



ANNUAL REPORT

A YEAR OF ACHIEVEMENTS

2025

ABOUT CAMP ENGIIES

Camp Engineering Inc. (operating as Camp Engies) is a not-for-profit, volunteer-led camp, created by women in engineering for our future women in engineering. Our camp provides a unique opportunity for girls ages 9 to 14 to explore the world of engineering through hands-on activities and interactive discussions.

Our Vision

Camp Engies hopes to increase the percentage of women in engineering in Canada by:

- Educating campers in a unique atmosphere for a highly subsidized fee.
- Providing an environment free of gender bias to engage with various engineering role-models and engineering activities.
- Introducing our campers to life-long engineering mentors and allies.

Our Mission

Inspire young women to connect and unleash their potential in Engineering.



SAFETY FIRST

The 2025 camp season concluded with **zero reported safety incidents** across all program locations. This outcome reflects our planning and preparation:

- Pre-camp safety planning and hazard assessments
- Volunteer screening and training
- Volunteer nurse on-site for the weekend
- Clear supervision ratios

Maintaining a safe, structured environment remains foundational to delivering high-quality programming.



ABOUT CAMP ENGIIES



2,100+ ENGIIES EDUCATED

since the inaugural Camp Engies hosted in 2018. We are committed to inspiring the next generation of women engineers!



44 ACTIVE VOLUNTEERS

We are 100% volunteer-powered. The Camp Engies team solely consists of volunteers with engineering backgrounds, who are currently employed or studying full-time! They are our catalysts for change.



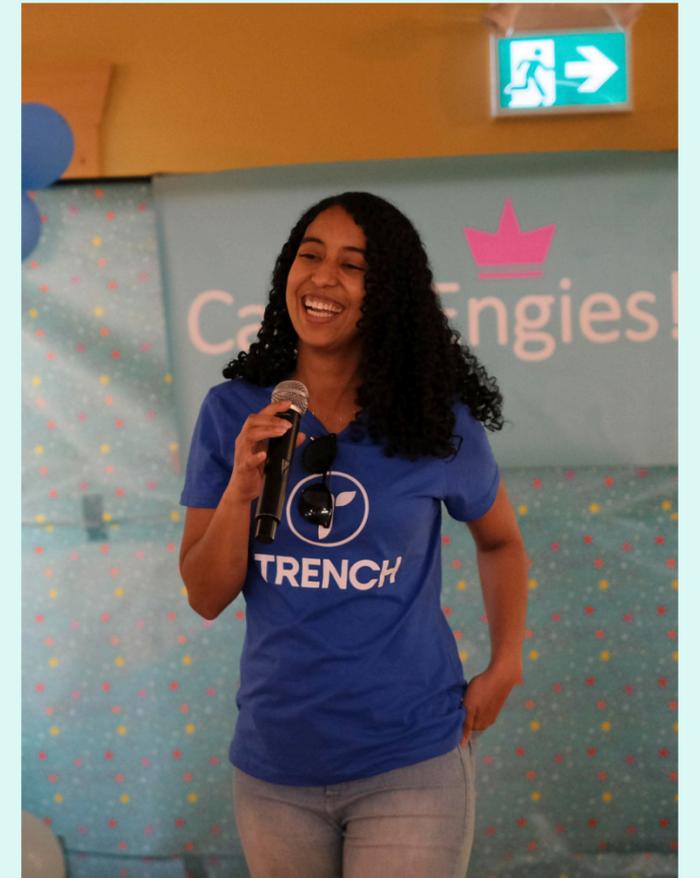
23 CAMPS HOSTED

in Ontario, British Columbia, Yukon, Northwest Territories and Nunavut, including overnight, day, and virtual camps.



79 GUEST SPEAKERS

Camp Engies reaches out to allies who continue to break barriers in the engineering world. We highlight academic and industry leaders to further inspire our campers with real, tangible engineering experience!



LEADERSHIP & VOLUNTEERS

Camp Engies is led by highly skilled, intelligent, multifaceted, sociable, and well-rounded role models on a volunteer-basis. Camp Engies attracts top-tier women engineers as counsellors and volunteers.



VOLUNTEERS BY CAMP

ONTARIO 36

BRITISH COLUMBIA 08

CYBER 08

BOARD OF DIRECTORS

Our Board of Directors brings a wealth of knowledge and creativity to Camp Engies. They provide strategic and operational leadership and ensure that our mission and vision are executed effectively.

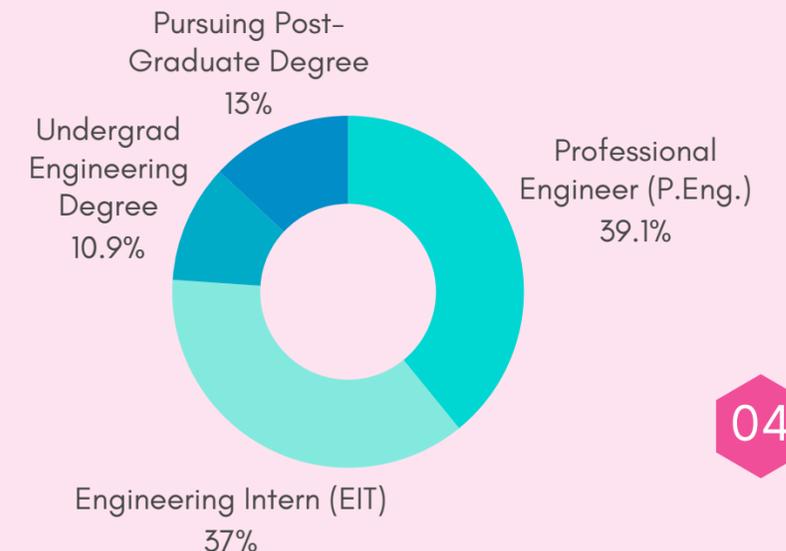
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Cassandra Fonseca, P.Eng.
 President & Founder
 Sr. Manager, GRC and Sec Eng, LifeLabs
- 
Karen Callery, P.Eng.
 Logistics
 Station Service Specialist, Hydro One
- 
Mandy Weigensberg, P.Eng., PMP
 Supply Chain
 Manager of Construction Operations, Hydro One
- 
Rana Tehrani Yekta, P.Eng.
 Sponsorship
 General Manager, Toro Aluminum
- 
Bryn Sexton, P.Eng.
 Talent Management and Administration
 Project Manager, City of Toronto



VOLUNTEERS

Our volunteers serve as camp counsellors and program assistants while balancing full-time work or studies in engineering-related fields. This year, Camp Engies welcomed more volunteers than ever before, including a volunteer nurse at the Ontario camp and volunteers from Cisco Systems Inc. at the Cyber Camp. Together, they support the Camp Engies mission by serving as positive role models and strengthening our programs.

Overview of Volunteers by Designation or Education





MILESTONES

2018 Founding Year

- Camp Engies concept pitched and approved
- Inaugural Camp Engies launched at Camp Tamarack (Bracebridge, ON)
- 78 campers and 4 guest speakers participated

2019 Growth & Refinement

- In-person camp experience enhanced
- Attendance nearly doubled
- 145 campers hosted at Camp Tamarack

2020 Digital Pivot

- Successfully launched Camp e-Engies (virtual camp)
- Delivered 25 hours of interactive programming over 2 days
- Expanded to British Columbia (25 campers)
- Hosted a special camp for 20 girls from the Jane & Finch community in partnership with SPOT Youth Centre

2021 National Expansion

- Delivered camps across multiple regions during the pandemic
- Programs hosted in Ontario, Nunavut, and British Columbia
- Powered by a team of 27 women engineers

2022 Scale Leadership

- Expanded Ontario programming
- Next Gen Engies - Leaders in Training Program grew to 25 participants
- 370 campers engaged nationwide
- Camps delivered in Ontario, Nunavut, Queen's University, and British Columbia

2023 Innovation in Regions

- Expanded reach to Whitehorse, Yukon
- Launched Camp Engies Cyber Edition
- Focused on underserved regions through local partnerships
- 400+ girls inspired nationwide

2024 Innovation in Regions

- Expanded into additional remote communities
- Enhanced Cyber Edition with workshops, mentorship, and real-world challenges
- Strengthened partnerships with schools, industry, and volunteers

2025 Growth & Community Impact

- Reached the highest-ever camper attendance at the Ontario Camp
- Featured a presentation by Next Gen Engies, highlighting youth leadership and peer learning
- Enhanced the Cyber Camp experience with a walking tour led by two Cisco representatives
- Set a new benchmark for volunteer participation at the British Columbia Camp

HOW DO WE MEASURE SUCCESS?



Camp Engies Cyber
35 Engies



As Camp Engies grows, we continuously define goals and objectives required to successfully achieve our mission of inspiring young women to connect and unleash their potential in Engineering. Evaluation of various performance indicators helps us to assess our program's progress, navigate and adapt to achieve our mission, and make informed decisions to propel Camp Engies in a forward direction.

- ✓ Number of camper registrations and general interest in our programs (percent increase, year-over-year)
- ✓ Geographic outreach
 - The first Camp Engies was hosted in Ontario in June 2018, and since then, we have expanded and hosted camps in 3 different provinces and territories (Ontario, Northwest Territories, and Yukon).
- ✓ Number of past campers who continue to pursue interest in Engineering
 - We are excited to see the influence of Camp Engies in the post-secondary programs they decide to pursue.
 - Many of our graduate Engies also volunteer with Camp Engies!
- ✓ Feedback from campers and parents, including verbal and e-mail communication, and survey results from parents and campers for continuous improvement to programs
- ✓ Continuing and increasing community support (including sponsorships and donations)

One important measure of success is the number of past campers who have gone on to pursue engineering education, including the following alumni now enrolled in engineering programs:

- | | | |
|------------------|------------------|-----------------|
| Mikaela L | Evelyn V | Eliana H |
| Jamie B | Mariam E | Renee E |
| Megan K | Erin H | Gwen Y |
| Serena W | Vanessa W | Leah C |



2025 IN REVIEW

Camp Engies lit up 2025 with two amazing camps in Ontario and British Columbia! None of it would have been possible without the incredible energy of our volunteers and the generous support of our sponsors and donors.



JUNE

CAMP ENGIES ON

Camp Engies Ontario took place as an in-person event at Camp Muskoka in Bracebridge, ON. We successfully filled our capacity of 270 campers for one weekend in June. We welcomed girls aged 9 to 14, along with our Next Gen Engies—campers who have "graduated" from our program and returned as leaders-in-training—to learn, collaborate, and delve into the world of engineering. Participants engaged in a variety of hands-on engineering activities and utilized their creative problem-solving skills in a design competition aimed at creating climate-resilient structures.

Number of Speakers: 8

Registration Cost: \$100 or Free



AUGUST

CAMP ENGIES BC

Camp Engies BC relaunched in 2025 as a day camp at the North Shore Neighbourhood House in North Vancouver, welcoming 48 girls in grades 4-8. Campers explored electrical, chemical, and forestry engineering through hands-on activities, then worked in teams to design and build an earth dam, learning about its layers and importance before presenting their designs to judges. The day also featured two female engineer speakers and opening remarks from North Vancouver Mayor Linda Buchanan. We're thrilled to be back in BC and excited to expand to an overnight camp in 2026.

Number of Speakers: 2

Registration Cost: \$75 or Free



OCTOBER

CAMP ENGIES CYBER

Camp Engies Cyber Camp delivered an engaging experience focused on cybersecurity and emerging technologies. Campers participated in hands-on activities and collaborative challenges, with added real-world exposure through a walking tour led by Cisco representatives. The program also featured a presentation by a Next Gen Engie focused on robotics, inspiring campers to explore future pathways in technology and engineering.

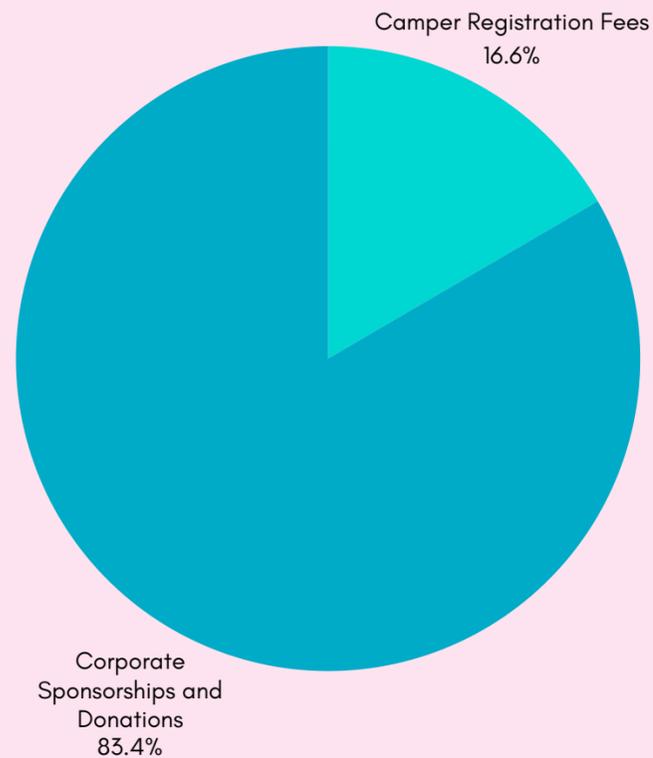
Number of Speakers: 7

Registration Cost: \$35 or Free

FINANCIAL OVERVIEW

SOURCES OF FUNDING

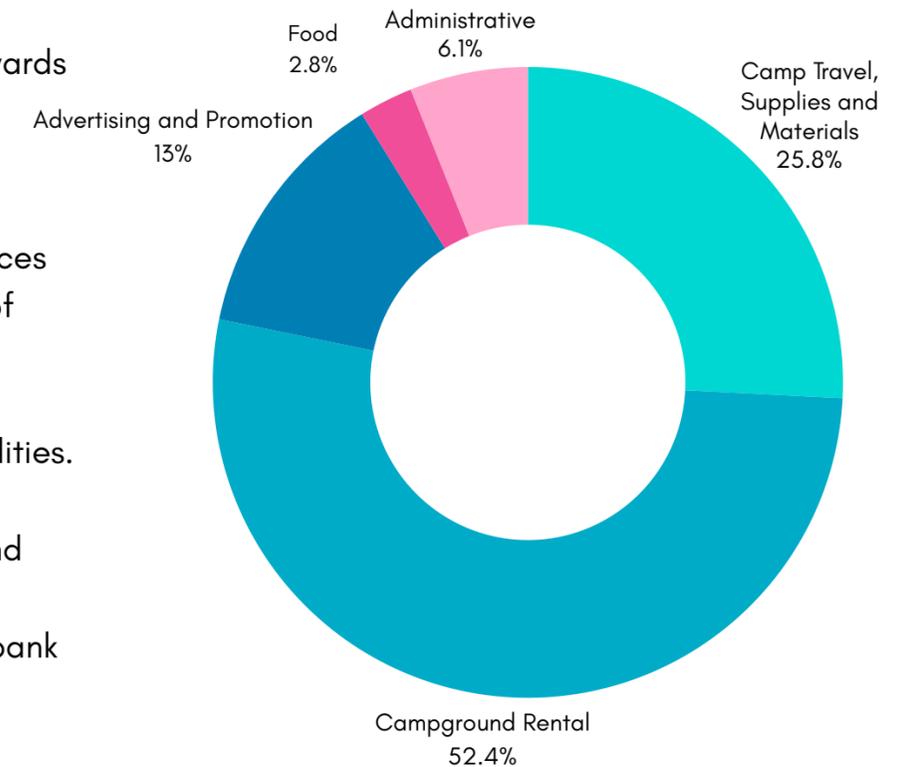
As a volunteer run organization, the success of Camp Engies is largely attributed to significant funding from sponsorships and donations. Because of the generosity of our corporate sponsors, we are able to provide highly subsidized registration fees for our campers. In addition, we also cover the camp registration fees for campers in-need and from marginalized communities. Camp Engies strives to support our communities and provide equal access to our programs. Thank you to all Camp Engies supporters for helping us in achieving our mission.



ALLOCATION OF FUNDS

Camp Engies is 100% not-for-profit, and 100% of our funds go towards camp! Our categories of spend include:

- Camp Supplies and Materials: We provide supplies for all our camp activities for every camper.
- Advertising and Promotion: gifts, banners, speakers, web services (including website, software, and social media), and mailing of supplies to campers.
- Travel: Camper coach buses are expensive!!!
- Campground Rental: Fees relating to use of campground facilities.
- Insurance: Camp insurance coverage.
- Food: We provide healthy snacks and food for our campers and volunteers.
- Administrative: Includes police checks for our volunteers and bank charges.



COMMUNITY PARTNERSHIP

Camp Engies strives to give back to communities that support our mission and vision! Our past partnerships include the following organizations, providing opportunities for girls from marginalized communities and subsidized registration fees for interested Engies on an as-needed basis:

- Afghan Network, Social Services
- Big Brothers Big Sisters (various divisions)
- COSTI Immigrant Services
- Jane and Finch Youth
- Professional Engineers Ontario
- Girl Guides
- Orillia Youth Centre
- The SPOT Youth Centre
- United Way

Diamond (\$15k+)
Alphawave Semi

PLATINUM (\$10k)
DP World
Equinix

GOLD (\$5k)
Ausenco
CRH
Ericsson
Halyard Inc.
Hatch
Hydro One
Schneider Electric
RJC
Robert Allan Ltd.
Trench
WSP

SILVER (\$3k)
AECOM
Cyera
Paterson
OPG
Optiv

ALLIES (<\$1K)
Aecon
BBA
Chorley+Bissey Consulting
Engineers
Dillon Consulting
Edison Engineers
Engineers of Tomorrow
Enbridge
MBII
PEO
RVA
RDH
Stantec
TYLin

THANK YOU



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