

# 2025 Annual Members Meeting

8 November 2025



# Cultural Acknowledgement

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We acknowledge that we are gathered today on the traditional territories of the Niitsitapi (Blackfoot Confederacy), which includes the Siksika, Kainai, and Piikani Nations, as well as the Tsuut'ina Nation and the Îyâxe Nakoda Nations—the Chiniki, Bearspaw, and Wesley First Nations. Calgary is also home to the Métis Nation of Alberta, Region 3.

We recognize and honour the enduring connection that Indigenous Peoples have to this land, and we are committed to walking together in the spirit of truth, reconciliation, and respect.

# Agenda

Welcome and Call to Order

Cultural Acknowledgement

1.0 Approval of Agenda

2.0 Approval of 2024 Minutes

3.0 Board of Directors

4.0 Financials

4.1 Financial Report

4.2 Approval of 2024-2025 Financial Statements

4.3 Approval of Appointment of Auditors

5.0 PACCC Report

6.0 2024 Member Survey Results

7.0 Delivering Value to our Members

8.0 Advocacy Update

9.0 Upcoming Events

10.0 Questions from the floor

11.0 Adjournment

# 2025 Agenda

## Motion:

As recommended by the CAPA Board of Directors, be it resolved that the 8 November 2025 Agenda is accepted as submitted

*Moved by Kirsten Luomala, President*

*Seconded by Ryan Bennett, President-Elect*





# 2024 AMM Meeting Minutes

*The 2024 AMM Minutes were posted to the AMM section of the CAPA website on 16 December 2024.*

## Motion:

As recommended by the CAPA Board of Directors, be it resolved that the 18 October 2024 minutes of the 2024 Annual Members Meeting be approved as submitted.

*Moved by Kirsten Luomala, President*

*Seconded by Ryan Bennett, President-Elect*



2025 – 2026

Board of Directors

# Welcome New Board Members

President:

Ryan Bennett

**Directors:**

Allie Penrose, *Student Rep*

Ashley Millham, *Saskatchewan*

Greg Richardson, *New Brunswick*

Guillaume Couture, *Québec*

Irene Doucette, *CAF Representative*

Kevin Kitzul, *Ontario*

Past-President

Kirsten Luomala

**Alternate Directors**

Geneviève St-Onge, *Québec*

Kylie Shaughnessy, *British Columbia*

Katrina Pullia, *Ontario*

Vincent Lacharité, *Newfoundland/Labrador*

# Outgoing Board Members

Kevin Dickson, *President/Past President*

Todd Bryden, *Director, Saskatchewan*

Jean-Nicolas Chagnon, *Directeur, Québec*

Gabriel DeMone, *Alternate Director, British Columbia*

Jamie Dougan, *Director, Ontario*

Scott Lawrence, *Alternate Director, Manitoba*

Taylor Smith, *Student Representative*

Join us in thanking  
these Board  
members for their  
support and  
dedication!



# Your 2025-2026 Board of Directors

## Executive

**President**  
Ryan Bennett

**Past President**  
Kirsten Luomala

## Directors, Alternates and Representatives

### Directors

- Lisa Stewart, BC
- Hannah Wiens, AB
- Ashley Millham, SK
- Kali Braun, MB
- Kevin Kitzul, ON
- Kathleen Abreo, NL
- Greg Richardson, NB
- Jennifer Tracz, NS
- Irene Doucette, CAF representative
- Allie Penrose, Student Representative

### Alternates

- Kylie Shaughnessy, BC
- Alana Takahashi, AB
- Katrina Pullia, ON
- Vincent Lacharité, NL
- Iain Chiasson, NB

# Financials

# History – 2015-16 to 2020-21

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
	Final Treasury Board Contribution	Actuals	Actuals	Actuals	Actuals	Actuals
<b>Total Revenues</b>	\$ 1,215,436	\$517,390	\$586,068	\$565,426	\$727,008	\$710,700
<b>Total Expenses</b>	\$956,823	\$819,659	\$860,726	\$877,614	\$813,865	\$595,337
<b>Net Earnings (Loss)</b>	\$258,613	\$(297,029)	\$(274,658)	\$(312,188)	\$(86,857)	\$115,363
<b>Retained Earnings</b>	\$1,424,961	\$1,127,933	\$1,056,336	\$781,678	\$694,821	\$810,184

# History – 2021-2022 to 2025-26

	2021-22	2022-23	2023-24	2024-25	2025-26
	Actuals	Actuals	Actuals	Actuals	Forecast
<b>Total Revenues</b>	\$ 746,770	\$871,674	\$913,410	\$999,610	\$1,032,765
<b>Total Expenses</b>	\$ 726,093	\$764,424	\$792,062	\$961,540	\$1,138,628
<b>Net Earnings (Loss)</b>	\$20,677	\$107,250	\$121,348	\$38,070	*\$105,863*
<b>Retained Earnings</b>	\$530,673	\$637,921	\$759,272	\$797,342	\$675,642

\* Royal College My MOC Contract – negotiation not complete at time of projections

# 2024-25 Financial Statements

Budget vs Audited Actuals		
	Budget	Actuals
Revenues	\$1,025,224	\$999,610
Expenses	\$1,017,526	\$961,540
Net Income (loss)	\$7,698	\$38,070

# Financial Statements and Auditors



# 2024-2025 Financial Statements

## Motion:

As recommended by the Board of Directors be it resolved that the membership accepts the 2024-25 Audited Financial statements as presented.

*Moved by Kirsten Luomala, President*

*Seconded by Ryan Bennett, President-Elect*



# Appointment of Auditors 2025-2026

Annually, the membership is asked to appoint the auditors for the ensuing fiscal year.

For the 2025-2026 fiscal year, the Board is asking the membership to allow the board to appoint an auditor for the **fiscal year ending 31 March 2026**, based on the outcome of an RFP process we will be sending out.



# 2025-2026 Authorization to initiate Auditor Tender process

## Motion:

As recommended by the Board of Directors, be it resolved that the membership authorizes CAPA to appoint an auditor for the 2025-2026 fiscal year, based on the outcome of the RFP process.

*Moved by Kirsten Luomala, President*

*Seconded by Ryan Bennett, President-Elect*



# 2025 PACCC Report



# PACCC Activities

PACCC held virtual meetings as follows:

- 29 January – Nominations for new PACCC members
- 10 February – Nominations for new PACCC members
- 13 March – International PA eligibility to write PACE
- 18 August – International PA eligibility to write PACE
- 7 November – Pass Standard approval

## **Test Committee**

Test Committee held both virtual and in-person meetings

# PACCC Activities

## **PA Cert Exam (PACE) 2025**

- 2025 exams – 23 April and 15 October
- Total of 25 candidates challenged the April 2025 PACE
- Total of 115 candidates challenged the October 2025 PACE

## **CPD Committee**

The CPD Committee reviewed 4 events in 2025

- McMaster University - Optimizing Midlife Women's Health: M factor film and panel discussion
- PARSEC – Virtual PA Shadowing
- PARSEC – Journal Club
- CAPA 2025



# PACCC Council and Committees

PACCC	Test Committee	CPD Committee
<p>Nancy Davis – Chair Angela Cassell – Past-Chair Chan Nguyen – Test Committee Chair Dr. Ainsley Mihalchuk (PA Regulator - CPSM) Bruce Liesen (PA Regulator – CPSA) Joanne Tignanelli, Consumer Representative Elisa Chand, Educator Dr. Rebecca Haworth, Physician Member</p> <p><b>Departing members</b> Brad Olmstead – Chair/Past Chair</p>	<p>Chan Nguyen – Chair Alexandra Schram – Vice Chair Nancy Davis – Past-Chair Rija Hassan Dhiral Kot Patrick Lefaivre Erin Sephton Allen Szabon</p>	<p>Alexandra Schram Patrick Lefaivre Dhiral Kot</p>


Join us in thanking our departing member and in welcoming our new members.

# How do I get CPD Credit Hours for CAPA 2025

**CAPA 2025 website: <https://capa-acam.ca/capa2025/>**



# Add to My Schedule



Canadian Association of Physician Assistants

Association canadienne des adjoints au médecin

[CAPA 2025](#)

[Explore Calgary](#)

[Register Now](#)

**Program**

[Speakers](#)

[National PA Job Fair](#)

[Discounts](#)

[Become A Sponsor/ Exhibitor](#)

[Sponsors & Exhibitors](#)

[Virtual Conference](#)

[My Schedule](#)

Program

The Wait Is Over — The CAPA 2025 Program Is Here!

Click here to download program

Poster Presentations

November 6, 2025 from 10:00am MST to 11:50am MST

Add to my schedule

- Morvan Syndrome with CASPR2-Associated Autoimmune Encephalitis: Highlighting the Physician Assistants Role in a Rare Neurological Emergency - Yashfeen M
- Connecting in Clerkship: An Opportunity to Mitigate Stress, Anxiety and Burnout During Physician Assistant Clinical Training - Julia Press (BASc)
- Financial Stressors and Funding Challenges Among Canadian Physician Assistant (PA) Students - Rina Komissarov, Hanna Creaser, Peter Tasker

# Complete Session Evaluation

Users

CAPA 2025

capa-acam.ca/capa2025/my-schedule

Sign In | Zoom | Submit a request ... | ProctorU DATA | ProctorU | PA REGULATION | Ignite Tracker | CAPA AdminSite | PACCC/Admin | CAPA 2025 | CAPA 2024 | Authorize.Net | Global Payments St...

Explore Calgary

Register Now

Program

Speakers

National PA Job Fair

Discounts

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Sponsors & Exhibitors

Virtual Conference

My Schedule

7:30am MST – 8:45am MST	<u>Breakfast</u>
8:45am MST – 9:00am MST	<u>Opening Remarks</u>
9:00am MST – 9:50am MST	<u>It's Not Over Yet: Emergency Department Findings That Need Follow-Up</u> <i>Rebecca Haworth, MD</i> <i>Erin Sephton, CCPA</i> <div>Session Evaluation</div>
10:00am MST – 10:50am MST	<u>Enhancing Critical Care: The Role and Impact of Physician Assistants in Medical and Surgical ICUs</u> <i>Linda Abad, MPAS, PA-C</i> <div>Session Evaluation</div>
11:00am MST – 11:50am MST	<u>Day in the Life of a Physician Assistant in Remote Industry</u> <i>Nicholas Withers, CD, MD, CCFP(EM), FCFP</i> <div>Session Evaluation</div>

https://capa-acam.ca/capa2025/program/?session=297

# CPD Certificate



Canadian  
Association  
of Physician  
Assistants

Association  
canadienne  
des adjoints  
au médecin

## Certificate of participation for

This document certifies that the Physician Assistant Certification Council of Canada (PACCC) has awarded CPD credit hours for the

**CAPA Annual Conference 6 – 8 November 2025**

**PACCC CPD Certificate – 04-PACCC**

You may claim a maximum of \_\_\_\_\_ Section 1: Group Learning – Accredited conference credit hours for CAPA 2025

You may also claim a maximum of \_\_\_\_\_ Section 1: Group Learning – Unaccredited conference credit hours for CAPA 2025

(0.5 unaccredited conference credit hours for the AMM)

.....  
Please note that the American Academy of Physician Assistants (AAPA) recognizes CAPA 2025 credit hours awarded by PACCC and can be reported as Category 1 and Category 2 credit hours respectively.

**Each participant should claim only those credit hours actually spent in the activity and for which a session evaluation has been completed.**

**Number of credit hours claimed:** \_\_\_\_\_

Certificate should be retained for a 6-year period and may be requested for presentation by the PACCC

**Date:** November 6-8, 2025

**Location:** Calgary, Alberta

**PACCC**  
PHYSICIAN ASSISTANT  
CERTIFICATION COUNCIL  
OF CANADA



**CCAMC**  
COMITÉ DES CHÉVÉTIENS  
DES ADJOINTS AU MÉDECIN  
DU CANADA

# My MOC

Users

Dashboard

royalcollege.ca/en/members/moc/dashboard

Sign In | Zoom | Submit a request | ProctorU DATA | ProctorU | PA REGULATION | Ignite Tracker | CAPA AdminSite | PACCC/Admin | CAPA 2025 | CAPA 2024 | Authorize.Net | Global Payments St...

My MOC

Dashboard

Activities List

Drafts

Log an Activity

Download Reports

Tools and resources

Transactions

My Learning

Go to Main Site

MOC cycle completion certificates for cycles completed prior to 2024 are not available on the My MOC platform. To request a past MOC cycle completion certificate, please email [cpd@royalcollege.ca](mailto:cpd@royalcollege.ca) and include your Royal College ID number.

Welcome back,  
**Ms. Sandra Bourgon**  
Royal College Id: 2356206

LOG ACTIVITY

DOWNLOAD REPORTS

MOC Program Requirements Overview

Introducing the refreshed MOC framework! We've updated the cycle and annual minimum requirements and added more activities eligible for MOC credits! [Learn more about the changes to the program requirements.](#)

Cycle Requirements (Jan 1, 2022 - Dec 31, 2026)

Cycle type: Voluntary. No minimum requirements per cycle.

Cycle Progress

176/0 credits





Canadian  
Association  
of Physician  
Assistants

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au médecin

# Member Survey Results

## 2024-2025

[CAPA-ACAM.CA](https://capa-acam.ca)



# 2024 Member Survey

From December 10th, 2024, to January 24th, 2025 , CAPA-ACAM staff sent out a member survey to over 1080 recipients. With an average of **67% open rate**, CAPA-ACAM received **295 responses**.

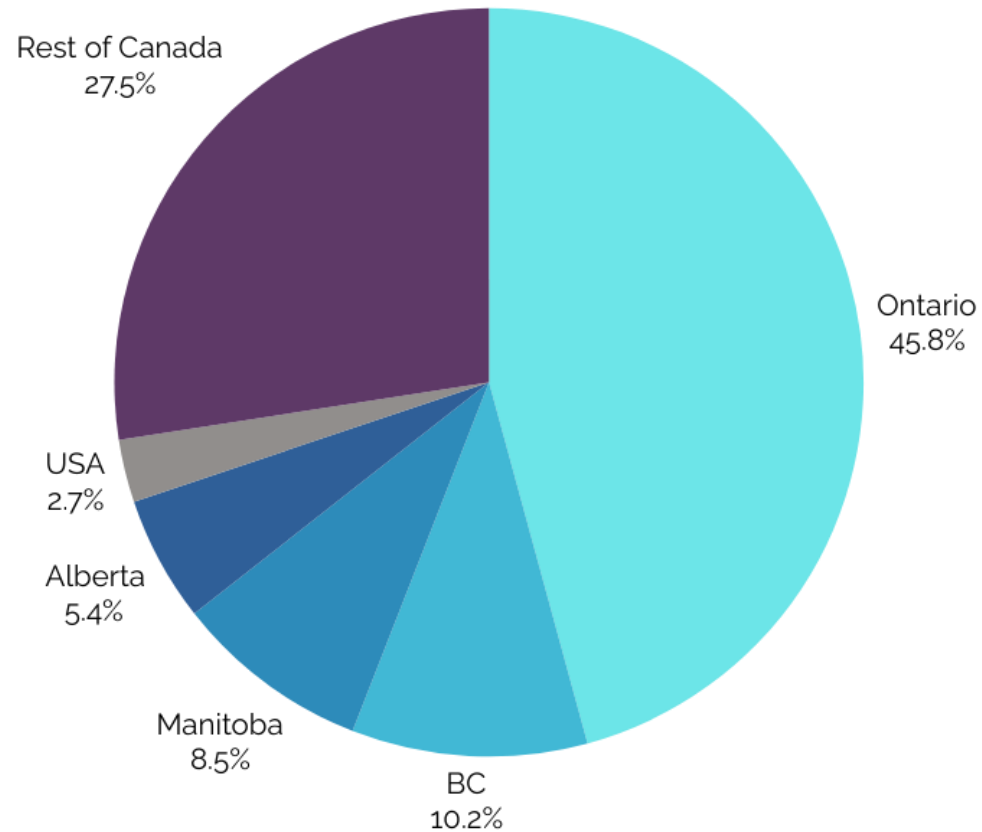
**295 Responses**



**67% average open rate**



# Geographical Findings



If you had the choice, where would you be most interested in working? 2023 data also showed Ontario.

39%

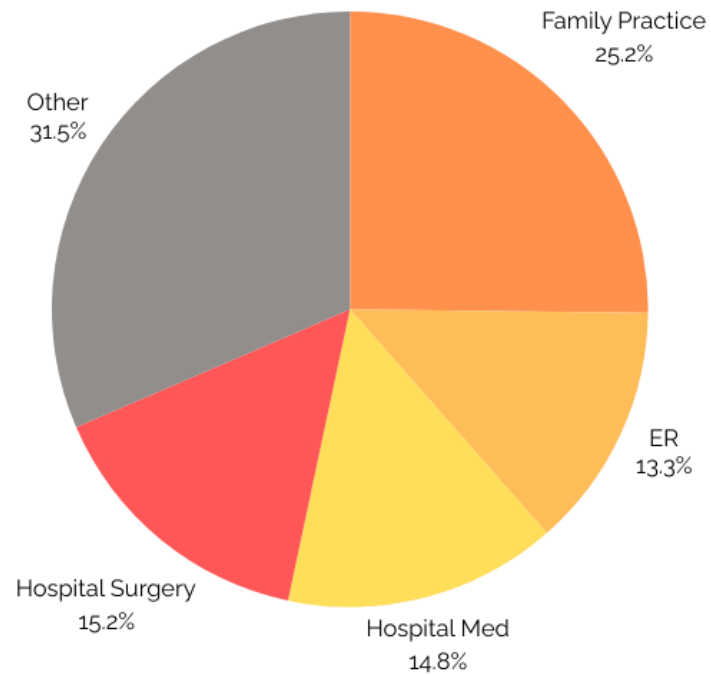
Of (107 PAs) work in areas with a population greater than 500,000

59%

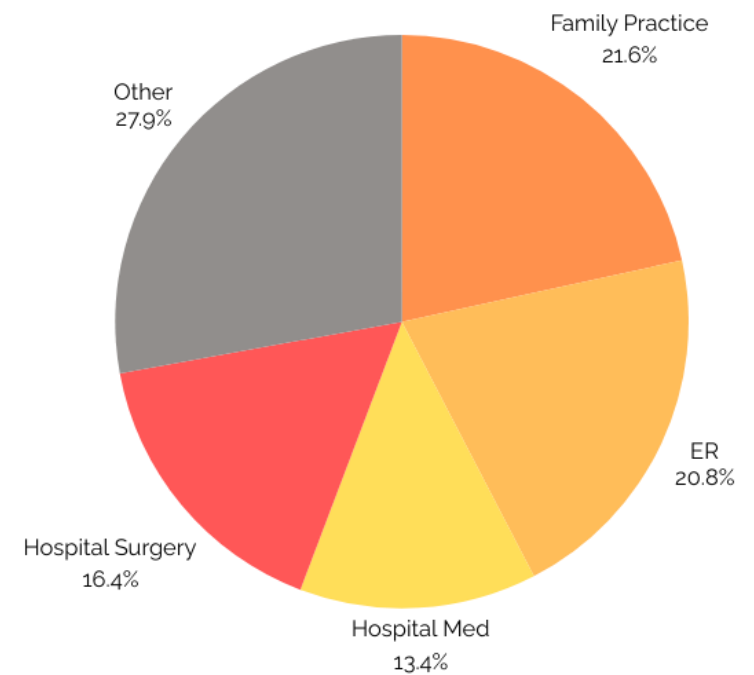
Of PAs in Canada work in Ontario (175 respondents)

# PA Practice Setting

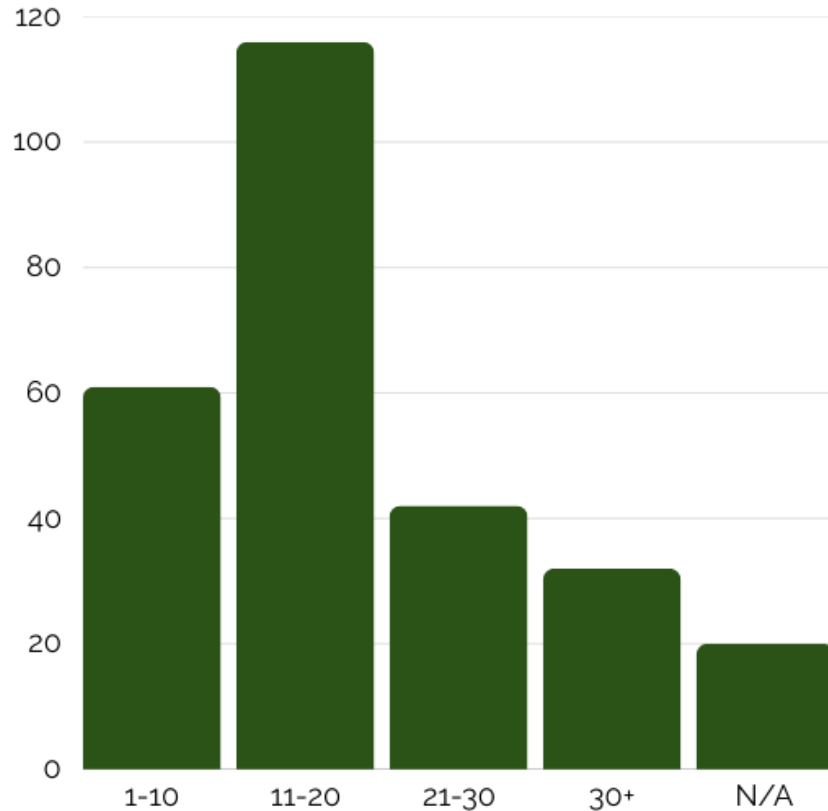
270 Responders answered which setting do they primarily work in?



269 Responders were asked which setting would they like to primarily work in?



# Patient and Salary data



271 shared their average patient load per day.  
Majority of PAs attending to 11-20 patients a day

50%

Of PAs are paid a Salary

50%

Of PAs are paid Hourly

63%

Of PAs on average make between  
\$85,000 - \$120,000

# CAPA-ACAM Membership

63%

Of Members find their CAPA-ACAM membership “Very or Some What Valuable”

28%

Of PAs do not have Professional Liability Insurance



# Certification

80%

say certification and the maintenance of  
certification is very or somewhat  
valuable

**PACCC**  
PHYSICIAN ASSISTANT  
CERTIFICATION COUNCIL  
OF CANADA



**CCAMC**  
LE CONSEIL DE CERTIFICATION  
DES ADJOINTS AU MÉDECIN  
DU CANADA

# Conference

19%

Of responders attended CAPA  
2024 (281 out of 295)

65%

Of responders “value or somewhat  
value” attending CAPA-ACAM  
Annual Conference

48%

Of responders did not attend CAPA  
2024 due to cost and location of  
conference

73%

Of responders “value or somewhat  
value” CAPA-ACAM hosting the  
Annual Conference

*Specified responses also shows many responders did not attend due to employment duties.*

# Marketing and Communications

95%

Of responders prefer email marketing as the best form of communication

48%

Of responder's overall impression of CAPA-ACAM.CA website as “Good” or “Fair”

76%

Of responders are “Satisfied or Very Satisfied” with CAPA-ACAM marketing and communications efforts



Delivering  
Value to our  
Members

# Member Benefits

**CAPA offers members over 15 great discounts and savings, every year we continue to grow our collaborations and partnerships.**

**45% of CAPA-ACAM members do not use Member Benefits (47% of the members did not use member benefits in 2023)**



# Member Benefits

Member Benefits can be found in three easy steps!

1. Login into your CAPA account
2. Click on member central
3. Find member benefits

Save on travel, insurance, healthcare resources and more!



# PA Backpacks and Merch



# Coast to Coast Advocacy





# National

## Advocacy Tool - #CanadaDeservesPAs

- Comprehensive online platform to amplify and enlist your help in our advocacy to federal and provincial government leaders through automated and smart letter writing technology.

## Every Doctor Deserves a PA

- Designed to highlight the value PAs bring to physicians, as well as healthcare teams. The campaign will invite them to learn more about the profession and how to hire a PA.

**Article in Medical Post** in Doctor Supply issue to showcase why physicians are deserving of PAs.



# National

- Letter to Minister of Health re: commend interpretation of Canada Health Act and use to get meeting with:
  - *Executive Director, Assistant Director of Health Human Resources and supporting staff*
- Federal Pre-Budget Consultation submission
- Feedback on Canada Student Loans Regulations and the Canada Student Financial Assistance Regulations
- Controlled Drugs and Substances Act
  - *Letters sent to all provincial Ministers of Health, as well as provincial Ministers of Mental Health and Addictions to request their support in having PAs added to CDSA*
- Met with Major-General S.F. Malcolm, MSC, CD, MD / Surgeon General, Canadian Armed Forces
- Canadian Medical Association integrated health human resources planning policy document
- Royal College \$3.5 million grant from Health Canada to develop a National Plan for Health Workforce Well-Being to improve retention across health care professions
- Canadian Dermatology Association – Whitepaper to quantify shortage of physicians
- Attended Primed – Added to About section on website

# British Columbia

## **Meeting with Minister of Health, Josie Osborne to discuss expanding regulatory framework**

- MOH attended welcome ceremony at Saanich Peninsula Hospital

## **Presentation to BC Standing Committee on Finance and Government Services**

- Feedback incorporated into final report:
- Incorporate PAs into HCS, hire 50 PAs, develop training program and regulate under CPSBC

## **Quarterly check-in meetings with CPSBC**

- Feedback re: Health Professions and Occupations Act (HPOA)
- HPOA will define PA Scope of Practice and encourage PAs be designated as a health profession

## **Liaise with stakeholders:**

- Doctors of BC, Emergency Care BC, Specialists of BC, Family Doctors of BC, Department of Orthopedics at UBC
- Ministry of Post Secondary Education and Future Skills – Feedback on PA role



# Alberta

- Presented to **ABmunis' Small Communities Committee**
- Meeting with **Health Quality Council of Alberta**
- Request to be included in province's plan for **more primary care centres**
- Meeting with **Primary Care Alberta**
- Meeting with **Acute Care Alberta**
- **Alberta Medical Association** – meeting to discuss collaborative advocacy efforts
- **Municipality Supported Clinics Grant Program** and the **Rural Team Recruitment Grant Program** to help increase access to – and strengthen – primary health care services across rural and remote areas





# Saskatchewan

- **Webinar** on PAs attended by more than **60 government officials, stakeholder reps, University of Saskatchewan and physicians**
- Meeting with **Minister of Health Jeremy Cockrill**
- Communication to **CPSS** recommending they change the reporting period to the anticipated start date opposed to the date of hire / licensing date
- Attended University of Saskatchewan's inaugural **stethoscope ceremony**
- Featured on **Evan Bray radio show**



# Manitoba

- Facilitate connection between PAs and government to help **address physician shortages in rural Manitoba**
- Engage with **CPSM**:
  - Response to open consultation re: regulation amendments to enhance pathways for international physicians
  - Attend Council meetings to stay informed:
    - CAs with Medical Degrees using the title Doctor in conjunction with Clinical Assistant
    - Annual Certificate Practice Fee Increase
- Communications to **strengthen partnership with Doctors Manitoba**



# RBC Recognition

After many years of advocacy, we are thrilled to share that Physician Assistants (PAs) are now officially recognized on the list of students in professional programs with RBC!

## **What this means for you:**

You are now eligible to apply for a Student Line of Credit directly through RBC.

## **Next Steps:**

Contact RBC directly to learn more and begin your application process.

**[Learn more - Students in Professional Programs](#)**



# Ontario

**Government** – Meeting with Primary Care Action Team (PCAT) and Ministry reps

## Stakeholders

- Meetings with Ontario Medical Association who forms Primary Care Action Group, recommending to PCAT that “core team” of providers include Pas
- CPSO – Provide feedback on Delegation of Controlled Acts Consultation
- Council of Ontario Universities, Alliance for Healthier Communities
- Barriers to practice efficiency. Letters sent to WSIB, Ministry of Transportation, etc.
- Successful addition of PAs to be eligible to enroll in Michener’s Diabetes Educator Certificate Program
- Association of Family Health Teams of Ontario: Exhibited and Presented at AFHTO’s Power of Primary Care Conference

## Primary Care PAs

- Survey on how PAs practicing in family medicine are compensated
- Conversations with CLAC and OPAA re: possibility of unionizing FHT PAs





# New Brunswick

## Meetings to discuss and prepare for PA expansion:

- Met with health care consultant hired by government to coordinate and implement the provinces new primary health care reform to discuss current and potential funding models
- Meeting with **Minister of Health John Dornan**
- **CPSNB** meeting and work to support amendment to regulation #6 allowing PAs to practice in any clinical setting. College incorporates contracts of supervision and supervisory agreements into the Supervision Policy Framework
- Meeting with Talent and Recruitment Division of the **Department of Health**



# Québec

- Facilitated access to information and resources for the Canadian and **Quebec Orthopaedic Association meeting with Quebec Health Ministry**
- **Looking to implement a more efficient model of care in Quebec**



# Nova Scotia

- Congratulate re-elected Premier Tim Houston
- **Met with Director of Emergency Care, Director of Primary Health Care, and staff from the Office of Healthcare Professionals Recruitment to discuss:**
  - Fair and competitive compensation
  - Incentivizing new grads to remain in province by allowing PAs to practice in all areas of medicine
- **Working with Doctors Nova Scotia to draft white paper addressing:**
  - Introduce to DNS members and define what collaboration/practice with PAs look like.
  - Propose a funding model that provides an opportunity to incorporate PAs and protects doctors.



# Newfoundland and Labrador

- Medical Act, 2011, amended and received assent on December 4th, 2024, with **PAs added to legislation enabling regulation of profession within the province**
- Meeting with **CPSNL** to discuss regulation
- Election – **Letters to parties** awaiting the coming into force of the amendments to the Medical Act, 2011 that were made in December 2024, which will allow for the registration and licensing of PAs, by the CPSNL

## Advocacy across all provinces for Funding Model

Letter sent to all provincial medical associations proposing a collaborative approach to government advocacy regarding a delegated billing model.





# CAPA 2025 Program Planning Committee

*Please join us in thanking the Program Planning Committee for the great program they have developed for us this weekend*

- Ryan Bennett
- Todd Bryden
- Gabriel DeMone
- Sasha Donath
- Kevin Kitzul
- Scott Lawrence
- Sarah Lindenmaier
- Kirsten Luomala
- Alison McIntyre
- Ashley Millham
- Allie Penrose
- Allen Szabon



**NOVEMBER 27TH**  
**NATIONAL**  
**PA DAY!**

Celebrating Canada's Physician Assistants!

**27 NOVEMBRE**  
**JOURNÉE**  
**NATIONALE**  
**DES AM**

Célébrons les adjoints au  
médecin du Canada



Canadian  
Association  
of Physician  
Assistants

Association  
canadienne  
des adjoints  
au médecin

# GET READY!

## JCanPA - Journal of Canada's Physician Assistants is relaunching

New submissions accepted in early 2026!

Scan the QR code to complete the peer reviewer  
demographics and expertise survey.

See your delegate bag insert

Visit the Registration Desk

Or contact EMAIL



**WE NEED YOUR HELP!**

Get ready! The Journal of Canada's Physician Assistants is relaunching, and we're excited to **start accepting new submissions in early 2026.**

**SCAN ME!**

SCAN THE QR CODE  
TO COMPLETE OUR  
PEER REVIEWER  
DEMOGRAPHICS  
AND EXPERTISE  
SURVEY

*To ensure our relaunched journal features the highest quality research and practice articles, we urgently need to recruit **dedicated peer reviewers!***

*If you're a practicing or aspiring PA, associated with a PA training program (i.e., faculty, staff), or a physician or academic with interest in team-based multi-disciplinary healthcare.*

**CONSIDER HELPING US SHAPE THE FUTURE OF PA-FOCUSED  
RESEARCH AND LITERATURE IN CANADA AND BEYOND!**





Canadian  
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**2026**  
**CAPA ACAM**  
27th Annual Conference | 27ième Congrès annuel  
TORONTO, ONTARIO

**OCTOBER 22-24 | OCTOBRE 22 AU 24**

**SAVE THE DATE | RÉSERVEZ LA DATE**



# Questions



# Adjournment

## Motion:

With no further business to discuss, a motion to adjourn the meeting is requested.

*Moved by.....*

*Seconded by.....*

*Be it resolved that the 2025 Annual Members Meeting was adjourned.*