

**Minutes of a Meeting of the Board of Directors  
of the College of Immigration and Citizenship Consultants  
Held at 1:00 PM, ET, Tuesday, February 4, 2025, via Zoom**

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**Board of Directors:**

Stan Belevici, RCIC-IRB (Chair)  
Marty Baram, RCIC  
Normand Beaudry  
Tim D'Souza  
Richard Dennis, RCIC  
Ben Rempel  
Jyoti Singh

**Ministerial Observer:**

Peter Christensen, Assistant Director, Admissibility,  
Immigration, Refugees and Citizenship Canada

**Absent:**

John Burke, RCIC (Vice-Chair)  
Jennifer Henry

**Management:**

John Murray, President & CEO  
Russ Harrington, Chief Operating Officer  
Jessica Freeman, Director, Communications and  
Stakeholder Relations  
Laura Halbert, Director, Professional Conduct  
Cathy Pappas, Director, Registration  
Beata Pawlowska, Director, Professional  
Standards, Research, Education and Policy  
Victoria Rumble, Corporate Secretary

Nithiya Paheerathan, Coordinator, Board  
Administration and Recording Secretary

**1. WELCOME AND INTRODUCTORY REMARKS**

**Quorum**

The Chair declared a quorum to be present and the meeting to be duly constituted for the transaction of business at 1:10 pm ET. With the consent of the meeting, Nithiya Paheerathan acted as Recording Secretary.

a) Land Acknowledgement

The Chair acknowledged the land on which they gathered was part of the traditional territories of many nations covered by 70 treaties and other agreements with Indigenous peoples. He expressed gratitude for the privilege to work and live on these territories.

b) Introductions

The Chair welcomed all members of the Board, Ministerial observer, guests and members of the public or College licenses and introduced those in attendance.

c) Conflict of Interest Declaration/Confidentiality

The Chair asked for declarations of conflict of interest with any items being discussed. None were declared.

## 2. APPROVAL OF AGENDA

The Chair referred to the agenda distributed in advance of the meeting. The Chair called for a motion to approve the meeting agenda.

Moved by Normand Beaudry, seconded by Jyoti Singh:

**BE IT RESOLVED THAT** the Agenda for the meeting, be and is hereby approved as presented.

**CARRIED**

## 3. COLLEGE COMMENTS ON COLLEGE ACT REGULATIONS

The Chair called upon John Murray, President & CEO. John Murray referred to the materials distributed in advance of the meeting and provided an update on the draft Regulations.

He informed the attendees that the draft Regulations had been published for public comment. He noted that management had prepared a draft response for submission to Immigration, Refugees and Citizenship Canada (IRCC), with a deadline of February 4, 2025.

Ben Rempel, Chair of the Governance and Nominating Committee, reported that the Committee had reviewed the draft during their meeting on January 23, 2025. The review focused primarily on the proposed structure of the Compensation Fund required to be established by the College pursuant to section 13 of the College Act and an assessment of the fund's sustainability were this structure to be adopted. The Committee explored the potential benefits and risks associated with this approach, expressing particular concern about the possibility of an influx of legitimate claims that could strain the fund. To mitigate this risk, it was suggested that the College consider implementing lower compensation limits within its by-laws, which could be adjusted over time as needed. Additionally, concerns were raised about the administrative costs of managing the fund, which could also impact its long-term sustainability.

John Murray emphasized the unique nature of the proposed Compensation Fund. As proposed, clients who had suffered financial loss due to the dishonest act of a licensee would have a claim on the fund immediately after the Discipline Committee had determined that such a loss was suffered. This is fundamentally different from similar funds operated by other regulated professions in that claimants under those regimes must take reasonable steps, including civil claims, to collect restitution for such losses before they have recourse to the fund. In discussions with Immigration, Refugees and Citizenship Canada (IRCC), the College had advocated for the Compensation Fund to be structured as a more traditional fund from the outset, however, IRCC indicated that such an approach would not meet their stated policy objective of providing a relatively straightforward claims process to clients of licensees. The Board engaged in a detailed discussion about the appropriate structural model for the Compensation Fund. A key issue raised was the potential for legal challenges stemming from perceived inequities in how the fund might be accessed.

Significant concerns were expressed regarding the fund's long-term sustainability. Directors discussed the financial implications, including potential cost increases for licensees and the risk of driving part-time practitioners out of the profession or underground. The lack of precedent for this type of fund was noted as a challenge, making it difficult to accurately predict its financial and operational impacts, particularly in relation to handling complaints against revoked licensees.

Discussion also touched on the operational complexities set out in the draft Regulations, including the rigid requirements as to which types of complaints were required to go through the full disciplinary process in order to provide claimants with access to the Fund. Such an approach would restrict recourse to more

flexible resolution methods, with which the College has had a history of success. Directors discussed alternatives and resulting reputational considerations. They highlighted the importance of managing media and public expectations, and the importance of balancing the need to protect clients with maintaining the fund's sustainability. It was noted that an approach to compensation that could not be maintained would not benefit the public or the profession.

The Board expressed significant concern regarding the proposed use of the Compensation Fund for "emergency payments" to complainants in advance of a decision of the Discipline Committee. The Board emphasized the need to carefully consider the implications of allowing emergency payments, as it could potentially undermine the integrity of the complaint process.

The Chair thanked John Murray for his report.

#### **4. NEXT MEETING AND TERMINATION**

The next meeting of the Board of Directors will be held on March 20<sup>th</sup> and March 21<sup>st</sup>, 2025, in Burlington, ON.

#### **MEETING CLOSED TO THE PUBLIC (IN-CAMERA SESSION)**

##### **IN-CAMERA SESSION MOTIONS**

Moved by Tim D'Souza, seconded by Normand Beaudry:

**BE IT RESOLVED THAT** the Board meeting move in camera.

**CARRIED**

The Board Chair will communicate pertinent outcomes while maintaining appropriate confidentiality.

#### **5. TERMINATION**

On a motion duly made, seconded and carried.

**BE IT RESOLVED THAT** the meeting be and is hereby terminated at 2:02 PM ET.

**CARRIED**

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Stan Belevici, RCIC-IRB  
Chair

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Nithiya Paheerathan  
Recording Secretary

## Summary of Resolutions and Actions Discussed

**Record of Resolutions**

<b>Resolution</b>	<b>Agenda Item</b>	<b>Topic</b>	<b>Motion</b>
<b>1</b>	<b>Agenda</b>	<b>RESOLVED THAT</b> the Agenda for the meeting be and is hereby approved presented.	1
<b>4</b>	<b>Board meeting move in camera</b>	<b>RESOLVED THAT</b> the Board meeting move in camera.	2
<b>5</b>	<b>Termination</b>	<b>RESOLVED THAT</b> the meeting be and is hereby terminated at 2:02 PM ET.	3