. This change brings the undergraduate awards in-line with the entrance awards.
- An accessibility strategy was approved and now board meetings and the Annual General Meeting allow remote access. For the last 3 years, the AGM has been webcast to be available to anyone across Ontario. As well, the Foundation's banking has been moved on-line to allow for Board members to conduct Foundation business from any location.
- President Sterling role modelled an annual donation challenge where she personally matches all donations made on the day of the Foundation's AGM.



Engagement with Ontario's Engineering Schools

The Engineers Foundation has worked this past year to strengthen its relationships with Ontario's 15 engineering schools. The Deans of engineering, the engineering faculty members and the awards officers are key partners in the success of delivering our awards program since they select the awardees according to the Foundation's criteria.

Donor agreements with each school continue to provide universities with assurances of the Foundation's multi-year giving and to ensure that:

- All Engineers Foundation awardees meet the criteria and all monies are distributed within the same academic year;
- Every effort is made to arrange a suitable award ceremony among the students' peers with participation by at least one representative of the Engineers Foundation;
- Awardees are invited to join PEO's and OSPE's student membership programs and establish ongoing contact with the Foundation; and
- Engineering schools are invited to provide feedback to the Foundation on ways to improve the effectiveness of our awards programs.



Did you know? One **\$1,500 scholarship** could **save** an **engineering student...**



130 hours working a part-time, minimum wage job?

Engagement with Ontario's Engineering Associations



In the 2018-19 year, the Engineers Foundation received a generous donation from Professional Engineers Ontario (PEO) and in-kind support from PEO and the Ontario Society of Professional Engineers (OSPE).

PEO continued to administer donations from licence holders through the annual PEO fee renewal process. PEO also provided the Foundation in-kind support through office and meeting space, IT and mailroom support, graphics and communications assistance, and hosting the Foundation's annual meeting.

The Engineers Foundation was invited to participate in the annual general meetings of PEO and OSPE.



Founded in 1959 by PEO Presidents, providing financial assistance to engineering students and professional engineers.



Each year we provide:

For students at 15 Ontario universities:

- 30 First-year Scholarships (\$1,500 each)
- 72 In-Course Scholarships (\$1,500 each)
- 15 Gold Medals
-  Leader for the Future Award (\$2,000)

For engineers:

- Benevolent Fund for financial assistance



FOUNDATION FOR EDUCATION (FFE)

OSPE provided the Foundation in-kind support during the year including accounting assistance, hosting the Foundation's year-end board meeting at their head office, and the opportunity to address their membership at their annual meeting on May 8, 2019.

And starting May 2019, OSPE now provides its members the opportunity to donate online to the Engineers Foundation when they pay their annual OSPE fee.

The Foundation is extremely grateful to PEO and OSPE for their continued support.

“With growing financial responsibilities that come with being an engineering student, your contribution goes a long way in easing some of the financial burden I carry, thereby enabling me to focus on my studies and participate in extracurricular activities. More importantly, this scholarship serves as motivation to continue working hard as I progress on my journey to becoming a licensed engineer.”

- Rachel Braganza, undergraduate awardee

3. Donor Engagement

The Foundation continued its fundraising plan to increase both the quantity and dollar amount of donations received from engineers and corporations. Monthly mailings were sent to PEO members who had previously donated to the Foundation and who consented to receive such mailing one month prior to their annual PEO fee renewal. The mailing reminds the engineer to make a donation by checking off the FFE box at the same time when they send in their annual PEO fee payment, as well as to inquire about corporate matching policies with their employer. This initiative has resulted in a 3% increase in PEO member donations.

Our goal is to make the Engineers Foundation top-of-mind within Ontario's engineering community and the charity of choice for Ontario engineers.



Fill out a donation form.

Ask your employer to match.

Check the FFE box with your PEO fee renewal.

Online at:
engineersfoundation.ca



Your donation will be securely processed and a receipt issued.
Charitable Registration #104001573 RR0001

Our Partners



www.EngineersFoundation.ca

FINANCIAL RESULTS

The Foundation's total revenue for 2018 was \$99,489 versus \$321,223 in 2017, a decrease of \$221,734 or 69%. The reduction was primarily a result of a \$50,000 bequest received in 2017 whereas no bequests were received in 2018. As well, there was a decreased investment income due to financial market fluctuations.

- Donations received from individual engineers and PEO members were \$103,183 in 2018 versus \$102,996 in 2017, an increase of \$187.
- Investment income saw a loss in 2018 of \$17,391 versus a gain of \$156,434 in 2017.
- Grants from the Canada Summer Jobs Program totaled \$11,217 in 2018 versus \$7,343 in 2017.
- Donations from corporations, associations and other sources totaled \$ 2,480 in 2018 versus \$4,450 in 2017, due to a reduction in the OSPE donation amount.

The Foundation's expenses were \$229,431 in 2018 versus \$214,518 in 2017, an increase of \$14,913 or 7% due to a contribution paid out from the Benevolent Fund, a slight increase in operational costs and the hiring of summer students, which was offset by the grant revenue.

- Scholarships and awards totaled \$143,000 in 2018 versus \$155,000 in 2017, a decrease of \$12,000 or 8% due to no awards at Queen's University based on a scholarship criteria change which was resolved in 2019.

There was a resulting deficit of \$129,942 in 2018 versus a surplus of \$106,705 in 2017 due to the loss of the investment portfolio and reduced funds raised. The Foundation is pleased to report it received a clean audit for 2018.

The directors and staff of the Foundation continue to manage expenses carefully to maximize the percentage of each revenue dollar that goes directly to our award recipients. Fundraising efforts are in place to diversify the Foundation's fundraising techniques and revenue streams.

The long-term goal of the Foundation is to increase both the value and the quantity of scholarships that it issues to students to continue to help defray the rising cost of an engineering tuition, expected to be over \$100,000 during an undergraduate degree.

PROFILES

OF TOMMOROW'S ENGINEERS



Rachel Braganza
Civil Engineering at
Ryerson University

FINANCIAL RELIEF

Having only worked one summer job before beginning university, Rachel was overwhelmed by the cost of beginning an engineering degree. "On top of tuition, I needed books, supplies, and a new laptop. I would have had to use all the money I made in the summer to buy those things but with the help of the scholarship I bought a new laptop and could focus on paying my tuition."

SOURCE OF VALIDATION

"The Foundation for Education's scholarship really helped fund my degree. I can work an entire summer and still not make enough money for tuition," Lia says, "It was especially meaningful because it came from Professional Engineers Ontario, a society of people who have already done what I'm trying to do. It helped me realize that I was on the right track and had the support of so many other engineers."



Lia Codrington
Engineering Science,
Infrastructure Option at the
University of Toronto



Khalid Backtash
Structural
Engineering at
Western University

GREATER CONCERNS

"Being involved so much outside of the classroom, I had no time to take on a part-time job. Considering that I am also in school for the second time and have accumulated student debt, scholarships like this helped me get through my academic career," he says. "I am very fortunate to receive this scholarship because it helped me continue giving back to the engineering community and university by...[being] involved with extracurricular activities."



**Ontario Professional Engineers
Foundation for Education**

**DONATE
TODAY**

- Online: engineersfoundation.ca
- Call: 1.800.339.3716, ext. 1222
- PEO fee renewal: check the donation box