

2025

Annual Report





Table of Contents

- 03** A Year of Progress for Planning in Ontario
- 04** 2025 at a Glance
- 05** Message from the Executive Director and Council Chair
- 06** Meet OPPI's Council
- 07** The Team Behind the Work
- 08** Progress on Our 5-Year Strategic Plan
- 09** Our Role in the Public Interest
- 10** Government Relations and Advocacy
- 11** Strengthening Professional Excellence
- 12** Practice Guides
- 13** Learning and Knowledge
- 14** Bringing the Profession Together
- 15** Districts Building Local Community
- 16** Path Forward
- 17** Member Census
- 18** Financial Highlights
- 19** Membership at a Glance
- 20** Volunteers at the Heart of OPPI
- 21** Partners – Strengthening Planning Together
- 22** Brand Revitalization
- 23** Looking Ahead: ELEVATE 2030
- 24** Thank You



A Year of Progress for Planning in Ontario

In 2025, OPPI continued to strengthen the planning profession through advocacy, learning, member engagement, and leadership in the public interest. From advancing strategic priorities and supporting professional excellence to expanding career awareness and deepening connections across the profession, the year reflected both momentum and renewal.

Across Ontario, planners continue to respond to increasingly complex challenges – from housing and infrastructure to climate resilience, growth, and community well-being. OPPI's work this year was shaped by that reality and by a commitment to supporting planners with the knowledge, visibility, and professional community they need to lead with confidence.

This report highlights the work, partnerships, and people that helped advance OPPI's mission in 2025 and strengthen the profession across the province.

2025 at a Glance

192

new Registered
Professional Planners (RPPs)

48

district events delivered

175

member volunteers across Ontario

500+

participants in Frameworks for Success

95%

members meeting or exceeding Continuous
Professional Learning (CPL) requirements

49,588

learning units completed

17%

response rate to OPPI's first member census

2025 was a year of strong engagement and measurable progress across the profession. OPPI celebrated planners becoming RPPs supported, ongoing professional learning, strengthened its voice in advocacy and policy, and continued to create opportunities for connection, collaboration, and growth.

From career awareness initiatives and workforce development to conference programming and public-interest guidance, the organization remained focused on helping planners respond to the issues shaping Ontario's communities.

MESSAGE FROM THE

Executive Director and Council Chair



Susan Wiggins, CAE, Hon IDC.
OPPI Executive Director

In 2025, the final year of our current Strategic Plan, I remained focused on our priorities while responding to the evolving needs of the profession. Relationships with Provincial Government elected officials, staff, and industry partners became essential as we navigated a changing planning policy landscape. OPPI leadership and the Government & Public Relations Committee worked closely with government to inform legislative policies and proposals focused on streamlining planning processes.

Throughout the year, the profession showed clear momentum in learning, connecting, and adapting. Professional development participation remained strong, District events continued to grow, and OPPI's signature events were at or near sold out. We also launched the government-funded Frameworks for Success program, two new Practice Guides, and a Grade Nine Unit of Study.

With a DEI-RSJ Commitment Statement and Workplan, a data-rich member census, a new OPPI brand, magazine, and Strategic Plan, 2026/2027 will focus on innovation, inclusivity, and advancing the value of professional planning in Ontario.



Andria Leigh, MCIP, RPP, Dipl.M.M.
OPPI Council Chair

OPPI Council is proud to support the Institute's Mission through thoughtful leadership and good governance. I want to thank the 2025/2026 Council members for their dedication, commitment, strategic vision, and innovative thinking, particularly as we advanced our Path Forward initiatives.

As we developed our new Strategic Plan, we listened to members' calls for a bold new direction and a stronger sense of belonging. Together, these priorities will help shape OPPI as a strong, responsive organization serving a dynamic profession across sectors and career stages.

I want to thank our members, volunteers, and staff for the professionalism and commitment that continue to move OPPI forward. I look forward to the year ahead as we launch EVOLVE 2030.

It is my honour to serve on your behalf. Thank you for the trust you have placed in me as Chair of OPPI Council.

Meet OPPI's Council

OPPI's 2025/26 Council is made up of 13 Directors who guide the organization with expertise, vision, and a shared commitment to advancing professional planning in Ontario.

Representing diverse perspectives from across the province, including student/candidate and public-interest voices, Council provides strategic and financial oversight in support of members and the communities they serve.



Andria Leigh
Chair



Beverley Hillier, RPP
Chair-Elect



Chris Tyrrell, RPP
Treasurer



Aimee Powell, RPP
Director, Executive
Committee



Regan Zink
Director, Candidate Member



Heather Swan, RPP
Director



Vicki Long
Director, Public Interest
Representative



Erika Ivanic, RPP
Director



Scott Taylor, RPP
Director



Scott Thompson
Director, Public Interest
Representative



Dave Aston, RPP
Director



Rajbir Sian, RPP
Director



Rosa Bustamante, RPP
Director

The Team Behind the Work

Behind every OPPI program, service, and initiative is a dedicated staff team working across member services, education, communications, advocacy, and operations.

Their professionalism, collaboration, and expertise help translate OPPI's priorities into meaningful support for members and a stronger planning profession. Together, they help deliver the programs, services, and experiences that connect and support planners across Ontario.



Susan Wiggins, CAE, Hon IDC
Executive Director



Eugene Park, CAE
Chief Operating Officer



Ryan Des Roches, CD, OCT
Registrar & Director, Special Projects



Christie Lai
Administrator, Membership



Jason Liang
Assistant, Membership



Millie Fouladi
Coordinator, Finance and Operations



Karenza Sutton-Bennett, PhD
Director, Education & Events



Katie Watt, OCT
Specialist, Education & Events



Elissandra de Brito
Coordinator, Education & Events



Stephanie Phillips
Director, Marketing & Communications



Ingrid Shang, CM
Manager, Marketing & Communications



Cassidy Jacobs
Coordinator, Marketing & Communications



Cindy Gonsalves
Governance Consultant

Vision:

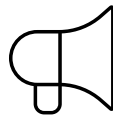
With foresight, leadership and professionalism, Registered Professional Planners create and manage change in the built, natural, and social environments for the common good.

Mission:

The mission of the Ontario Professional Planners Institute is to leverage knowledge, resources, and relationships to facilitate excellence in planning by professional planners.

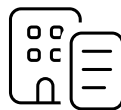
Progress on Our 5-Year Strategic Plan

2025 marked the final year of OPPI's 5-year Strategic Plan: 2025, a roadmap that has guided our priorities and initiatives across the planning profession. We have been focused on five key strategic directions that have shaped our work, strengthened our organization, and advanced the value of professional planning in Ontario:



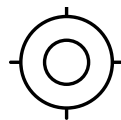
Promote

professionalism in planning practice, in the public interest



Build

RPP as a trusted professional designation to planners, decision-makers, and the public



Position

OPPI as the voice of the planning profession



Facilitate

the exchange of knowledge and expertise for the betterment of planning in Ontario



Enhance

member experience to foster community



Our Role in the Public Interest

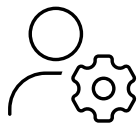
A key responsibility of OPPI membership is to define and serve the public interest. As communities across Ontario continue to grow and evolve, it is important to recognize that future generations are part of the public interest and furthermore, there is no singular, fixed definition of “public interest,” which requires constant vigilance and learning by our members.

OPPI supports its members by helping to build the knowledge and confidence needed to serve the public effectively on an ongoing basis.

Good planning supports communities that are more inclusive, sustainable, resilient, and connected.

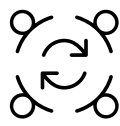


Government Relations and Advocacy



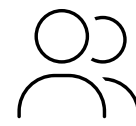
Strategic Counsel

In 2025, OPPI retained Counsel Public Affairs to strengthen senior-level government engagement.



Leadership Engagement

OPPI's Executive Director and Council Chair represented the profession in meetings with government and key partners.



GPR Committee

11 RPPs brought municipal, development, and consulting perspectives to OPPI's advocacy work.



Following **Queen's Park Day** in May 2025, OPPI was invited by Minister Flack to share recommendations to help streamline planning processes, with a focus on simplifying Official Plans, reducing Reports & Studies complexity, and expanding awareness of the Community Planning Permit System.



Policy Leadership & Submissions

The GPR Committee delivered 19 formal submissions through the Environmental Registry of Ontario, primarily addressing Bills 2, 5, 17, and 60.



Strengthening Strategic Partnerships

OPPI continues to deepen collaboration with key sector partners, including:



192

new Registered
Professional Planners
(RPPs)

95%

full Members meeting
or exceeding CPL
requirements

Strengthening Professional Excellence

Members demonstrate their commitment to the public interest through achieving and maintaining the RPP designation and engaging in Continuous Professional Learning (CPL). In 2025, 192 new Registered Professional Planners earned their designation through a rigorous certification process, including the professional examination, strengthening the profession's capacity to serve communities across the province.

Members also continued to prioritize professional growth, with 95% of Full Members meeting or exceeding CPL requirements. In total, members completed 49,588 learning units, reflecting a strong commitment to ongoing professional development.



49,588

learning units
completed





Practice Guides

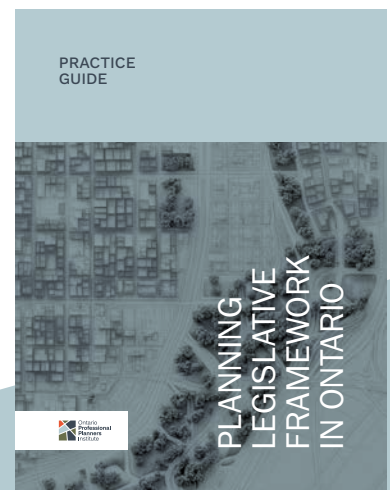
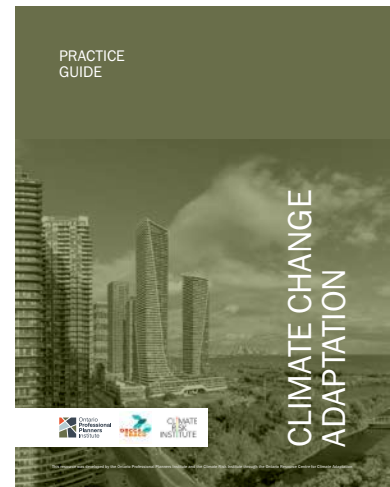
To further support members in planning in the public interest, OPPI released two new practice guides in 2025, providing timely guidance on priority issues facing the profession.

The Climate Change Adaptation Practice Guide, developed by OPPI in partnership with the Climate Risk Institute and the Ontario Resource Centre for Climate Adaptation, highlights the essential role planners play in building climate-resilient communities.

The Planning Legislative Framework in Ontario Practice Guide provides an introductory overview of the legislation and policies that shape planning in Ontario.

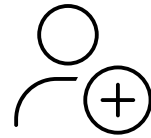


1,000 printed guides distributed

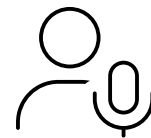




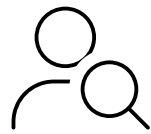
2025 Digital Learning Statistics



1,344 users



74 new recordings



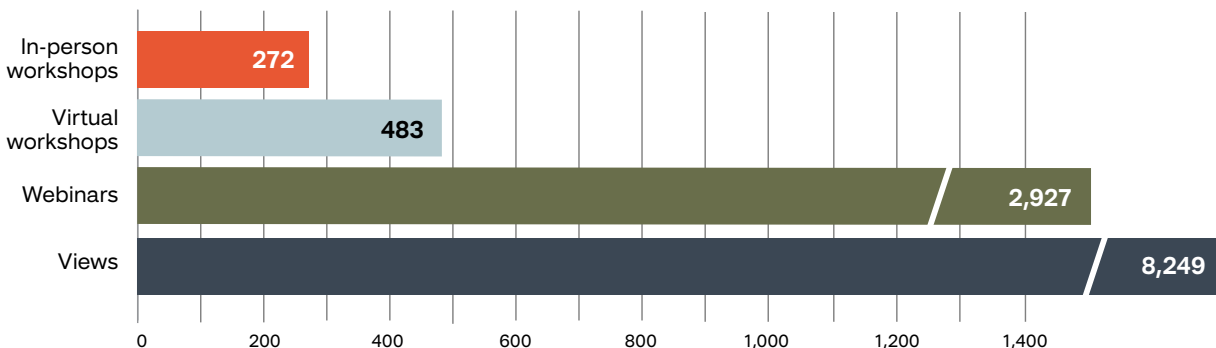
6.1 views per user

Learning and Knowledge

In 2025, OPPI continued to support professional learning through a flexible mix of formats designed to meet members where they are. From in-person and virtual workshops to webinars, new recordings, and on-demand resources, OPPI provided accessible opportunities for planners to build knowledge, strengthen skills, and stay current in a changing profession.

Member participation across formats reflects the value of both live learning and digital access. Webinars and recordings helped extend the reach of professional development, while in-person and virtual workshops created opportunities for deeper engagement, discussion, and applied learning across career stages.

Participation Across Formats



Bringing the Profession Together

In 2025, OPPI brought planners together through a range of high-impact experiences designed to foster connection, collaboration, and professional growth.



Annual Conference

OPPI/CIP Joint Annual Conference delivered one of its most dynamic programs to date, featuring **27 learning tours and more than 100 breakout sessions**, with participants from across Canada and internationally.



PlanON Awards

The year also celebrated **21 PlanON Award recipients**, the PlanON 2025 Project of the Year winner: One Land, One Climate, One Future, Together – County of Essex Official Plan



2025 OPPI Symposium and AMM

This joint event brought together **more than 200 participants** in Kitchener, with a program featuring keynote speakers, panels and member celebrations.



The Connective

The Connective brought together **40 planning professionals for 2 days** of discussion, collaboration, and skill-building. Participants explored key challenges facing the profession while identifying opportunities to strengthen advocacy, education, and future-focused development.

Districts Building Local Community

OPPI's seven districts – Central, Eastern, Western, Lakeland, Oak Ridges, Toronto, and Northern – play a vital role in building community across the profession, connecting planners through networking, mentorship, and local engagement.

In 2025, districts delivered 48 events, with 44 events, or 92%, held in person, reflecting a strong preference for face-to-face connection.

Districts host workshops, networking mixers, conferences, and community-recognition events.



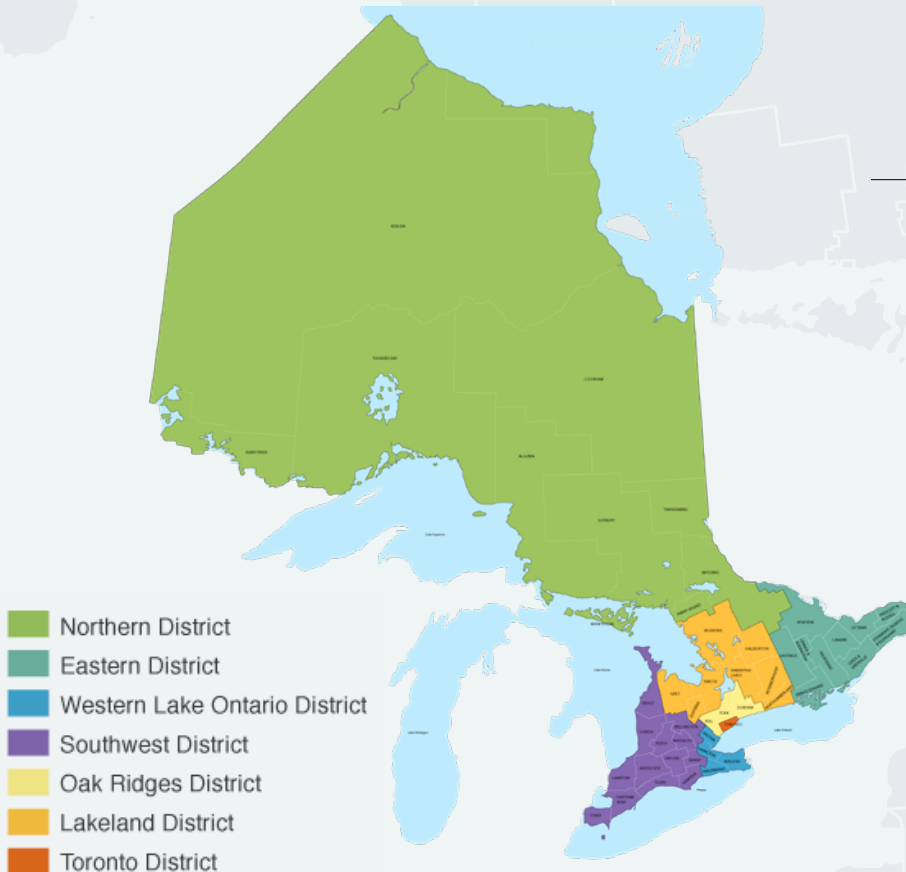
7 districts



48 events



92% in person





PATH FORWARD
 OPPI Statement of Action on DEI-RSJ


Path Forward

At the 2024 Annual Members Meeting, OPPI Council committed to three foundational initiatives to inform the 2030 Strategic Plan. Titled **PATH FORWARD**, this work focused on strengthening OPPI’s commitment to Diversity, Equity & Inclusion, reconciliation, and social justice, deepening understanding of its membership, and evolving the organization’s brand.

DEI-RSJ Action Plan

Following an RFP process, OPPI engaged Ian Rolston of **Decanthropy** to guide development of a Statement of Action, a multi-year work plan, communications, and implementation plans. Through facilitated sessions with Council and with community input, the Statement defines OPPI’s role, responsibilities, and aspirations in advancing diversity, equity, inclusion, reconciliation, and social justice.

Additionally, staff established a multi-year work plan and implementation strategy supported by research, consultation, and a communications approach focused on transparency, engagement, and alignment.

 Read the **Statement of Action**





PATH FORWARD
Listening to Our Members

Member Census

OPPI partnered with Pollara to deliver its first comprehensive Member Census, achieving a 17% response rate and exceeding industry benchmarks. The findings provide a clearer picture of who OPPI members are, what they do, and the issues that matter most, helping to shape future priorities and strengthen OPPI's role within the profession.



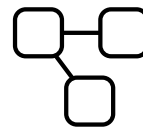
Where Members Work

Nearly half of members work in municipal or regional government, with over one-third in the private sector.



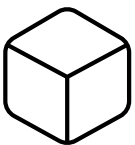
Member Sentiment

A majority of members report satisfaction with OPPI, with opportunities to strengthen engagement and value.



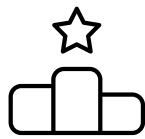
Areas of Focus

Land use remains the primary focus (7 in 10 members), alongside strong representation in infrastructure, transportation, development, and social planning.



OPPI's Role

Members see OPPI as a leader in regulatory advocacy and a connector across sectors bridging planning, policy, and collaboration.



Top Issues

Housing affordability is the leading concern, followed by environmental priorities including climate change and sustainability.

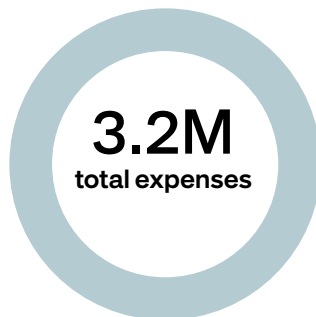


7 in 10
members primary focus is land use

Financial Highlights

Strong stewardship remains essential to OPPI's ability to serve members and advance the profession.

In 2025, OPPI continued to manage its resources carefully while investing in priority areas including advocacy, professional development, member engagement, and strategic renewal.



2025 Revenue

| | |
|---------------------------------------|------------------|
| Membership Fee | 2,253,964 |
| Conference | 123,905 |
| Magazine Advertising and Job Postings | 115,189 |
| Professional Development | 290,241 |
| Other | 535,589 |
| Total | 3,318,888 |

2025 Expense

| | |
|------------------------------|------------------|
| General and Administrative | 1,027,496 |
| Cost of Service | 261,338 |
| Committee & District | 340,199 |
| Marketing and Communications | 459,168 |
| Membership and Recognition | 192,959 |
| Education & Events | 97,764 |
| Governance | 167,131 |
| Discipline | 153,388 |
| Special Project | 510,402 |
| Total | 3,209,845 |

Membership at a Glance

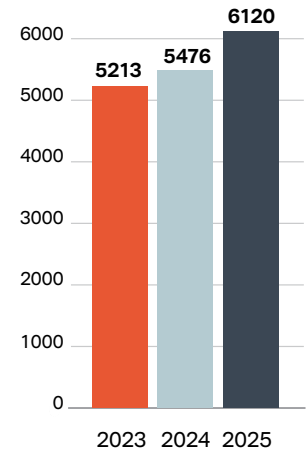
2025 Membership Final

| | |
|--------------------------------------|--------------|
| Full + Full (Out of Province) | 3,106 |
| Candidate | 869 |
| Student (Accredited+ non accredited) | 1,256 |
| Pre-Candidate | 331 |
| Retired | 145 |
| Non-Practicing Full | 224 |
| Non-Practicing Candidate | 45 |
| Public Subscriber | 43 |
| Honorary | 7 |
| Lifetime | 94 |
| Total | 6,120 |

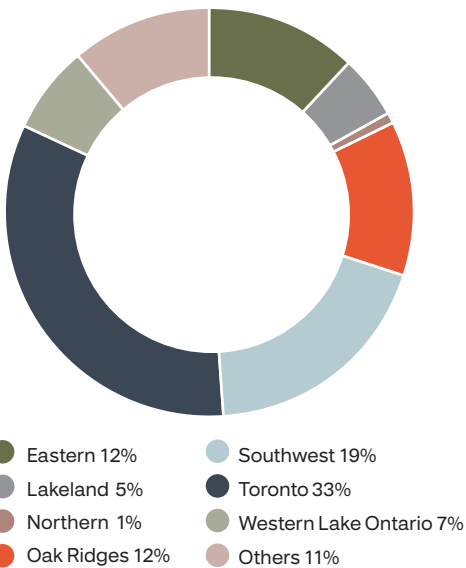


Membership Growth

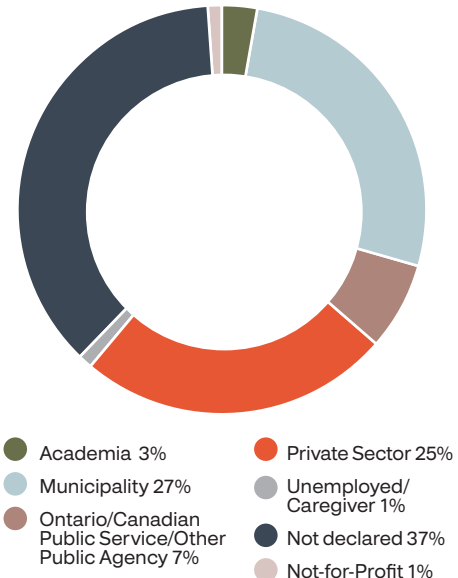
Totals for 2023-2025

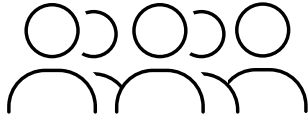


Location of members



Where members work





175

total members serving as
volunteers

13

Council members serve as
OPPI's governing body

33

standing committee
volunteers

59

program committee
volunteers

70

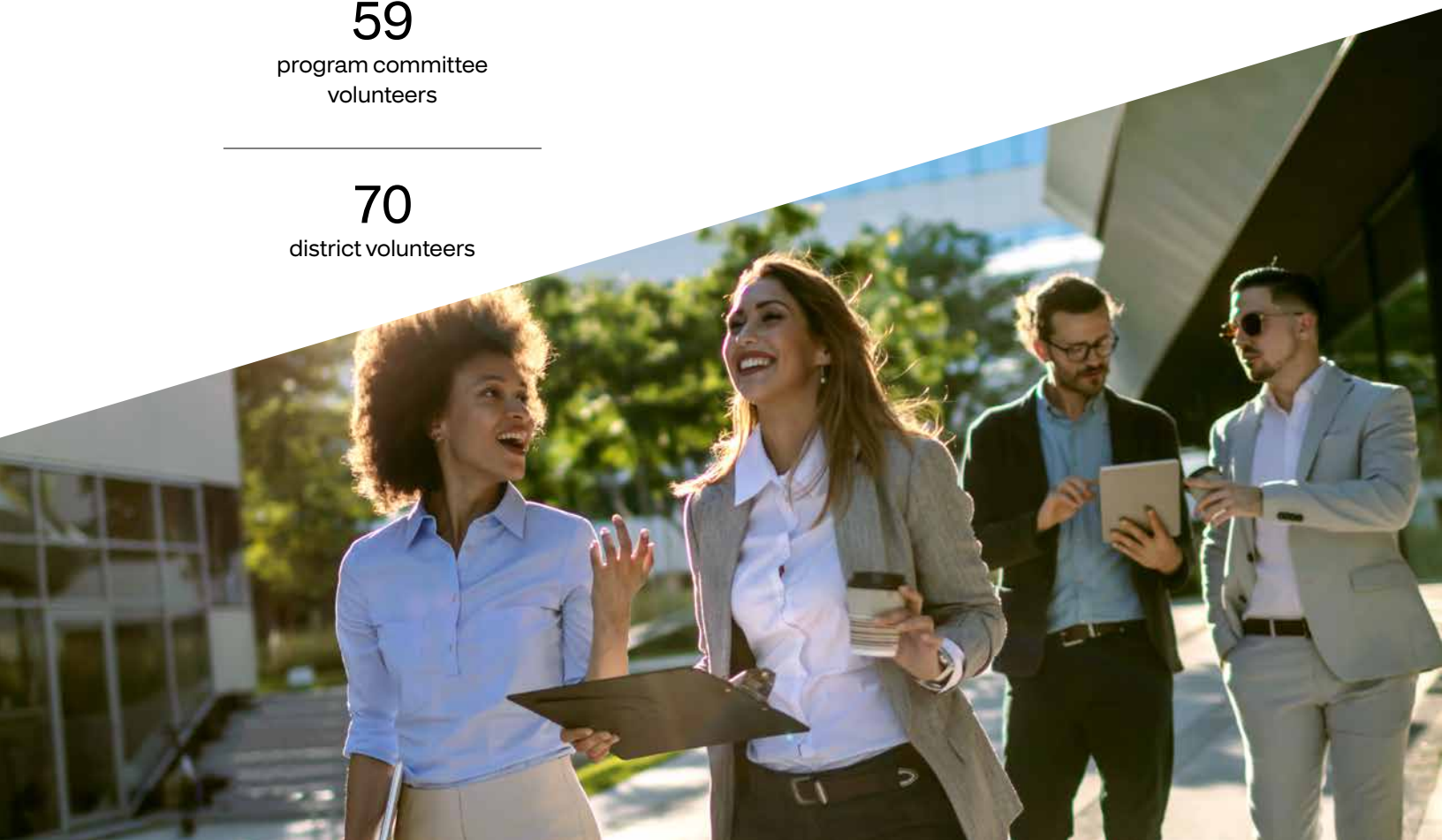
district volunteers

Volunteers at the Heart of OPPI

Volunteers are the driving force behind the organization's impact. Through their dedication, expertise, and leadership, they lead committees, organize events, mentor peers, and shape initiatives that strengthen communities and advance the planning profession across Ontario.

New Career Path Program Committee (CPPC)

In 2025, OPPI created the Career Path Program Committee to bring mentorship, professional development, and engagement initiatives under one coordinated framework. The committee helps strengthen career pathways for K-12 students, candidates, and RPPs while supporting the next generation of planning leaders across Ontario.



Partners–Strengthening Planning Together

OPPI collaborates with government, academic, professional, industry, and community partners to advance planning excellence across Ontario. These partnerships support knowledge sharing, professional development, policy advancement, and stronger, more resilient communities, while also helping OPPI advance its commitments to diversity, equity, inclusion, reconciliation, and social justice (DEI-RSJ). Through these collaborations, OPPI supports more accessible pathways into the profession, strengthens representation and mentorship opportunities, and fosters more inclusive and responsive planning practices.

OPPI prioritizes partnerships that align with its strategic goals and, where appropriate, support initiatives that demonstrate clear impact. This includes partnerships that advance reconciliation, support underrepresented and equity-deserving persons and groups, and strengthen relationships with Indigenous Peoples and organizations. Through these collaborations, OPPI extends its reach, supports innovation, and delivers value to members, communities, and the profession.

Partner spotlights



Black Planners & Urbanists Association (BPUA)

OPPI partnered with BPUA to advance equity, support Black planners, and expand professional development and networking opportunities.



Mentorship Initiative for Indigenous and Planners of Colour (MIPOC)

OPPI partnered with MIPOC to help expand mentorship, networking, and career development opportunities for underrepresented planners.



Shared Path Consultation Initiative

OPPI partnered with Shared Path Consultation Initiative to advance reconciliation and strengthen Indigenous-municipal collaboration in land use planning across Ontario.



Urban Minds – The Youth Engagement People

In 2025, OPPI continued its partnership with Urban Minds to support youth engagement and introduce Ontario students to careers in planning.

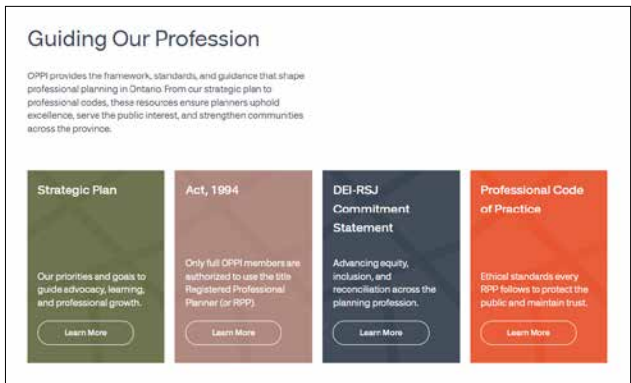
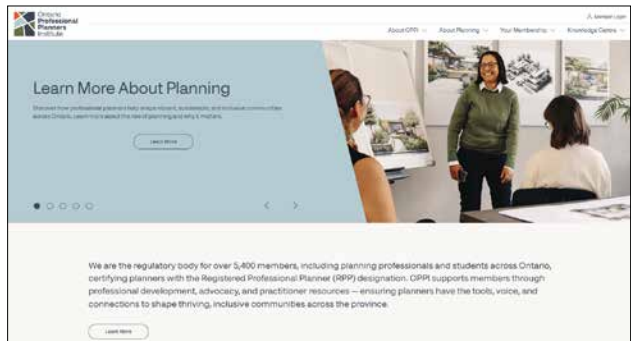
Brand Revitalization



In 2025, OPPI undertook a comprehensive brand revitalization to modernize how the organization is seen, experienced, and understood across the profession. With the previous logo in place since the mid-1980s, Council recognized the need for a future-ready brand that would support awareness of the RPP designation and help attract the next generation of planners.



Led by Key Gordon, the initiative introduced a refreshed logo, colour palette, typography, and visual system, with member consultation confirming strong support for retaining the OPPI name. The Marketing & Communications team then led the rollout across the website, publications, and member-facing materials, culminating in the April 2026 launch.



OPPI's Signature Publication In 2025, *Y Magazine* reached its final year in its current form. As part of OPPI's broader rebrand, the flagship publication was re-imagined as *Place*, with a new name and visual identity launching in 2026.





Vision:

A strong and connected planning profession advancing inclusive and sustainable communities.

Mission:

To advance and advocate for Registered Professional Planners acting in the public interest by fostering professional excellence, strengthening the planning community, and supporting continuous learning and growth.

LOOKING AHEAD:

New Strategic Plan ELEVATE 2030

As OPPI looks to the future, one message from members stood out clearly: be bold. Bolder in advocacy, bolder in leadership, and bolder in how OPPI supports and represents the planning profession. This call to action has shaped OPPI’s next Strategic Plan, ELEVATE 2030, which sets a forward-looking direction grounded in the evolving role of planners and the growing importance of building inclusive, sustainable communities.

Four strategic priorities



Strengthening professional standards



Leading bold advocacy to advance the role and impact of planners



Advancing **knowledge** and confidence in an evolving planning landscape



Deepening **engagement** and belonging across a diverse membership

Together, these priorities reflect a stronger commitment to trusted standards, a more visible and influential advocacy voice, and a more connected and inclusive profession.

The final Strategic Plan will be shared in June 2026.

Together, we are elevating the future of planning in Ontario.



Thank You

Learn more about OPPI by visiting: ontarioplanners.ca

Communications inquiries, please email:
communications@ontarioplanners.ca

Connect with us on:      

