



Canadian Association of
Professional Immigration Consultants

L'Association Canadienne des
Conseillers Professionnels en Immigration

ANNUAL REPORT

cavic.ca



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VALUES

RESPECT:
We value all individuals and treat them with courtesy

PROFESSIONALISM:
We are effective and efficient in our work providing quality results, and making proper use of the diverse skill sets of members and employees

A POSITIVE, INSPIRING, AND CREATIVE ENVIRONMENT:
We are passionate and determined, and we encourage positive thinking and creative problem-solving skills

INTEGRITY:
We conduct ourselves ethically with honesty and fairness in all actions and decisions

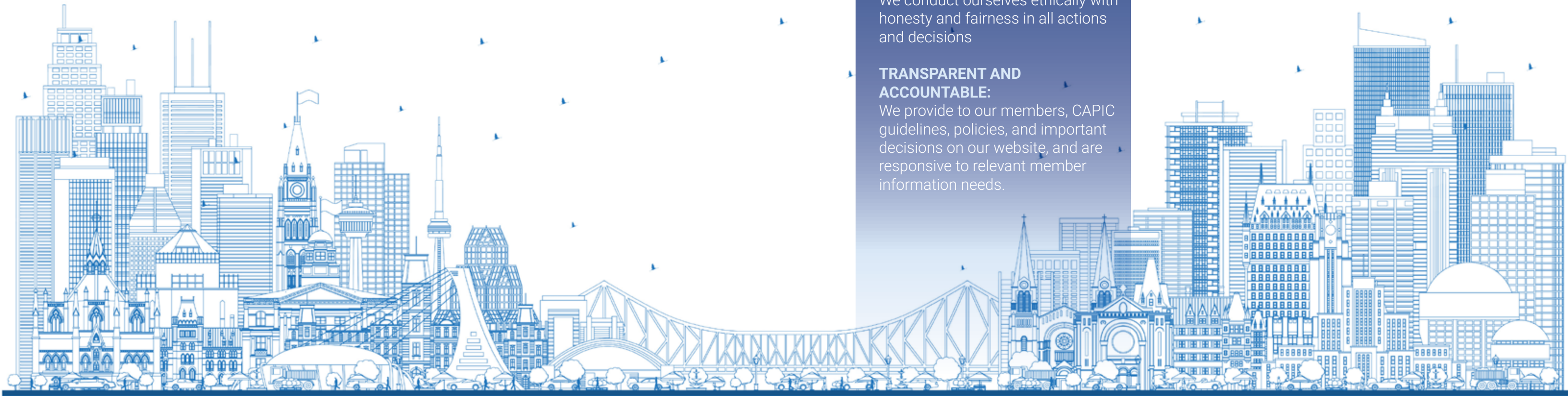
TRANSPARENT AND ACCOUNTABLE:
We provide to our members, CAPIC guidelines, policies, and important decisions on our website, and are responsive to relevant member information needs.

MISSION

The Canadian Association of Professional Immigration Consultants leads, connects, protects, and develops the profession, serving the best interests of its members.

VISION

CAPIC will be the sole voice for RCIC's, shaping policy, setting high standards and enhancing professional recognition through innovation, technology, and advocacy.



CHAIR REPORT

It is my privilege to present CAPIC's 2025 Annual Report and reflect on a year in which the organization continued to strengthen its role as the national voice of RCICs while advancing the interests of both the profession and Canada's immigration system.

Looking back on 2025, CAPIC experienced a year marked by both challenges and meaningful progress. Amid an evolving immigration landscape, the organization remained steadfast in its commitment to supporting RCICs through advocacy, innovation, and collaboration. These efforts continue to strengthen the profession and reinforce the essential role we play in Canada's immigration system.

Throughout the year, CAPIC further strengthened its role as a national voice for the profession by actively engaging in public policy consultations and legislative reviews affecting Canada's immigration framework. The organization provided detailed submissions to federal and provincial legislatures on several key initiatives, including proposed amendments to immigration regulations, the Strengthening Canada's Immigration System and Borders Act (Bill C-12), amendments to the Citizenship Act (Bill C-3), and Ontario's Working for Workers Seven Act, 2025 (Bill 30). CAPIC also contributed recommendations to IRCC during consultations on the 2025 Immigration Levels Plan and on economic priorities for category-based selection under Express Entry. In addition, the organization engaged with policymakers, political leaders, and media outlets to advocate for balanced and fair regulatory frameworks, address concerns related to unauthorized

practitioners and promote accurate public understanding of the RCIC profession. These advocacy efforts reflect CAPIC's continued commitment to protecting the integrity of the profession while contributing constructive legislative and policy expertise to Canada's evolving immigration system.

Strong governance remained a central priority throughout 2025. The Board of Directors and its committees continued to provide strategic oversight while maintaining a high standard of accountability, transparency, and collaboration. Governance frameworks and internal policies were reviewed and refined to reflect best practices, strengthening organizational resilience and ensuring that CAPIC remains well-positioned to respond to emerging developments within the profession and the broader immigration landscape.

Supporting members remained at the heart of CAPIC's work this year, highlighted by the launch of IMMeSuite, an innovative AI-powered platform designed to enhance the daily practice of RCICs. By integrating professional guidance, practice tools, educational resources, and collaboration features within a single platform, IMMeSuite enables members to manage their practices more efficiently while staying informed and connected. The launch represents an important milestone in CAPIC's ongoing efforts to modernize member services and equip RCICs with the resources needed to succeed in an increasingly complex regulatory environment.

Another defining moment of the year was CAPIC's celebration of its 20th anniversary.

Members gathered in Lake Louise for the National Citizenship and Immigration Conference (NCIC) to commemorate two decades of leadership, advocacy, and service to the RCIC community. The occasion provided an opportunity to reflect on CAPIC's journey, recognize the contributions of those who have shaped the organization, and reaffirm a shared commitment to advancing the profession in the years ahead.

The progress achieved in 2025 reflects the dedication and collaboration of many individuals who contribute to CAPIC's mission. I would like to extend my sincere appreciation to the Board of Directors, committee members, staff, and volunteers whose professionalism and commitment continue to strengthen the organization and support RCICs across Canada.

As we move forward from this important milestone, CAPIC remains focused on building a strong and forward-looking future for the profession. Through continued advocacy, member engagement, and the expertise of our Board, staff, and members, the organization will continue to support RCICs while contributing meaningfully to the development of a fair, effective, and trusted immigration system in Canada. With a steadfast commitment to professional excellence, CAPIC will lead, advocate, and shape the future of immigration consulting for the benefit of both its members and the broader public.



PRATEEK BABBAR

Chair
HRCC Chair

MESSAGE FROM THE CEO

Dear Members,

2025 has been a transformative year for CAPIC and for the immigration profession. This year, we focused on delivering practical solutions, advancing professional excellence, and equipping our members with the tools and resources they need to thrive in an evolving landscape. From launching IMMeSuite to celebrating our 20th anniversary in Lake Louise, CAPIC has continued to lead with purpose, innovation, and a clear commitment to the success of RCICs across Canada.

2025 also marked a historic milestone: CAPIC's 20th anniversary. Since our founding in 2005, CAPIC has grown into a trusted leader and advocate for immigration professionals across Canada. In celebration, members gathered in Lake Louise at the National Citizenship and Immigration Conference (NCIC) to commemorate two decades of progress, leadership, and service to the RCIC community. This milestone was not only a moment to reflect on our journey but also an opportunity to reaffirm our commitment to the continued growth and success of the profession.

Key Achievements and Milestones in 2025

- **CAPIC 20th Anniversary Celebration** – We commemorated two decades of advocacy and service, recognizing the contributions of members, volunteers, and staff who have shaped the profession.
- **Launch of IMMeSuite** – This innovative, AI-powered platform was introduced to provide members with comprehensive tools and resources, making practice management, professional development, and peer collaboration smarter, faster, and more connected.
- **Professional Development** – Nearly 90+ hours of CPD were delivered through webinars, workshops, and seminars in both official languages, designed to meet the diverse needs of our members.
- **National Citizenship and Immigration Conference (NCIC)** – Held in Lake Louise under the theme “Opportunities Through Change: Scaling New Peaks”, the conference achieved record-breaking attendance and offered unparalleled learning and networking opportunities.
- **Nationwide Engagement** – CAPIC organized impactful sessions across Canada, culminating in successful year-end events featuring appearances from key government representatives.
- **Advocacy and Government Relations** – CAPIC intensified its lobbying efforts, ensuring the voices of RCICs were heard in critical discussions with Immigration, Refugees and Citizenship Canada (IRCC), Employment and Social Development Canada (ESDC), and other key stakeholders.

- **Memorandum of Understanding with Canadian Immigration Consultants Club (RCIC Club)** – CAPIC signed a Memorandum of Understanding with the Canadian Immigration Consultants Club (RCIC Club) on September 24, 2025, strengthening collaboration on fighting unauthorized practitioners, joint lobbying efforts with IRCC, and broader membership engagement. This partnership reinforced CAPIC's role as an umbrella organization representing diverse voices within the profession.

We extend our deepest gratitude to our sponsors, partners, staff, volunteers and members for their invaluable contributions. Looking forward, CAPIC remains committed to evolving as a high-performance, digitally forward association, providing world-class professional development and serving as the trusted voice for the majority of immigration and citizenship consultants in Canada.

Our mission remains steadfast: to uphold the integrity of the profession and the immigration system while empowering RCICs nationwide.

To all our members, sponsors, staff, and volunteers: thank you for your ongoing support. Together, we will embrace the opportunities of 2026, driving innovation, growth, and continued success for the profession and the broader immigration community.

Here's to another year of achievement, collaboration, and progress. 🌟



DORY JADE

CEO, CAPIC

BOARD OF DIRECTORS

**PRATEEK BABBAR**

Chair
Human Resources
Compensation Committee Chair

**KIM K.C. LY**

Vice Chair
Lobbying Committee Chair
Audit and Finance
Committee, Member

**DEEPAK KOHLI**

Treasurer
Audit & Finance Committee
Chair Membership Services
Committee Vice Chair

**CARMAN GOSSELIN**

Secretary
Governance and Nomination
Committee Chair Audit & Finance
Committee Vice Chair

**NEERJA BHANDARI**

Education & Training
Committee Chair
Human Resources and Compensation
Committee, Member

**ARVIND PAL MATHARU**

Audit and Finance
Committee, Member

**CHRISTOPHER WILLIS**

Audit and Finance
Committee, Member

**MARJORIE NEWMAN**

Education and Training
Committee Vice Chair
Human Resources and
Compensation Committee, Member

**BURCU AKYOL**

Policy Committee Chair
Human Resources and Compensation
Committee, Member

**NAMITA DASS**

Membership Services
Committee Chair

**RALPH GUERRA**

Human Resources &
Compensation Committee
Vice Chair

**WILLIAM ADAMS**

Lobbying Committee Vice Chair
Audit & Finance Committee,
Member

**MINHAS ALI**

Policy Committee,
Vice Chair

PAST CHAIR COUNCIL

**LULWA AL HIDIQ**

(In Memoriam)

**GERD DAMITZ****DONALD IGBOKWE****DORY JADE****JEFF HEMLIN****PHIL MOONEY****RON MCKAY****WARREN LLOYD**

GOVERNANCE AND NOMINATION COMMITTEE

The Governance and Nomination Committee (GNC) had a strong and productive start to 2025, building on the momentum from previous years. The committee continues to be driven by a dedicated team of volunteers committed to supporting CAPIC and ensuring that the organization operates with transparency, accountability, and excellence.

The GNC worked diligently to review and refine bylaws, policies, charters, and mandates, ensuring that CAPIC's operations remain legally sound, consistent, and aligned with best practices. Over the past year, significant efforts were made to further clarify policies, strengthen governance structures, and streamline processes to better serve CAPIC's members and stakeholders.

In 2025, there were 6 committee meetings held to review and enhance its procedures. Regular governance processes, such as elections and amendments to bylaws, were conducted to ensure democratic practices and to introduce new ideas. The committee also oversaw the nomination and onboarding of new Board

CARMAN GOSSELIN
Governance and Nomination
Committee Chair

of Directors candidates, bringing fresh perspectives and skills to CAPIC's leadership. Key policy updates were approved, along with membership policies supporting CAPIC's core operational functions. Additionally, the GNC focused on volunteer engagement, ensuring that CAPIC maintains a strong and committed volunteer base.

Looking ahead, the committee will continue to enhance policies and procedures, strengthen accountability mechanisms, and provide guidance on best governance practices. Collaboration with CAPIC management, the Board, and volunteers remains a priority, ensuring that all initiatives reflect the organization's mission to advance the professional standards and growth of CAPIC members.

As we move forward, the GNC is also exploring ways to increase transparency and communication with members regarding governance matters, further supporting engagement, participation, and trust across the organization.



CARMAN GOSSELIN

Chair



ARVIND PAL MATHARU

Vice Chair



BEN ZHAOBIN LIU

Member



FESTUS OMOIATE

Member



HADEAR MARZOOQUE

Member



SHILPA ARYA

Member

AUDIT AND FINANCE COMMITTEE

2025 was a challenging economic year for CAPIC. In preparation for these conditions, the Audit and Finance Committee (AFC) focused on financial and policy consolidation in the previous year, which helped position CAPIC to achieve stronger-than-anticipated financial performance.

Throughout the year, the AFC held regular meetings and closely monitored CAPIC's financial performance and position amid growing economic challenges. As always, the committee prioritized long-term financial sustainability through sound budgeting practices and the implementation of cost-saving strategies and measures. The committee continuously reviewed CAPIC's financial strategy and objectives in relation to the annual budget and the organization's strategic plan. To expand opportunities for diversified funding, the AFC encouraged management to explore innovative solutions to mitigate financial risks arising from the

continued decline in various immigration lines of business affecting our members.

As mandated, the AFC also reviewed and recommended the approval of the annual financial statements to the Board, which were subsequently approved by both the Board and the membership. The AFC is pleased to note that, despite the additional costs associated with hosting the 2025 NCIC in Lake Louise, Alberta, undoubtedly one of the most prestigious locations in Canada, the conference was a net revenue contributor and a financial success.

I am deeply grateful for the unwavering support and contributions of my fellow committee members, as well as the dedication of CAPIC's management and staff. Your efforts have been instrumental in navigating 2025 and positioning CAPIC for continued success in the years ahead.

DEEPAK KOHLI
Audit and Finance Committee Chair



DEEPAK KOHLI
Chair



CARMAN GOSSELEIN
Vice Chair



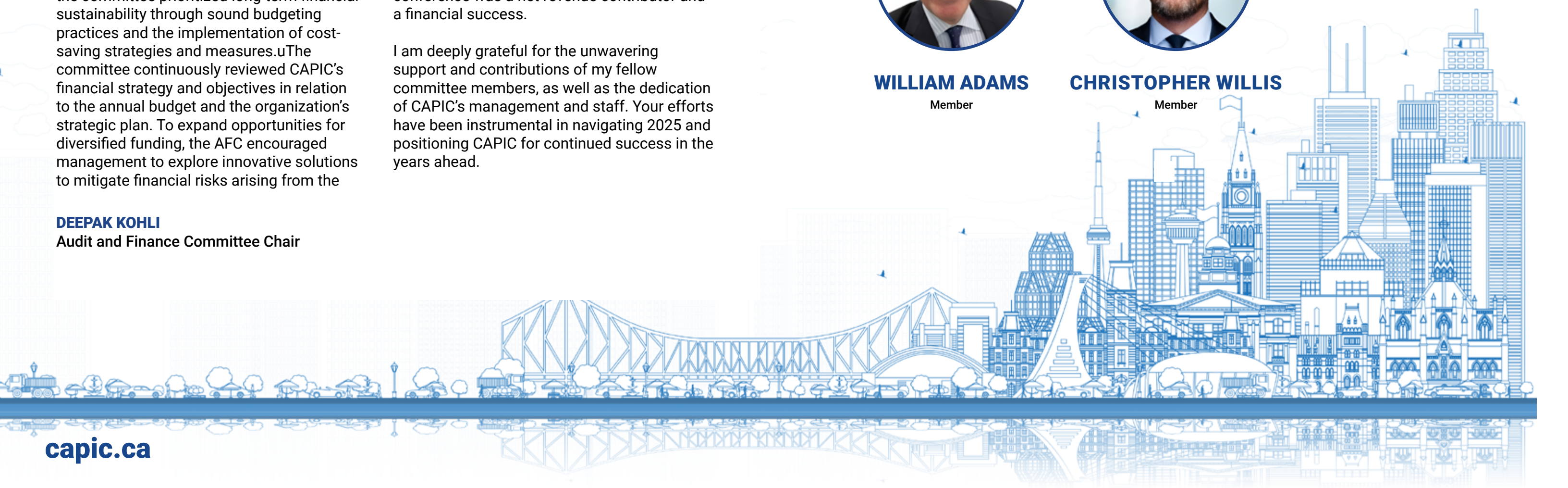
KIM K.C. LY
Member



WILLIAM ADAMS
Member



CHRISTOPHER WILLIS
Member



HUMAN RESOURCES AND COMPENSATION COMMITTEE

In 2025, the HRCC continued supporting CAPIC's strategic objectives by overseeing HR governance, staffing updates, and policy compliance. Despite staffing transitions and recruitment delays, CAPIC maintained a stable and supportive workplace environment aligned with organizational needs.

Key Activities include:

1. Policy & Governance Oversight

- Conducted the annual review of HR policies to ensure compliance with Canadian employment standards.
- Ensured HR practices remain aligned with CAPIC's Strategic Plan and best practices.

2. Staffing & Workforce Planning

- Monitored staffing levels, promotions, onboarding, and role adjustments.
- Oversaw recruitment efforts for key positions and reviewed updates throughout the year.
- Supported initiatives designed to promote staff well-being, retention, and workplace flexibility.

3. CEO Evaluation & Succession Planning

- Ensured the CEO's annual performance evaluation is aligned with strategic objectives.
- Reviewed and updated key elements of the CEO Long-Term Succession Plan for Board reference.

4. Committee Operations & Oversight

- Reviewed Management Reports at each HRCC meeting to monitor staffing, compliance, and organizational risks.
- Continued work under the 2024–2026 HRCC Work Plan to maintain alignment with strategic priorities.

The HRCC extends its appreciation to CAPIC Management and staff for their collaboration throughout 2025. The committee remains committed to supporting a positive, compliant, and strategically aligned work environment that enables CAPIC staff to perform at their best.

PRATEEK BABBAR
HRCC Chair



PRATEEK BABBAR

Chair



RALPH GUERRA

Vice Chair



MARJORIE NEWMAN

Member



BURCI AKYOL

Member



NEERJA BHANDARI

Member

MEMBERSHIP SERVICES COMMITTEE



NAMITA DASS

Chair



DEEPAK KOHLI

Vice Chair



MIKAEL ALAMI

Member



JOHN FERNANDO

Member



HAMID REZA HASSANI

Member



SONNY YOUNG

Member



STUTI CHAWLA

Member



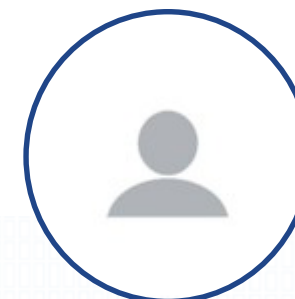
VIKAS RAI CHAUHAN

Member



SAHAR IBRAHIM

Member



TANVEER KAZMI

Member

2025 was a pivotal and challenging year for CAPIC Membership. At the beginning of 2025, our membership stood at 4,281, including 4,090 registered members. Throughout the year, we received and finalized 159 membership applications, culminating in a total membership of 3,828 by year's end. Of this total, 3,869 were registered members, representing 33% of all Regulated Canadian Citizenship and Immigration Consultants (as of June 2024).

The Membership Services Committee focused on member retention, service enhancement, and strategic growth despite a challenging operating environment. Key achievements included:

- Processed and finalized 159 membership applications and implemented targeted retention strategies.
- Increased outreach and visibility through strategic partnerships with Starling Social and BitWide, enhancing communications and lead generation.
- Launched membership promotions aimed at new licensees and outreach incentives to support member growth and engagement.
- Strengthened engagement initiatives for students and new RCICs, supporting smoother onboarding into CAPIC membership and services.
- Expanded and strengthened IMMeMentor, supporting 200+ mentees and 100+ mentors, and successfully delivered the Ontario IMMeMentor pilot event.
- Improved member experience through CAPIC Connect integrations, website redesign initiatives, and usability enhancements to member tools including My-Consultant and IMMeFile.

These achievements reflect the committee's commitment to enhancing member experience, growing CAPIC's influence, and strengthening its position within the immigration consultancy landscape.

NAMITA DASS
Membership and Services
Committee Chair



NEERJA BHANDARI

Chair



MARJORIE NEWMAN

Vice Chair



VALENTINA ARTEMIEVA

Member



YASSINE EL BAHOULI

Member



TARYN RAHMAN

Member



NEELU KANG

Member



YANA TASHEVA

Member



MEREDITH LENT-HUNCHAK

Member



MUHAMMAD VIRK

Member



MIGUEL GOVEA

Member



HEM DUTTA

Member



TROY PARIAG

Member

EDUCATION AND TRAINING COMMITTEE

2025 was another dynamic year for CAPIC’s education and training programs, with 55 events spanning in-person seminars, online webinars, workshops, Lunch & Learns, CAPIC Cafes, sponsor-led events, and EPE preparation courses. Members engaged in almost 65.5 hours of CPD Seminar Bundle learning, covering a wide array of topics including industry trends, policy updates, case studies, and practical best practices. These sessions kept CAPIC members informed, connected, and equipped for the evolving immigration landscape.

2025 marked the 10th anniversary of CAPIC’s Seminar Bundle, a flagship initiative setting the standard for professional development in immigration practice. The year featured 20 bundle events alongside 25 seminar sessions, offering members practical, actionable guidance. Signature programming included the Express Entry series, Monthly Edition Series: Financial Management, and the LMIA A-Z three-part series, giving members practical, actionable guidance. Other standout sessions covered Open Work Permits, H&C Applications, Study Smart: Student Immigration Updates, and Navigating Policy Shifts, keeping practitioners ahead of fast-changing regulations.

A major highlight was our in-person session “AI Shift: Are You Ready?” in Mississauga, part of four in-person events (including NCIC), exploring how

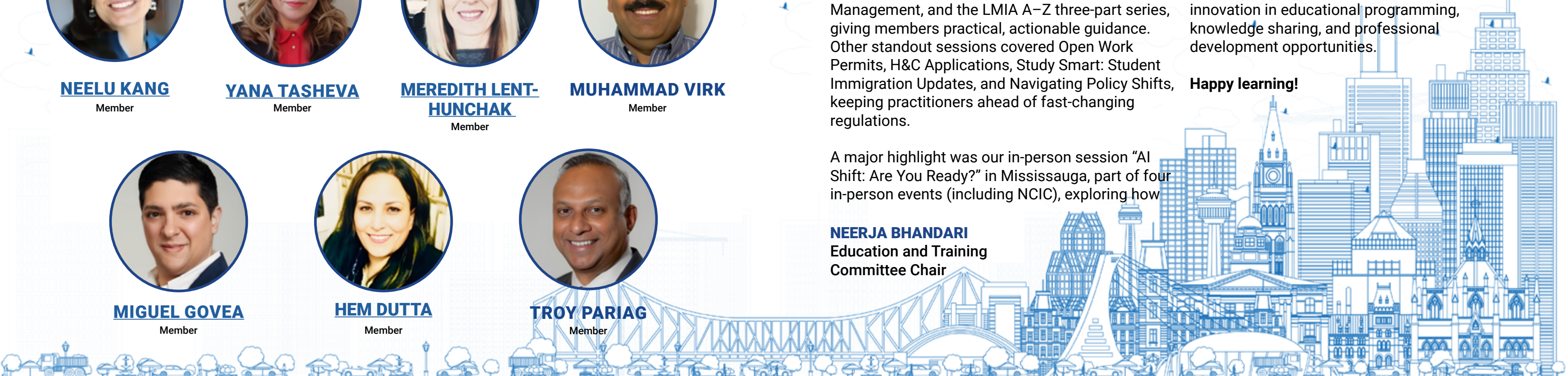
NEERJA BHANDARI
Education and Training
Committee Chair

artificial intelligence is transforming immigration practice. Reconsiderations and Refusals in Mississauga was another hit and successful event with great reviews. Alongside these, 26 learning sessions including CAPIC Cafes and Lunch & Learns provided intimate spaces for networking, discussion, and peer learning.

2025 reinforced CAPIC’s commitment to innovative learning, practical guidance, and community building, equipping members to thrive in an evolving immigration landscape

CAPIC extends sincere gratitude to the Education and Training Committee for their leadership and feedback, to our speakers for sharing their expertise, to volunteers for their dedication, and to operational staff for their hard work. Most importantly, thank you to all CAPIC members who attend, learn, and inspire. Looking ahead to 2026, we anticipate continued innovation in educational programming, knowledge sharing, and professional development opportunities.

Happy learning!





KIM K.C. LY

Lobbying Committee Chair



WILLIAM ADAMS

Vice Chair



ELLEN YACHNIN

Member



BROOKE FINLAY

Member



NEERA AGNIHOTRI

Member



SHARMILA PERERA

Member



GURJIT NAGI

Member



BABITA GUPTA

Member



MUHAMMAD WAJAHAT FAIZAN

Member



SANJEEV VERMA

Member

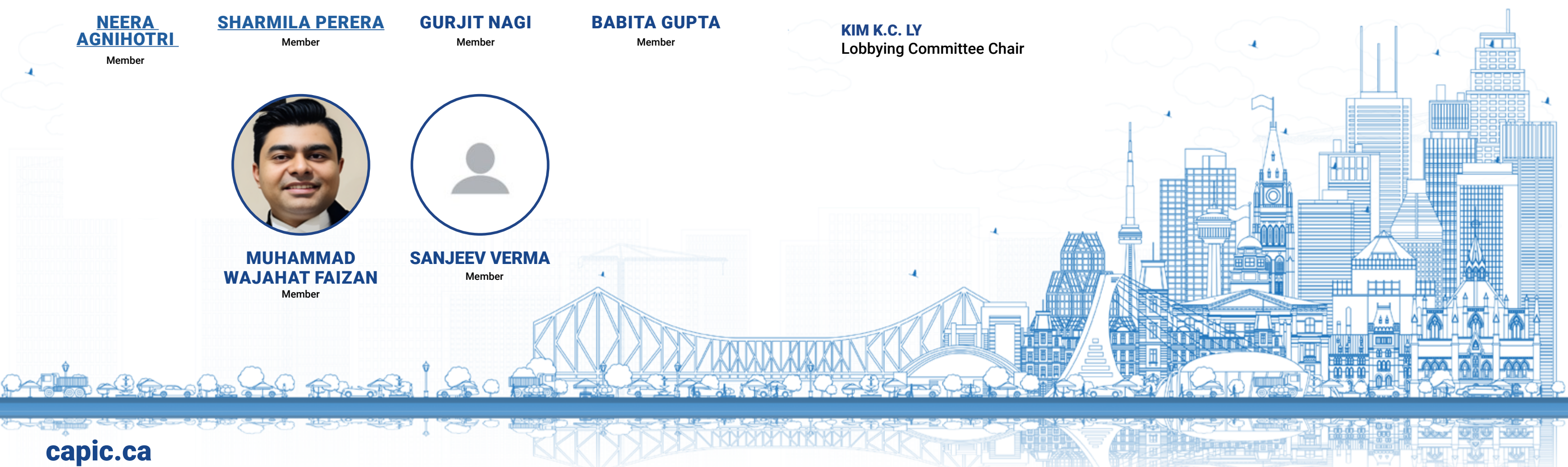
LOBBYING COMMITTEE

The Lobbying Committee continued its commitment to monitoring developments in immigration and citizenship law throughout 2025 to ensure advocate for the best interest of CAPIC members. The Committee identified and addressed key issues affecting our members' practices, proactively engaging with stakeholders, including government officials, management of the College, and reporters of major media outlets. The lobbying efforts increased CAPIC's visibility within the immigration policy-making sector while upholding the integrity and reputation of the profession.

2025 focused on tracking legislative and policy changes and developing strategies to address challenges in Canadian immigration and the profession. The Committee consistently engaged with pertinent stakeholders to advocate for constructive change and ensure that our members' perspectives were represented.

The Committee's achievements were made possible through the commitment of its members, strategic guidance from the Board, and invaluable support from CAPIC staff. We extend our sincere gratitude to the Lobbying Committee, Board members, and CAPIC staff for their contributions. This momentum will be maintained as we progress toward 2026.

KIM K.C. LY
Lobbying Committee Chair





BURCU AKYOL
Chair



MINHAS ALI
Vice Chair



BHAWNA VASUDEV
Member



JANET EBERLE
Member



ANAS ITANI
Member



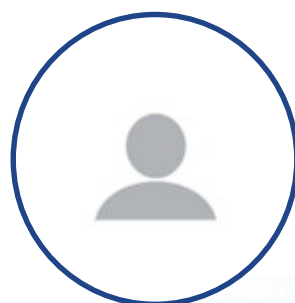
MARTINE VAREKAMP-BOS
Member



LOUISE WILLIS
Member



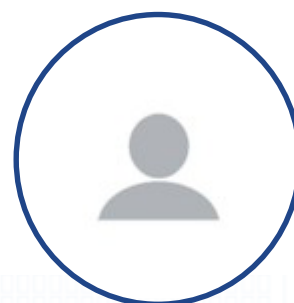
MIA LOBECH-READINGS
Member



ALAN CHOY
Member



STEVEN PAOLASINI
Member



EDWARD RUSSELL
Member

POLICY COMMITTEE

In 2025, the Policy Committee held four formal policy meetings, including two joint Lobby–Policy meetings, to guide and oversee the implementation of a comprehensive and strategic policy agenda. Throughout the year, more than 30 stakeholder engagements were conducted across multiple levels of government and departmental offices to advance key priorities.

Policy issues were identified through “Have Your Say” consultations, direct Committee input, and feedback from industry stakeholders. These insights informed the development of targeted strategies addressing critical and emerging policy matters impacting immigration.

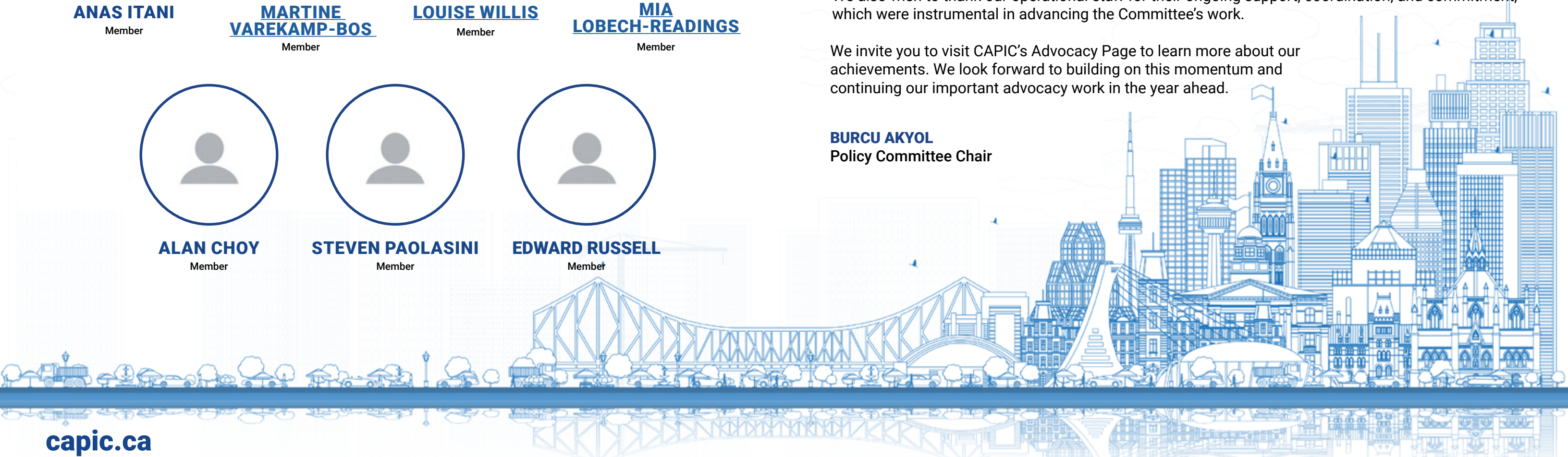
Through stakeholder meetings, formal submissions, written correspondence, and active advocacy efforts, the Committee advanced strong, evidence-based policy recommendations for government consideration.

We extend our sincere appreciation to all Committee members for their leadership and dedication, to CAPIC members for their valuable feedback and recommendations, and to more than 40 Subject Matter Experts (SMEs) who generously contributed their expertise throughout the year.

We also wish to thank our operational staff for their ongoing support, coordination, and commitment, which were instrumental in advancing the Committee’s work.

We invite you to visit CAPIC’s Advocacy Page to learn more about our achievements. We look forward to building on this momentum and continuing our important advocacy work in the year ahead.

BURCU AKYOL
Policy Committee Chair



CAPIC AMBASSADOR REPORT

In 2025, efforts were focused on strengthening partnerships, advancing advocacy initiatives, and contributing to the strategic growth of CAPIC. Through active engagement with stakeholders and leadership contributions across key projects, these initiatives supported the organization’s mission and enhanced its service delivery.

Key Activities include:

1. Partnership Development & Collaboration

- Facilitated Memorandum of Understanding (MOU) discussions between CAPIC and partner organizations to strengthen collaborative frameworks.
- Supported the process of securing formal approvals to advance strategic partnerships and joint initiatives.

2. Advocacy & Government Relations

- Delivered presentations to Federal Members of Parliament to promote CAPIC’s mission and priorities.
- Advanced awareness of CAPIC’s entrepreneur submission programs and their impact on the profession and broader community.
- Represented CAPIC in outreach efforts and stakeholder discussions to strengthen visibility and engagement.

3. Networking & Community Engagement

- Built and maintained relationships with key stakeholders and partners.
- Engaged with the community to promote CAPIC initiatives and gather feedback to inform advocacy and programming.

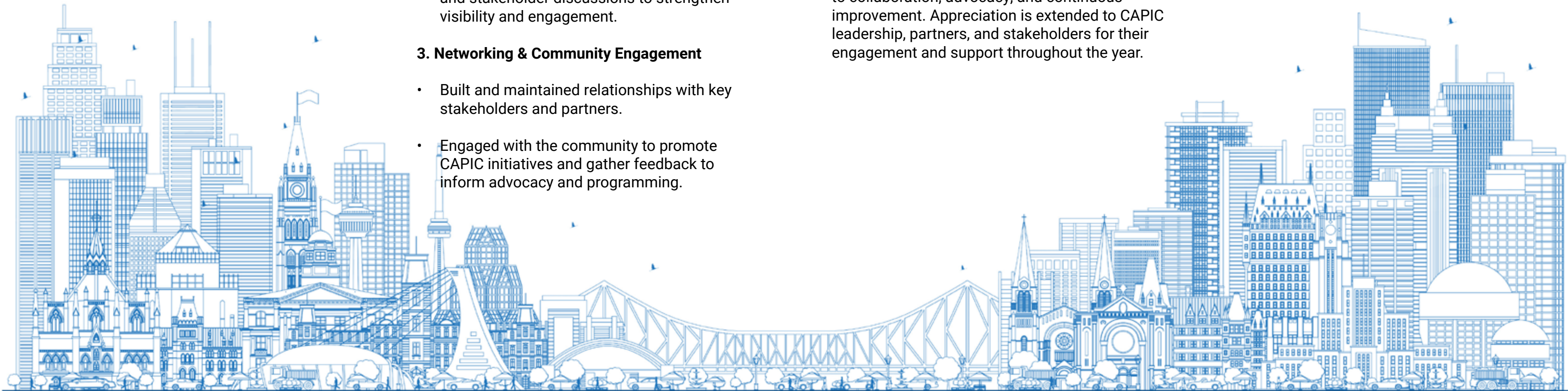
4. Strategic Contributions & Organizational Growth

- Provided strategic insights and recommendations across multiple CAPIC services and projects.
- Supported initiatives aimed at enhancing service delivery, improving member value, and driving organizational growth.

These efforts reflect an ongoing commitment to collaboration, advocacy, and continuous improvement. Appreciation is extended to CAPIC leadership, partners, and stakeholders for their engagement and support throughout the year.



GERD DAMITZ



HIGHLIGHTS FROM 2025

National Citizenship and Immigration Conference (NCIC) in Lake Louise

The 20th Annual National Citizenship and Immigration Conference (NCIC) took place in stunning Lake Louise under the theme “Opportunities Through Change: Scaling New Peaks.” The 2025 conference achieved record-breaking attendance and offered unparalleled learning and networking opportunities for immigration professionals across Canada.

Delivered under the leadership of the NCIC Sub-Committee, the conference continues to fulfill its objective of advancing professional development, strengthening member engagement, and supporting excellence in immigration practice across Canada.

This year was especially historic as CAPIC celebrated its 20th anniversary. Since its founding in 2005, CAPIC has grown into a trusted leader and advocate for RCICs, and the NCIC provided the perfect setting to commemorate two decades of progress, leadership, and service to the profession. Members gathered to celebrate this milestone, reflect on the association’s journey, and reaffirm their commitment to the continued growth and success of immigration consultants in Canada.

Attendees benefited from a wide range of professional development sessions, gaining insights into emerging policies, ethical practices, and strategies to enhance their practice.

The Chair’s Gala was a memorable celebration, honoring the journeys and achievements of immigrants and recognizing outstanding contributions in the field with the prestigious Ivor Carvalho Award.

A huge thank you to the NCIC Sub-Committee, led by Chair Marjorie Newman, as well as our sponsors, volunteers, and operational team. Your dedication made this event a tremendous success. And, of course, heartfelt gratitude to our CAPIC members whose engagement, learning, and networking continue to make NCIC the premier conference for immigration consultants.

NCIC NCICI™

National Citizenship & Immigration Conference
Conférence Nationale sur la Citoyenneté et l’Immigration

NCIC Sub-Committee Members



MARJORIE NEWMAN



MIGUEL GOVEA



THOMAS MACLEAY



**MARTINE
VARKAMP-BOS**



**MANPRIT
AJULA-GREWAL**



PRATEEK BABBAR



CLAUDIA MEI MEI CHAN

IVOR CAVARHLO AWARD

The Ivor Carvalho Award is given annually to an organization or individual that demonstrates exceptional commitment to supporting immigrants and newcomers in Canada. The award was established in 2013 to honour Ivor Carvalho, a CAPIC member who was deeply involved in the organization's advocacy efforts. An eloquent writer, a dedicated activist, and the epitome of Canadian values, Ivor Carvalho passed away in 2012.

The recipient of the 2025 Ivor Carvalho Award is the Calgary Immigrant Women's Association (CIWA), recognized for its outstanding dedication to immigrant women and their families in Calgary. CIWA provides thousands of hours of volunteer-driven services annually and highlights the invaluable contributions of its long-term volunteers through initiatives such as "Volunteer of the Month", fostering community building and empowerment.

Reflecting on the award, Paula Calderon, CEO of CIWA, shared:

"This award affirms what we've always known—that equity in immigration is not a policy issue alone, it's a human one. At CIWA, we work every day to amplify the voices of women and girls who are shaping Canada's future. We're honoured to be recognized by CAPIC for advancing gender-responsive, culturally informed solutions that remove barriers and build belonging."

CAPIC congratulates CIWA on this well-deserved recognition and thanks them for their continuous efforts to improve the lives of immigrant women and their families in Canada.



CAPIC Signs Memorandum of Understanding with Canadian Immigration Consultants Club



CAPIC signed a Memorandum of Understanding (MOU) with the Canadian Immigration Consultants Club in September 2025, strengthening collaboration within the profession. This partnership enhances efforts to address unauthorized practitioners, expands advocacy through a broader lobbying agenda, and supports increased member engagement.

This milestone reflects CAPIC's commitment to unity, stronger representation, and building strategic partnerships across the profession.

The Launch of IMMeSuite™ – CAPIC's Integrated Digital Ecosystem

IMMeSuite™

POWERED BY AI 

In 2025, CAPIC advanced its member services through **IMMeSuite**, a comprehensive digital ecosystem designed to support immigration consultants in building modern, compliant, and successful practices. Powered by AI Annie, the platform integrates ten core services: **IMMeMentor**, **IMMeForum**, **IMMeFile**, **IMMeEducation**, **IMMeCentre**, **IMMeLegal**, **IMMeSupport**, **IMMeJobs**, **IMMeAffiliate**, and **IMMeMyConsultant**.

Together, these services provide an all-in-one toolkit spanning practice management, professional development, mentorship, legal resources, and member engagement—delivering significant value and equipping members to thrive in an evolving immigration landscape.



CAPIC is expanding into Artificial Intelligence, starting with AI Annie—an AI-powered tool trained to answer questions about Canadian immigration. CAPIC has developed its own AI infrastructure to manage these workloads and plans to expand AI Annie's capabilities to address member-specific questions, access CAPIC's knowledge cloud, and provide even broader support.

VOLUNTEER AWARDS

FOR DEDICATION TO THE BOARD



PRATEEK BABBAR



KIM K.C. LY



DEEPAK KOHLI



CARMAN GOSSELIN



NEERJA BHANDARI



ARVIND PAL MATHARU



WILLIAM ADAMS



CHRISTOPHER WILLIS



MARJORIE NEWMAN



BURCU AKYOL



NAMITA DASS



MINHAS ALI



RALPH GUERRA

FOR DEDICATION TO THE HUMAN RESOURCES & COMPENSATION COMMITTEE (HRCC)



PRATEEK BABBAR



RALPH GUERRA



MARJORIE NEWMAN



BURCU AKYOL



NEERJA BHANDARI

FOR DEDICATION TO THE MEMBERSHIP SERVICES COMMITTEE (MSC)



NAMITA DASS



DEEPAK KOHLI



MIKAEL ALAMI



JOHN FERNANDO



VIKAS RAI CHAUHAN



HAMID REZA HASSANI



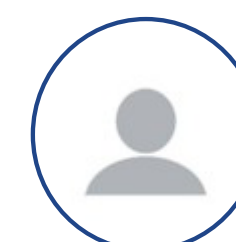
SONNY YOUNG



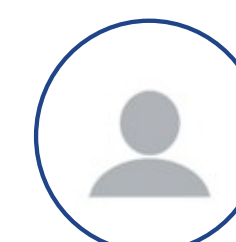
SAHAR IBRAHIM



STUTI CHAWLA



HEMLATA PUNJ



TANVEER KAZMI

FOR DEDICATION TO THE GOVERNANCE & NOMINATION COMMITTEE (GNC)



CARMAN GOSSELIN



ARVIND PAL MATHARU



BEN ZHAOBIN LIU



FESTUS OMOIATE



HADEAR MARZOOQUE



SHILPA ARYA

FOR DEDICATION TO THE POLICY COMMITTEE



BURCU AKYOL



MINHAS ALI



MARTINE VAREKAMP-BOS



JANET EBERLE



LOUISE WILLIS



ANAS ITANI



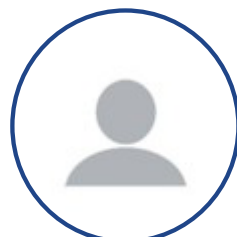
MIA LOEBACH-READINGS



ALAN CHOY



EDWARD RUSSELL



STEVEN PAOLASINI

FOR DEDICATION TO THE AUDIT & FINANCE COMMITTEE (AFC)



DEEPAK KOHLI



CARMAN GOSSELIN



KIM K.C. LY



WILLIAM ADAMS

FOR DEDICATION TO THE EDUCATION & TRAINING COMMITTEE (E&T)



NEERJA BHANDARI



MARJORIE NEWMAN



NEELU KANG



HEM DUTTA



MEREDITH LENT-HUNCHAK



YANA TASHEVA



VALENTINA ARTEMIEVA



MUHAMMAD VIRK



TARYN RAHMAN



YASSINE EL BAHLOULI



MIGUEL GOVEA



TROY PARIAG

FOR DEDICATION TO THE POLICY COMMITTEE



KIM K.C. LY

WILLIAM
ADAMS

ELLEN YACHNIN



BROOKE FINLAY

SHARMILA
PERERA

BABITA GUPTA

NEERA
AGNIHOTRI

GURJIT NAGI

MUHAMMAD
WAJAHAT FAIZANSANJEEV
VERMA

AWARD OF ACADEMIC EXCELLENCE

Congratulations to Nikita Uskov and Robert James Hudson who were presented CAPIC's Award of Academic Excellence during their graduation ceremony from Queen's University on October 1, 2025. The Award recognizes students studying in the field of immigration for their determination and academic excellence and supports the recipients as they begin their professional careers. Each recipient received two years of free CAPIC Membership (Student or Regular Subscription Package) and \$1700.

We wish all award winners best wishes and future success in their endeavours!

With the support of CAPIC members and the guidance of its governing team, CAPIC Connect has matured into a premier membership platform over the past decade. It continues to serve as a dynamic hub for learning, networking, and professional growth.

CAPIC Connect maintains its user-friendly nature while offering members an increasingly intuitive and engaging experience.

Current Technologies:

CAPIC maintains its cutting-edge upgrades to its technological framework that are continuously being implemented. Among these upgrades is the adoption of Microsoft's cross-platform framework, enabling seamless use across Windows, Linux, and MacOS. This improvement has been pivotal in CAPIC's efforts to maintain a resilient technology infrastructure for consultants, ensuring reliable connectivity across mobile, desktop, web, cloud, IoT, machine learning, and AI applications. CAPIC's resources are hosted on the Microsoft Azure Cloud platform, which continue to include high-performance servers, upgraded hardware, and enhanced security policies.

Enhanced User Interface:

The front-end screens of the revamped 2022 CRM continue to support fully responsive, mobile-first websites, reaching a broader range of devices and user needs.

Security Measures:

CAPIC continues to safeguard usernames and passwords through Microsoft's integrated identity system, including one-way password hashing, validation rules, secure storage, and two-factor authentication. Additional protections include

upgraded firewalls and reinforced spam control measures, maintaining system security and safeguarding against emerging threats.

Improved User Experience:

The refined interface design continues to deliver a bright, visually appealing, and easy-to-navigate environment, enhancing overall usability.

Encryption and SSL Certificate Update:

The SSL Certificates have been re-implemented using Microsoft's certificates, and encryption has been strengthened to 2048-256 bits.

French CAPIC Connect 2.0

French CAPIC Connect 2.0 continues to support fully bilingual regions, maintaining improvements to login, new user registration, dashboard, member profiles, and membership applications.

IMMeSuite with New Dashboard:

All CAPIC services are now consolidated under the single platform IMMeSuite Powered by AI. IMMeSuite Powered by AI features AI-enabled functionality, a cleaner design, one-click access to all CAPIC services, and a new notifications module where CAPIC shares important updates for both members and non-members.

AI Annie:

CAPIC is expanding into Artificial Intelligence, starting with AI Annie—an AI-powered tool trained to answer questions about Canadian immigration. CAPIC has developed its own AI infrastructure to manage these workloads and plans to expand AI Annie's capabilities to address member-specific questions, access CAPIC's knowledge cloud, and provide even broader support.

In 2025, CAPIC continued to enhance its members' experience with the launch of IMMeSuite Powered By AI, an integrated toolkit designed to streamline practice, enhance collaboration, and expand professional opportunities for RCICs. IMMeSuite Powered by AI brings together learning, research, collaboration, case management, career development, legal updates, member benefits, and public engagement—all within one convenient membership. This toolkit delivers time savings, stronger file defensibility, and CAPIC-only advancement opportunities.

With IMMeSuite, CAPIC members can:

1. **Collaborate - IMMeMentor**
2. **Network & Problem Solve – IMMeForum**
3. **Case Management – IMMeFile**
4. **Learn – IMMeEducation**
5. **Immigration Knowledgebase & Research – IMMeCentre**
6. **Stay Informed – IMMeLegal & IMMeSupport**
7. **Career Growth– IMMeJobs**
8. **Membership Value – IMMeAffiliate**
9. **Public Engagement - IMMeMyConsultant**



CAPIC's mentorship programme is designed to connect experienced immigration consultants with newer practitioners for guided professional development, confidence-building, and knowledge transfer. IMMeMentor also serves as the RCIC directory for co-counselling, enhancing collaboration within the immigration consulting community.



The largest RCIC forum in the industry. IMMeForum is CAPIC's member community platform – a moderated space for peer discussion, industry specialist threads, regulatory Q&A, and collaborative professional development. With over 4,000 experienced immigration consultants, it is the most active professional exchange in the Canadian immigration consulting sector.



A client assessment and file management tool, included with your CAPIC membership. IMMeFile is an AI-powered case management and file organization platform purpose-built for immigration consultants – enabling efficient file handling, document tracking, and audit-ready record keeping. It streamlines client interactions and case management with ease.

IMMeEducation is CAPIC's professional development platform offering CPD webinars, seminars, structured e-learning with CICC compliance tracking, and specialized courses. It supports ongoing learning in immigration law, policy updates, and practice management while enabling consultants to earn CICC CPD credits and maintain professional competence.

CAPIC's online resource library – your virtual warehouse of up-to-date government reports, stakeholder meetings articles, member-driven content, and invaluable periodicals. IMMeCentre is the largest library of its kind in the Canadian immigration consulting industry, providing a central hub for ATIP documents, archived webinars, regulatory guidance, case law, knowledge cloud, and operational knowledge.

A member-driven resource that discusses current immigration law topics to inform your practice and keep you in the loop. IMMeLegal offers exclusive ATIP documents, reviews of recent legal rulings, insider tips, and in-depth articles on relevant Federal Court decisions and regulatory changes. Sponsored by National Bank, IMMeLegal is available at no additional cost to CAPIC members.

IMMeSupport is CAPIC's quarterly newsletter designed to provide career guidance, practical support, and professional resources to students in CICC-accredited programmes and newly licensed RCICs navigating the early stages of their career. Distributed to students at Queen's University Post-Graduate Program in Immigration Law and Policy and Universite de Montreal Faculte de droit, as well as Year 1 CAPIC members, the newsletter bridges the gap between academic training and real-world practice. Content is driven by a Student Working Group and a panel of RCIC instructors who ensure every issue is relevant, practical, and grounded in what students actually need – not more curriculum, but real examples, practitioner pathways, and next-step professional supports.

CAPIC's job board and classifieds platform connect immigration consultants with employment opportunities, associate placements, and practice staff recruitment. IMMeJobs serves as the preferred professional network for staffing within Canada's regulated immigration consulting sector.

IMMeAffiliate is CAPIC's member benefits and sponsor programme – a curated collection of exclusive discounts, preferred pricing, and professional service partnerships available only to CAPIC members. The programme has two interconnected streams: Affinity Programs, which are negotiated savings with partner organizations across telecommunications, fitness, printing, and professional insurance; and CAPIC Sponsor Partnerships, where sponsors of CAPIC events and initiatives offer value-added services and tools directly to the membership. All benefits are accessed through the IMMeAffiliate tab on CAPIC Connect 2.0 and on capic.ca/IMMeAffiliate, giving members a single destination for all negotiated advantages. With over 10 years of active operation, IMMeAffiliate continues to expand its roster of partners.

GROUP INSURANCE

Members can access exclusive special rates for health and dental insurance and group benefits coverage through The Shepherd Group, a CAPIC Partner.

The Shepherd Group also has property and automobile insurance beginning with Ontario.

CAPIC's marketing and visibility platform for members – providing access to the MyConsultant directory (the most comprehensive RCIC online directory available), the MC Show video series, industry news digests, and public engagement events. IMMeMyConsultant helps immigration consultants build their personal brand, attract prospective clients, and establish thought leadership in their practice area.

Regular

MyConsultant Profile includes a company bio and logo and is randomly featured on the homepage (bottom). Additionally, Regular members can contribute 1 article per year, enhancing their visibility and credibility.

Gold

MyConsultant profile includes a company video, an additional phone number, and social media links. Profiles are randomly selected to appear on the homepage (under "Featured

Immigration Consultant"). Additionally, Gold members receive 3 articles per year and 1 interview per year.

Former Level 1 subscription (basic MyConsultant profile) is now part of the new Start-Up package.

IMMeMyConsultant hosts a successful YouTube show that garnered 90.1k views and 268 subscribers in 2025.

NCIC NCIC™

National Citizenship & Immigration Conference
Conférence Nationale sur la Citoyenneté et l'Immigration

The **National Citizenship and Immigration Conference (NCIC)** is the flagship annual event of the Canadian Association of Professional Immigration Consultants, bringing together immigration professionals, government representatives, and industry leaders from across Canada. NCIC serves as a premier platform for learning, collaboration, and professional development within the immigration consulting community.

The conference features a dynamic program of expert-led panels, government insights, and practical sessions focused on real-world application. Attendees gain access to the latest updates in immigration policy, processing trends, and regulatory developments shaping the profession. A key strength of NCIC is its direct engagement with government departments, including IRCC, ESDC, CBSA, and provincial programs.

The conference also explores emerging themes such as technology, artificial intelligence, and evolving service delivery models. provides valuable opportunities to strengthen professional networks, build partnerships, and exchange ideas with peers. Through its sessions and discussions, the conference supports practitioners in navigating complexity and enhancing client outcomes.

The 20th NCIC was proudly held in the breathtaking setting of Lake Louise, marking a milestone celebration of CAPIC's legacy of leadership and community. It is widely recognized as a central forum for advancing knowledge, ethics, and best practices in immigration consulting. Ultimately, NCIC reflects CAPIC's commitment to education, advocacy, and excellence within Canada's immigration profession.

MORE SERVICES

CAPIC strives to ensure that each member's Continuing Professional Development (CPD) needs are met. Its education program offers nearly 100 hours on a yearly basis, through a series of seminars, workshops and other types of sessions. These sessions are in a variety of styles from lecture, panel, and hands on learning, with the goal of ensuring that knowledge is gained, and practical tips are gained. The popular \$1.00 Seminar Bundle program, which celebrated its 10th year in 2025, includes between 50–60 CPD hours on a wide variety of topics designed for both new and experienced practitioners. 2025 had a variety of in-person events in various regions across the country, along with a robust list of virtual events. All events are recorded so that CAPIC members can access these events year around. Networking remains a crucial aspect of CAPIC events where connections are built, and opportunities are made! We believe that knowledge and education beyond the mandated hours are vital to ensuring a member's professional knowledge remains up to date.

CAPIC EVENTS INCLUDE:

- Networking and peer-to-peer engagement
- Information sharing, knowledge updates and Q and A sessions
- Case studies, best practices and tips to enhance learning and professional growth
- Experienced speakers from the industry and government
- Video library - CPD events are available for one year and then moved to the IMMCentre Video Library where members can revisit sessions

- Informative and engaging sessions supporting immigration knowledge, business support and professional growth
- Topics ranged in 2025 from Express Entry Series Parts 1 - 3, Financial Management, LMIA A-Z Series, Professionalism - Real Cases, Real Stories, Real Ethics, Mastering PTE for Canadian Migration Success, Building Your Digital Presence, Open Work Permits Unlocked: Tools, Risks, and Pathways to PR, H&C Applications: Understanding the Process - From Assessment to Outcome, Study Smart: Updates on Student Immigration, Navigating Policy Changes, The AI Shift: Are You Ready?, 2026-2028 Levels Plan Breakdown, Refusals and Reconsiderations and more. These are just a few of the events held in 2025 with many of them still available with CPD hours.

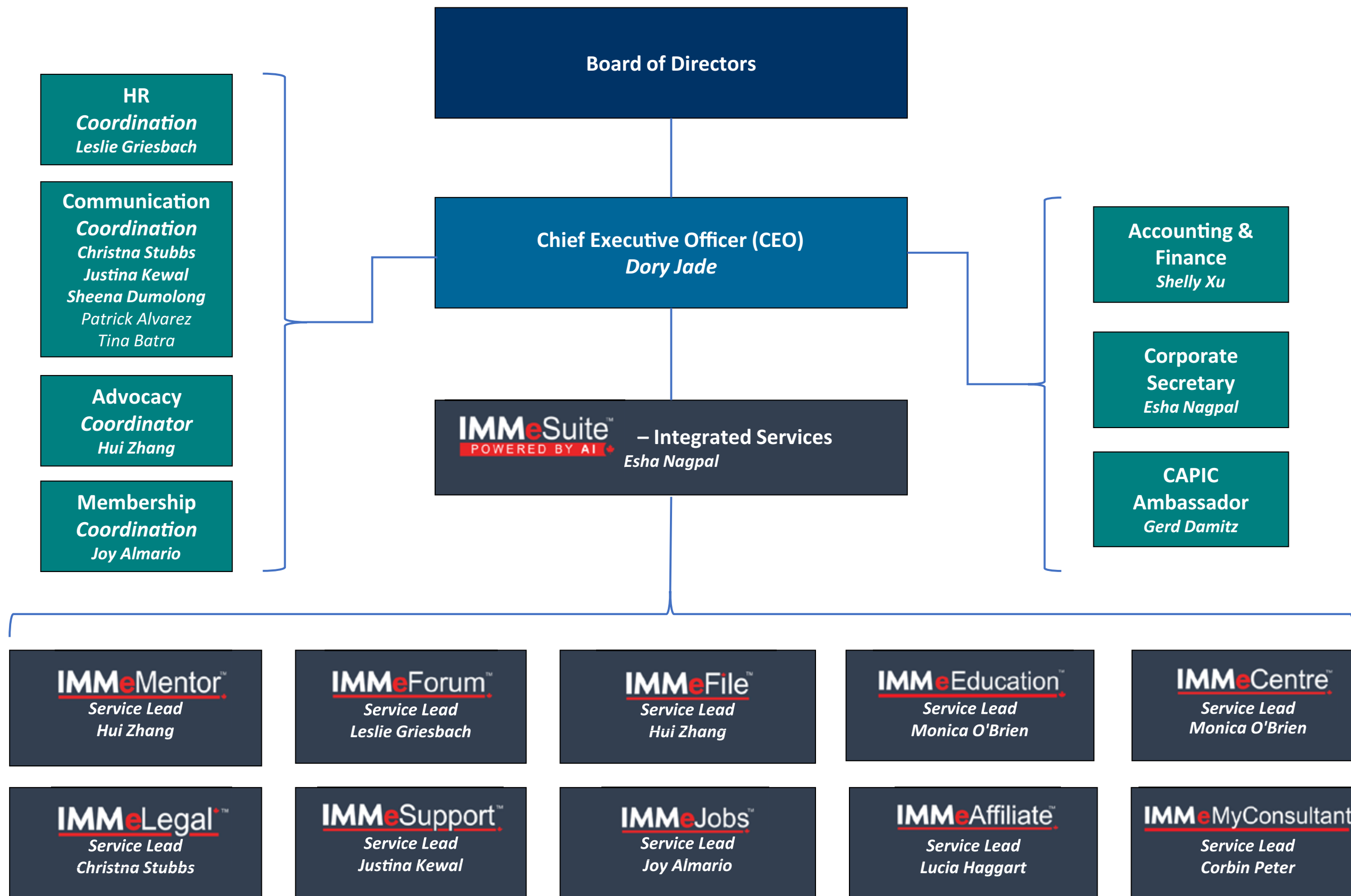
Whether you attended an in-person event, a virtual session, a Lunch and Learn or a CAPIC Cafe, be assured you were able to connect and learn with your fellow colleagues.

Added to the mix, is our podcast series, "Soundbites of Immigration Success" where RCICs can meet their colleagues, hear their stories, challenges, how they tackled them and what motivated them to enter the profession

SURETY BOND

CAPIC offers a special surety bond service to members who practice in Alberta, British Columbia, Nova Scotia, and Saskatchewan. The surety bond is an acceptable alternative to the financial security required by these provinces.

CAPIC Organizational Chart (IMMeSuite Integration)



CAPIC STAFF



DORY JADE

Chief Executive Officer



ESHA NAGPAL

Corporate Secretary



LUCIA HAGGART

Events Manager



HUI ZHANG

Policy and Lobbying
Research Coordinator



CHRISTNA STUBBS

Senior Communications
Coordinator



JUSTINA KEWAL

Communications
Coordinator



MONICA O'BRIEN

Education and Stakeholder
Engagement Manager



LESLI GRIESBACH

HR Coordinator



JOY M. ALMARIO

CAPIC Membership
Coordinator



CORBIN PETER

Senior Events Coordinator



SHELLY XU

Accounting Bookkeeper



TINA BATRA

News Coordinator



JACQUILINE PARENO

Membership Coordinator



SHEENA DUMOLONG

Marketing Media Consultant



PATRICK ALVAREZ

Graphic Designer



FLORENCE BASTIEN

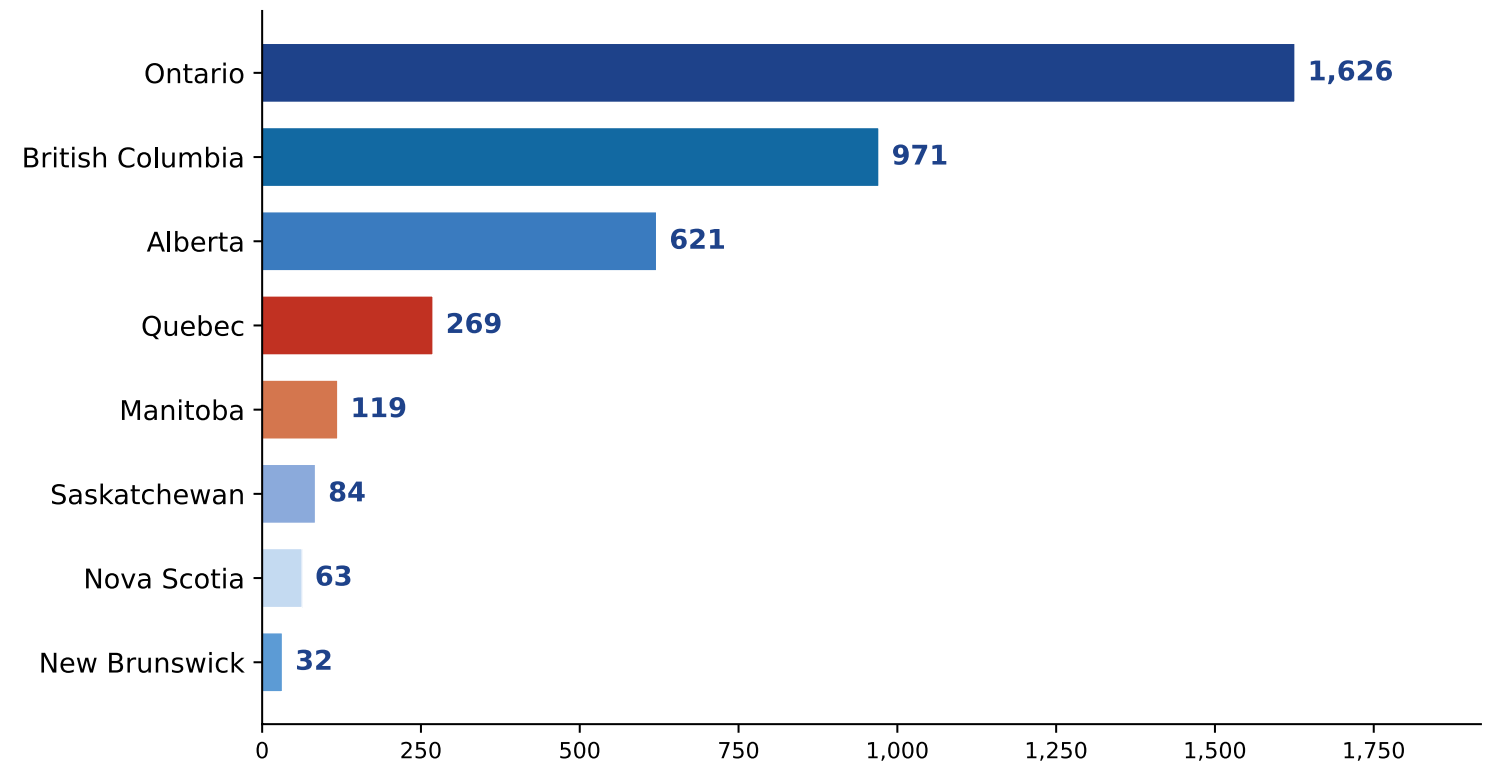
French Communication Coordinator

CAPIC-ACCPI Membership Distribution Models

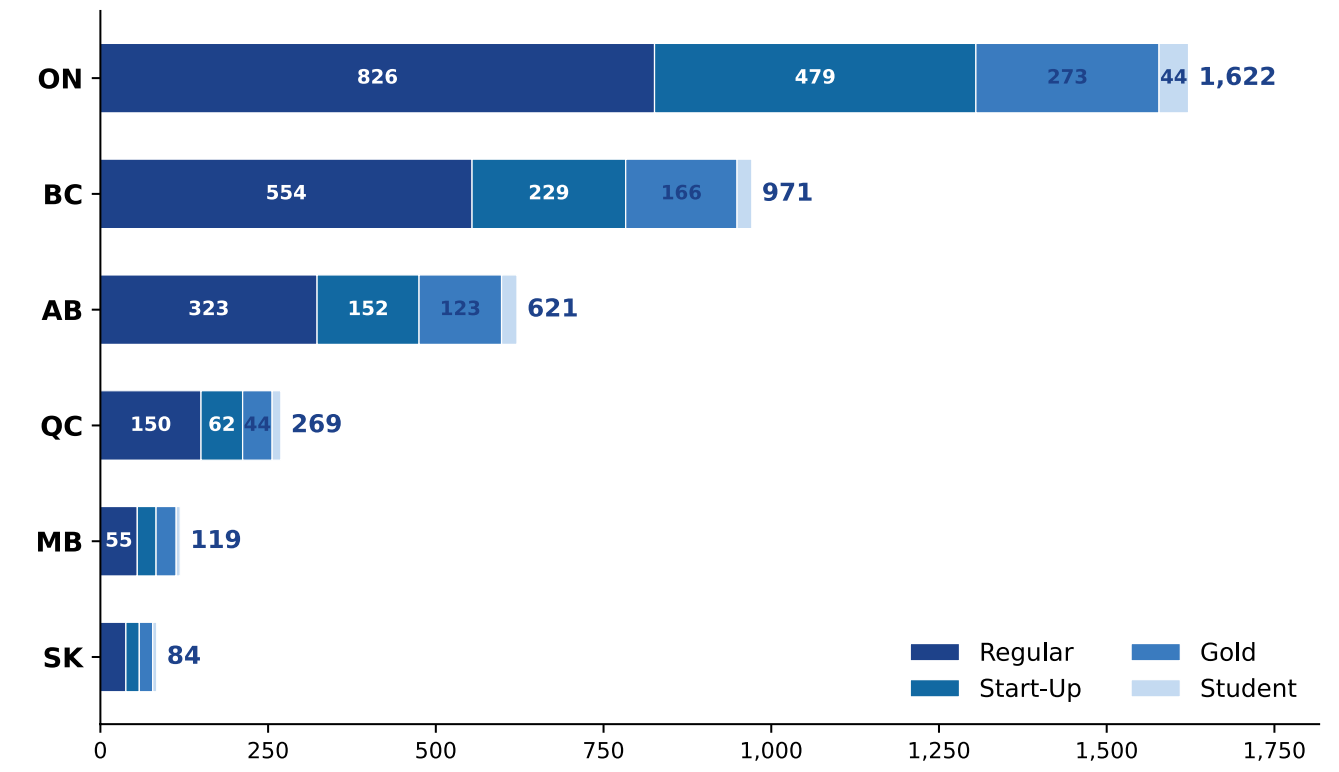
As of December 31, 2025 | Active & On Leave | Total: 3,889 Members

Page 1 of 2 - Provincial Distribution

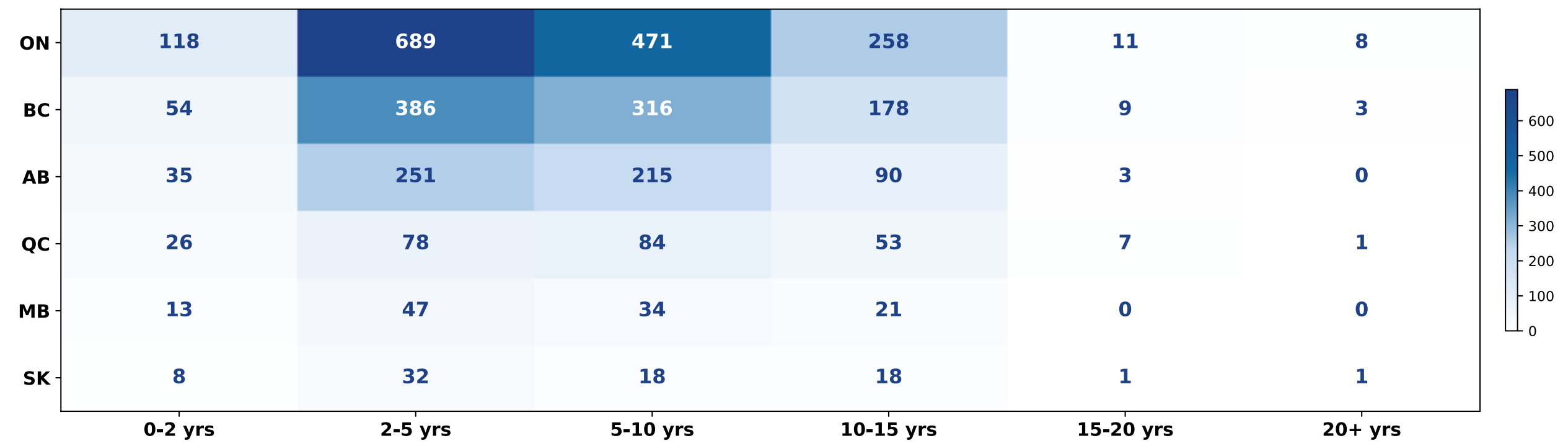
Members by Province



Province x Membership Type (Top 6)



Province x Years of Practice - Heatmap



SME VOLUNTEERS

CAPIC appreciates and recognizes valued Subject Matter Experts (SMEs) for the generous sharing of their expertise, time, and knowledge. A heartfelt thank-you to all of our SMEs. Thank you to all CAPIC members for replying to numerous "Have Your Says." Your input is always invaluable.



WILLIAM ADAMS



NEERA AGNIHOTRI



BURCU AKYOL



MINHAS ALI



**JACQUES
THERRIEN**



AMIT BATRA



NEERJA BHANDARI



BROOKE FINLAY



**RADHIKA
ICHPUNIANI**



PETER VERESS



**MIA LOEBACH-
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KIM K.C. LY



KIMIA MOSHIRI



**MARJORIE
NEWMAN**



PHIL MOONEY



**MARTINE
VAREKAMP-BOS**



SANJEEV VERMA



CHRIS WILLIS



LOUISE WILLIS

PARTICIPANTS OF 2025 WORKING GROUPS



**ALIEH
SABETRAFTAR**



CYNTHIA GERMAIN



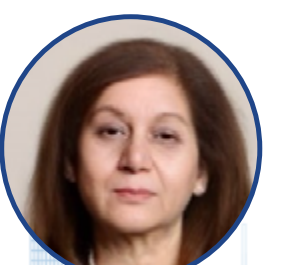
DAVID NAJERA ALVA



**FADEKEMI ABIODUN-
AFOLABI**



ISHA MAHAJAN



LOTICA LIDDLE



**MOHAMMED
SIDDIQUI**



NEIL SUPRIYO



**VINOD KUMAR
VELAPPAN**



**KIMBERLEY
MICHELLE**

ANNUAL REPORT

2022



Canadian Association of
Professional Immigration Consultants

L'Association Canadienne des
Conseillers Professionnels en Immigration



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