CPABC

INFOCUS

5 Notes from the Leadership
20 Bill S-211 Update
24 Report to the Public
26 Ethics
30 Standards
32 Tax
36 Lifelong Learning
40 Kudos
46 Snapshot

JULY/AUGUST 2024



Tipping point

BC housing crisis intensifies amid immigration surge

PM 40069584

CPA CHARTERED PROFESSIONAL ACCOUNTANTS BRITISH COLUMBIA

CPA CHARTERED PROFESSIONAL ACCOUNTANTS CANADA
COMPTABLES PROFESSIONNELS AGRÉÉS CANADA



The ONE National Conference is back for its 11th year

Presented in partnership with CPA Alberta, The ONE National Conference is our flagship event and the only national event for CPAs.

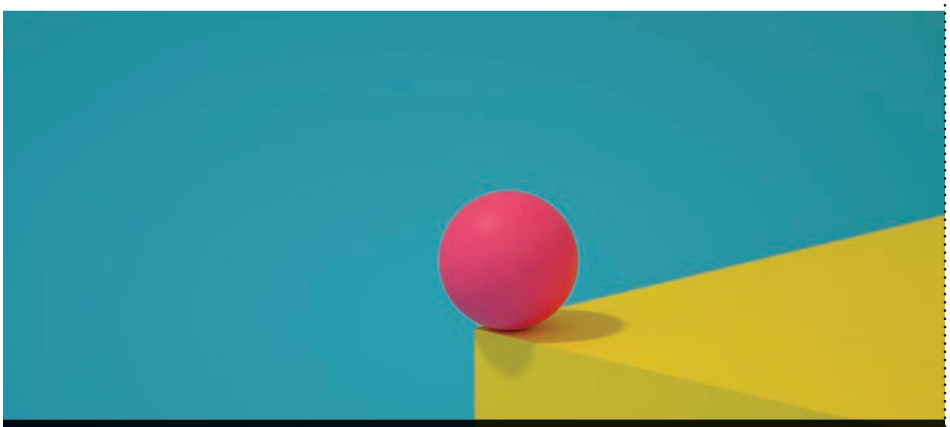
This comprehensive two-day conference brings together 2,000 influential industry leaders for networking, knowledge-sharing and partnership generation.

Registration is now open.

VISIT theone.cpacanada.ca

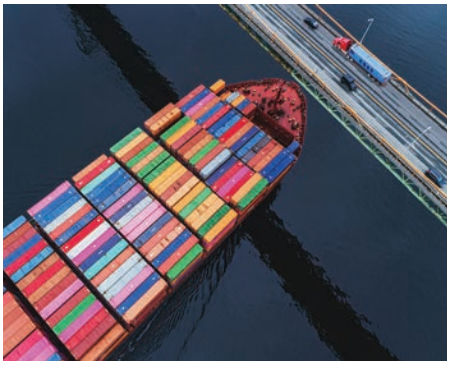
Contents

Cover Story



12 Tipping Point
BC Check-Up: Live – Housing crisis intensifies as province welcomes record number of international migrants

20 Will Bill S-211 have an evolutionary impact on Canadian businesses?



Cover images: akinbostanci/E+/Getty Images

Recurring Columns

26 Ethics
Planning for and coping with disasters

30 Standards
The business of election financing

32 Tax
Owning residential real estate in BC – legislative updates



6 Celebrating entrepreneurs
7 CFE event recap
8 Career Week
9 COIN competition

In Focus

5 Notes from the Leadership

6 Notes & News

24 This and That
Highlights from CPABC's *Regulatory Report to the Public* for 2023/2024

36 Lifelong Learning
- PD Experts: How controllers can master change management
- PD Highlights: New AI certificate program, July PD Nexus Days, 2024-2025 PD Passports, and fall executive program dates

40 Members in Focus
- Announcements and accolades
- CPAs in the Community
- Chapter events
- Convocation recap

46 Snapshot
Emily Heinrich, CPA, CPA (Oregon)
Partner, US corporate tax, BDO; Pride at BDO Pillar Lead, National DEI Advisory Council



Bobo Zhao Photography

CPABC INFOCUS

July/August 2024, Vol. 12, No. 4

CPABC in Focus is the flagship magazine of BC's chartered professional accountants.

CPABC Board

Chair	Peter Guo, CPA, CA
First Vice-Chair	J. Alain LeFebvre, FCPA, FCA
Second Vice-Chair	Sandy Stedman, FCPA, FCA
Treasurer	Alicia Williams, CPA, CPA (Arizona)
	Bernard Achampong, CPA, CMA
	Bill Chan, CPA, CGA
	Craig Elliott, CPA, CGA
	Wendy Ham, CPA, CGA
	Ken K.L. Leung (Public Representative)
	Josie Lim, CPA, CA
	Bijan Pourkarimi (Public Representative)
	Tiffany Snauwaert, CPA, CA
	Andrew Sweeney, CPA, CA
	Peter Tingling, CPA, CGA
	Grace Wong (Public Representative)
	New board members to be announced

Executive Management Committee

President & CEO	Lori Mathison, FCPA, FCGA, LLB
EVP, Corporate Services & CFO	Amy Lam, FCPA, FCA
EVP, Regulation & Registrar	Stella Lam, CPA, CA
EVP, Learning and Engagement	Simone Leonard, FCPA, FCGA
Strategy & Governance Officer	Jan Sampson, FCPA, FCA

CPABC in Focus

VP, External Affairs and Communications	Kerri Brkich
Managing Editor	Michelle McRae
Graphic Designer	Caroline Toth RGD
Communications Coordinator	Megan Hooge

Advertising

For advertising rates, contact Advertising In Print at 604 681.1811 or **info@advertisinginprint.com**. *CPABC in Focus* is the premier way to reach BC's professional accounting community. Advertising in *CPABC in Focus* does not indicate an endorsement of any business, organization, service, or product.

Inquiries and Letters

Contact us at **infocusmag@bccpa.ca**.

About

CPABC in Focus is published in British Columbia six times a year and is sent to approximately 30,000 CPA members, candidates, and students. Opinions expressed are not necessarily endorsed by CPABC. Copyright *CPABC in Focus* 2024. Visit us online at **bccpa.ca**.
Mailing address: #800 – 555 West Hastings St., Vancouver, BC, V6B 4N6

Publications mail agreement no. PM 40069584

FSC www.fsc.org MIX Paper | Supporting responsible forestry FSC® C004212

Adapting to Change



Peter Guo, CPA, CA
CPABC Chair

As your new chair, I must thank my predecessor, Chris Gimpel, CPA, CA, for his tremendous efforts and leadership over the past year. Thank you, Chris, for your seven years of service as a CPABC board member and your unwavering commitment to relationship-building and collaboration on the national stage.

My tenure officially began following CPABC's annual general meeting on June 20, 2024. That same day, four new directors* were elected to our board. Please join me in welcoming them to their new roles and in thanking everyone who put their name forward for consideration. This AGM also saw us bid farewell to outgoing board members Lisa Ethans, FCPA, FCA; Tom Fink, CPA, CMA; and John Mackenzie, CPA, CA. On behalf of the board and the membership, thank you for your dedicated service and insightful contributions.

As I write this in late June, your 2024/2025 board is preparing to meet with CPABC's senior leadership team at the annual board retreat. Every year, the retreat gives us an opportunity to bring new directors up to speed while developing and refining strategy, reviewing upcoming priorities, and considering important topics for the profession.

This year's retreat will focus on the theme of adapting to change, and we'll be reviewing our prior strategic plans to assess our progress and prepare for what lies ahead. The board will also have an opportunity to review CPABC's mission and vision statements and reflect on the changes that have taken place within the profession since unification in 2015, including the national governance structure and the New Certification Program.

Building on the strengths of our profession's history and the contributions of so many of our members, I look forward to having meaningful conversations with board members and many of you over the next 12 months as we continue to advance our profession and protect the public in British Columbia. ■

**Elections to the CPABC Board of Directors took place as this issue was being printed. We will highlight the successful candidates in the September/October 2024 issue of the magazine.*

Sticking to Our Mandate As We Continue to Evolve



Lori Mathison, FCPA, FCGA, LLB
CPABC President & CEO

In addition to congratulating Peter on his new role as board chair, I'd like to join him in welcoming our newly elected directors and in thanking our outgoing board members for their valuable contributions.

As Peter mentioned, the discussions at this year's board retreat will focus on adapting to change, and one item we'll be discussing is the evolution of CPA education. With this in mind, I'd like to give you a brief update on the New Certification Program (NCP).

The NCP will ensure that pre-certification education for CPAs remains relevant well into the future. Given the complexities associated with preparing the NCP and the different timelines involved in implementing it across the ecosystem, we now anticipate that the earliest the new program will be available is in 2027.

In the meantime, we encourage all learners to stay on their current education paths. Rest assured that those whose learning straddles the transition from the current program to the new one will be supported; for example, we will provide exemptions based on modules and exams successfully completed.

Amid the various changes taking place, there are some constants, including CPABC's ongoing mandate to protect the public. Our annual *Regulatory Report to the Public: Upholding the Highest Standards* speaks to this commitment, and you can read the latest version online at **bccpa.ca/protecting-the-public**. Additionally, the infographic on pages 24-25 of this issue provides a high-level summary of this year's activities.

We also protect the public by sharing thought leadership through our triannual *BC Check-Up* reports and surveys. Our cover story on pages 12-19 features insights from our most recently published report and survey, *BC Check-Up: Live*. Our next survey, *BC Check-Up: Work*, will be taking place this summer, and I encourage all members to participate. ■

SPONSORSHIPS

The Odlum Brown Forum Pitch Finale: Women Entrepreneurs See Their Visions Take Flight

Some of Canada's most promising women entrepreneurs recently had the opportunity to shine at The Odlum Brown Forum Pitch Finale in Vancouver. CPABC was proud to be a patron sponsor of this annual event, which raises funds to provide women entrepreneurs with access to capital, mentorship, and education. The 2023/2024 gala took place on April 25 at the JW Marriott Parq Vancouver, with approximately 800 people attending in person and more joining the festivities online.

Global BC news anchor Sophie Lui hosted the event, which featured an entrepreneur showcase with 18 exhibitors, dinner and dancing, a live auction, and—of course—the final pitch competition. Following opening remarks from Debra Doucette, president and CEO of Odlum Brown, and Kirsten Koppang Telford, CEO of The Forum, the finalists delivered their best business pitches for a chance to earn audience votes and a grand prize package that included $25,000 in financial capital.

The finalists for 2024 were Bronwyn Bridges, co-founder and CEO of PragmaClin, a digital technology company developing innovative tools to transform how patients with neurological diseases monitor their conditions; Chloe Beaudoin and Jessica Miao, co-founders and COO/CEO, respectively, of Apricotton, a retail company that designs adaptable bras for tweens and teens; and Sara Jónsdóttir, co-founder and CEO of Revol Cares, a retail company that creates underwear that replaces traditional menstrual care products.

After garnering the most audience votes, Bridges took home the grand prize. Prize packages were also given to Beaudoin & Miao and Jónsdóttir to help fund their respective business ventures—a feature that was added to the event in 2023.









Top (l to r): Finalists Chloe Beaudoin, Bronwyn Bridges, and Sara Jónsdóttir. (Not pictured: Jessica Miao.) Middle left: Kirsten Koppang Telford, CEO of The Forum (left), shares a hug with Christina Anthony, founder and emeritus chair of The Forum. Middle right: Emcee Sophie Lui addresses the crowd. Bottom: The Forum staff gather for a team photo. Photos by Fuoco Photography and Mark Yuen.

RESOURCES FOR CFE WRITERS

Supporting Candidate Success on the CFE



alvarez/E+/Getty Images

CPABC, CPA Alberta, CPA Saskatchewan, CPA Manitoba, and CPA Ontario recently collaborated with the CPA Atlantic School of Business and the CPA Western School of Business (CPAWSB) to provide eligible* candidates in the CPA Professional Education Program with two preparatory webinars.

During the first webinar, held on March 22, CPAWSB's director of learner support, Shawn Weber, CPA, MPAcc, gave candidates an overview of the CFE process, described the scoring criteria, and offered exam-writing tips and preparation strategies. Participants then had a chance to practise their case-writing skills by performing an 80-minute case under exam-like conditions and uploading their completed files to CPAWSB's learning platform (Desire2Learn).

Each participant was subsequently assigned to a peer group for marking and given guidelines and instructions on how to offer meaningful feedback. Participants also received on-demand resources for further support, including supplemental case-writing tutorials and a video on maintaining mental confidence.

The second webinar, held on April 15, featured a panel discussion with successful CFE writers from across Canada who shared their experiences, insights, and tips for success.

Given the popularity of these sessions, which were first offered in advance of the September 2020 CFE writing, and the high demand for additional exam-writing support, CPAWSB plans to continue offering these webinars with the support of the provincial bodies in the lead-up to each CFE writing.

** Those scheduled to write the May 2024 CFE.*

MEMBER RECOGNITION

Do You Know a CPA Who Goes Above and Beyond?

Nominate them for a CPABC Member Recognition Award!

CPAs across the province are making many important and innovative contributions to the business community, the accounting profession, and charitable organizations. If you know a peer who's making a positive impact, let us know about their achievements by nominating them for CPABC's Member Recognition Program. Awards are available in the following categories:

- Early Achievement
- Distinguished Service
- Honorary CPA
- Fellowship
- Lifetime Achievement

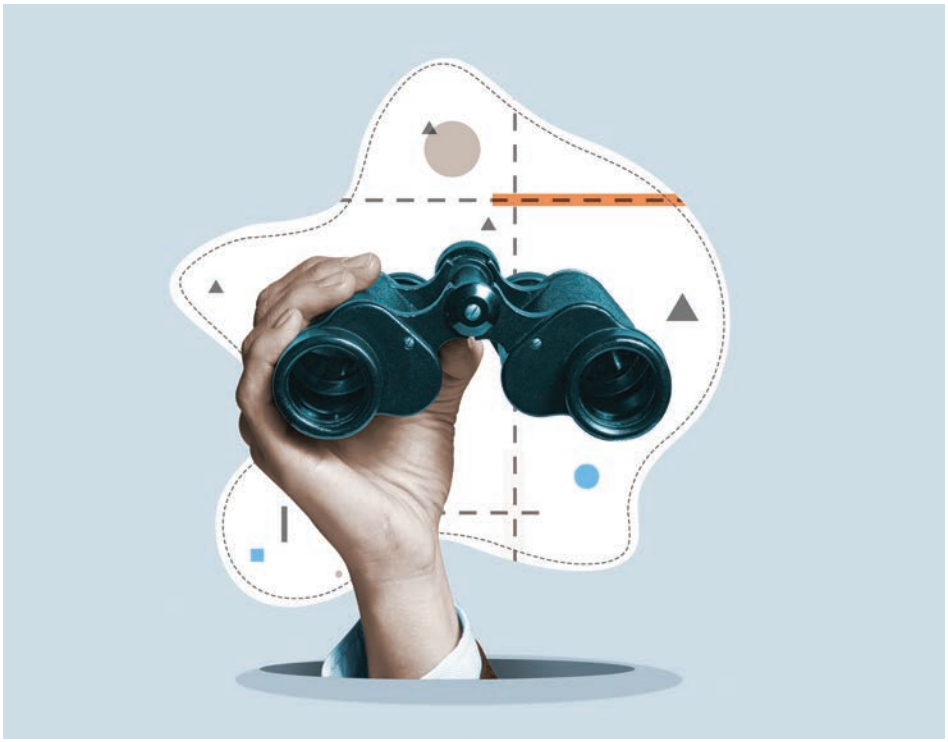
Nominations for the 2024 program must be received by CPABC by 4:00 p.m. on Monday, September 16, 2024. More information about the different awards and the nomination process can be found at **bccpa.ca/member-services/recognition-program.**



Warchi/iStock/Getty Images

RESOURCES FOR EMPLOYERS AND JOB SEEKERS

Connecting Job Seekers and Employers at CPABC Career Week



SvetaZi/iStock/Getty Images

Following the success of a very well-received Career Week in January, CPABC's employer relations and talent development (ERTD) team recently hosted the second CPABC Career Week of 2024 to once again connect aspiring and experienced CPAs with employers looking for top talent. Held from April 23 through April 25, this second hybrid event featured two days of virtual learning followed by a one-day career expo at the Vancouver Convention Centre.

More than 300 attendees joined the virtual sessions. Day one featured overviews of the CPA PEP requirements and the public practice recruitment cycle, a Q&A session for internationally educated accounting professionals and newcomers to Canada, and a Q&A session for professionals looking for a career in finance or accounting. The day ended with a panel discussion featuring experienced CPAs from different business sectors (public practice, industry, Indigenous business, and municipal government) who described what it's like to work in their respective areas and what it took to get to where they are in their careers.

On the second day of the event, job seekers were invited to join practical sessions hosted by some of CPABC's recruitment agency partners on topics such as interview skills, professional branding, and resumé writing. A panel of hiring professionals from different business sectors then shared their insights on what makes candidates stand out from the crowd. In addition, attendees learned about 2024 hiring and compensation trends.

During the career expo held at the Vancouver Convention Centre on day three, the CPABC team was able to connect approximately 300 job seekers with 26 exhibiting employers. The feedback for this event has been overwhelmingly positive, and the ERTD team is already planning the next iteration of CPABC Career Week for September 2024. Visit **bccpa.ca/news-events/upcoming-events** to stay up to date on upcoming career events.

CPABC thanks everyone who participated in Career Week this year, including the following exhibitors:

- BC Public Service
- BDO Canada
- Canada Revenue Agency
- Clearline CPA
- Crowe MacKay
- Davidson & Company
- Deloitte
- DMCL
- First Nations Financial Management Board
- Invictus Accounting
- KPMG
- LLT
- Manning Elliott
- MNP
- MOSAIC
- Purtzki Johansen & Associates
- PwC
- Randstad
- Robert Half
- Rolfe Benson
- Smythe
- STRIVE Recruitment
- S.U.C.C.E.S.S.
- SWIM Recruiting
- Treewalk
- Vohora

RECRUITMENT EVENTS

2024 CPABC COIN Competition Celebrates Top 25 Students



J Chan Photography

On April 20, 235 students from 44 high schools across BC took part in CPABC's annual COIN Competition, which was hosted on the virtual platform ChatterHigh. Students demonstrated their knowledge on a one-hour, 50-question multiple-choice exam that focused on introductory accounting, entrepreneurship, and financial literacy concepts. The competition is typically a very close one, and this year was no exception, with only a seven-point difference separating the top 25 scores.

After the results were tallied, the top 25 performers on the exam were invited (along with guests) to attend an awards celebration on May 19 in Vancouver where they were acknowledged for their achievements and presented with cash prizes, trophies, medals, and certificates. This year's festivities also included a networking luncheon and accounting-themed games.

Prizes were also awarded to two schools in the following categories:

- **Top student:**
  Brentwood College, Mill Bay
- **Most student competitors (overall):**
  Prince of Wales Secondary, Vancouver
- **Most student competitors (top 25):**
  Prince of Wales Secondary, Vancouver

CPABC thanks all of the students who participated in the 2024 competition. We also thank their teachers, parents, and career mentors for supporting the COIN Competition and the accounting profession. We hope to see you all at other CPABC competitions and recruitment events in the future!

PLACE	NAME	SCHOOL	CITY
1	Luvina	Brentwood College	Mill Bay
2	Evan	Burnaby South Secondary	Burnaby
3 (tie)	Virgil	Prince of Wales Secondary	Vancouver
3 (tie)	Ayaan	Prince of Wales Secondary	Vancouver
5	Jonathan	Fraser Heights Secondary	Surrey
6	Indira	Brentwood College	Mill Bay
7	Ben	Rockridge Secondary	West Vancouver
8	Lindsay	Fraser Heights Secondary	Surrey
9	Janee Olivia	Heritage Christian Online	Kelowna
10	Kai	Eric Hamber Secondary	Vancouver
11	Ecardinal	Prince of Wales Secondary	Vancouver
12	David	Lord Byng Secondary	Vancouver
13	Steven	Prince of Wales Secondary	Vancouver
14	Io	Moscrop Secondary	Burnaby
15	Happy	Port Moody Secondary	Port Moody
16	Ranee	Burnaby South Secondary	Burnaby
17	John	Fraser Heights Secondary	Surrey
18	Selima	Burnaby North Secondary	Burnaby
19	Kara Aurora	Hugh McRoberts Secondary	Richmond
20	Nene	Burnaby South Secondary	Burnaby
21	Sara	Burnaby South Secondary	Burnaby
22	Ema	Lord Byng Secondary	Vancouver
23	Ravere	Fraser Heights Secondary	Surrey
24	Kaitlan	Richmond Secondary	Richmond
25	Taryn	Lord Byng Secondary	Vancouver

CPABC ONLINE

Follow CPABC on Social Media

Linkedin.com/company/cpabritishcolumbia

Facebook.com/cpabc

Instagram.com/cpabc

Tiktok.com/@cpabc

Access Resources on the CPABC Website

Newsroom



bccpa.ca/newsroom

Anti-Money Laundering



bccpa.ca/aml

Financial Literacy



bccpa.ca/finlit

Public Practice Knowledge Base



bccpa.ca/kbase

Chapters



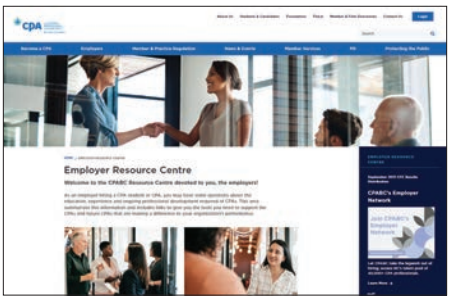
bccpa.ca/chapters

Protecting the Public



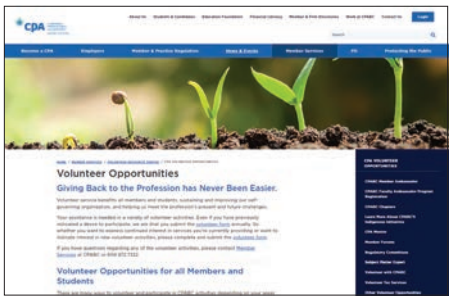
bccpa.ca/protecting_public

Employer Resource Centre



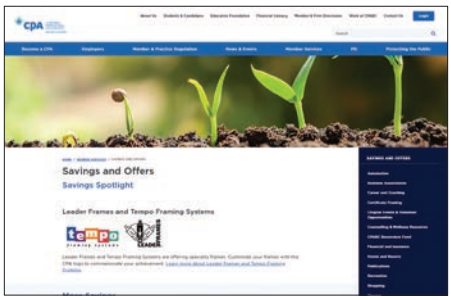
bccpa.ca/employer

Volunteer Resource Centre



bccpa.ca/volunteer

Savings and Offers



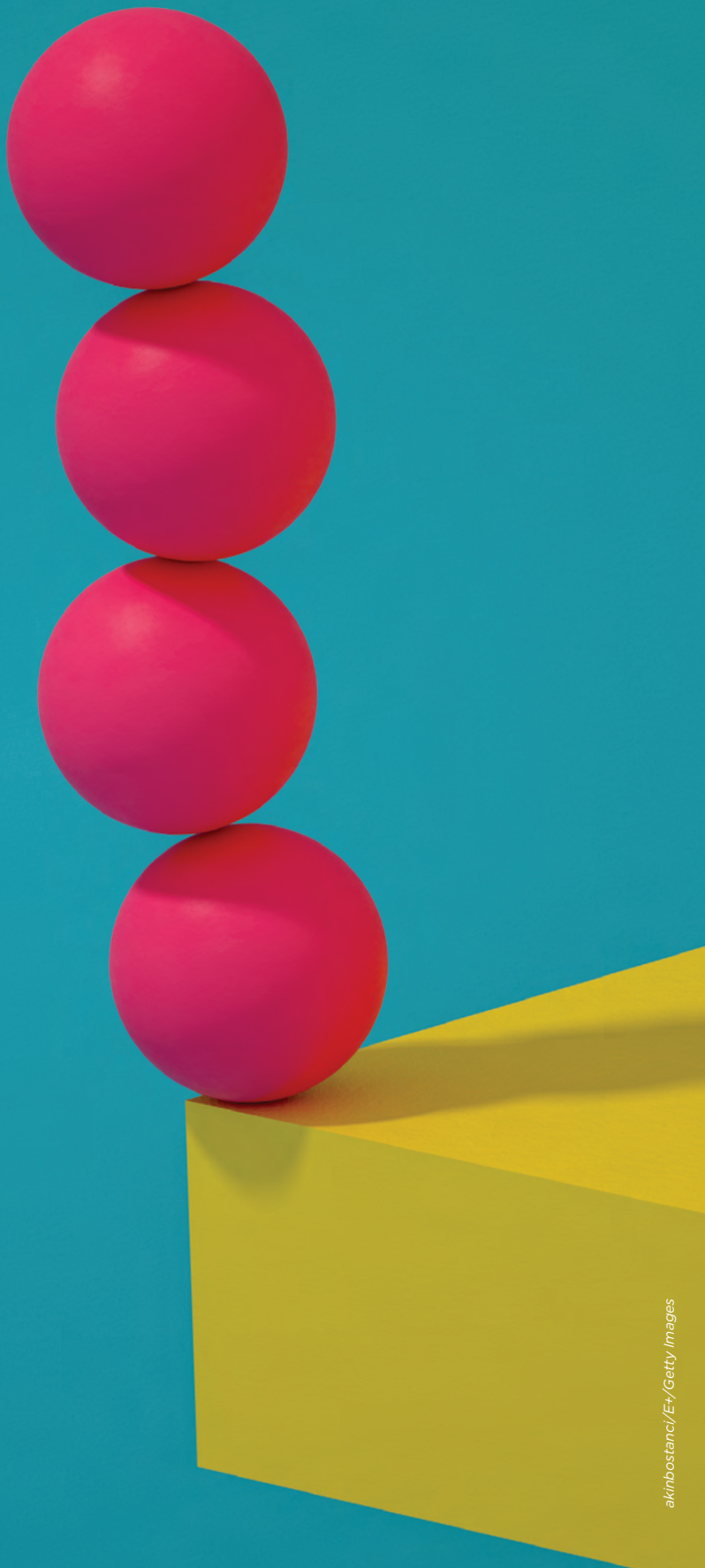
bccpa.ca/benefits


AUDIT • TAX • ADVISORY
Growth by design
Innovative by nature
In today's rapidly changing business landscape, trusted advisors are more needed than ever. With a penchant for growth and service excellence, the financial experts at Baker Tilly provide a full spectrum of innovative assurance, tax and advisory solutions. As we continue to grow to serve our clients' evolving needs, so does our pursuit of great relationships, great conversations, and great futures.
Local insight, global reach
Connect with us
604.684.6212 | vancouver@bakertilly.ca
bakertilly
Now, for tomorrow

BC's tipping point

Housing crisis intensifies as province welcomes record number of international migrants

By Jack Blackwell



akinbostanci/E+/Getty Images

CPABC recently launched its *BC Check-Up: Live* report, the second in its triannual series on investing, living, and working in British Columbia. This latest iteration focuses on BC's strong population growth and ongoing housing supply and affordability challenges.

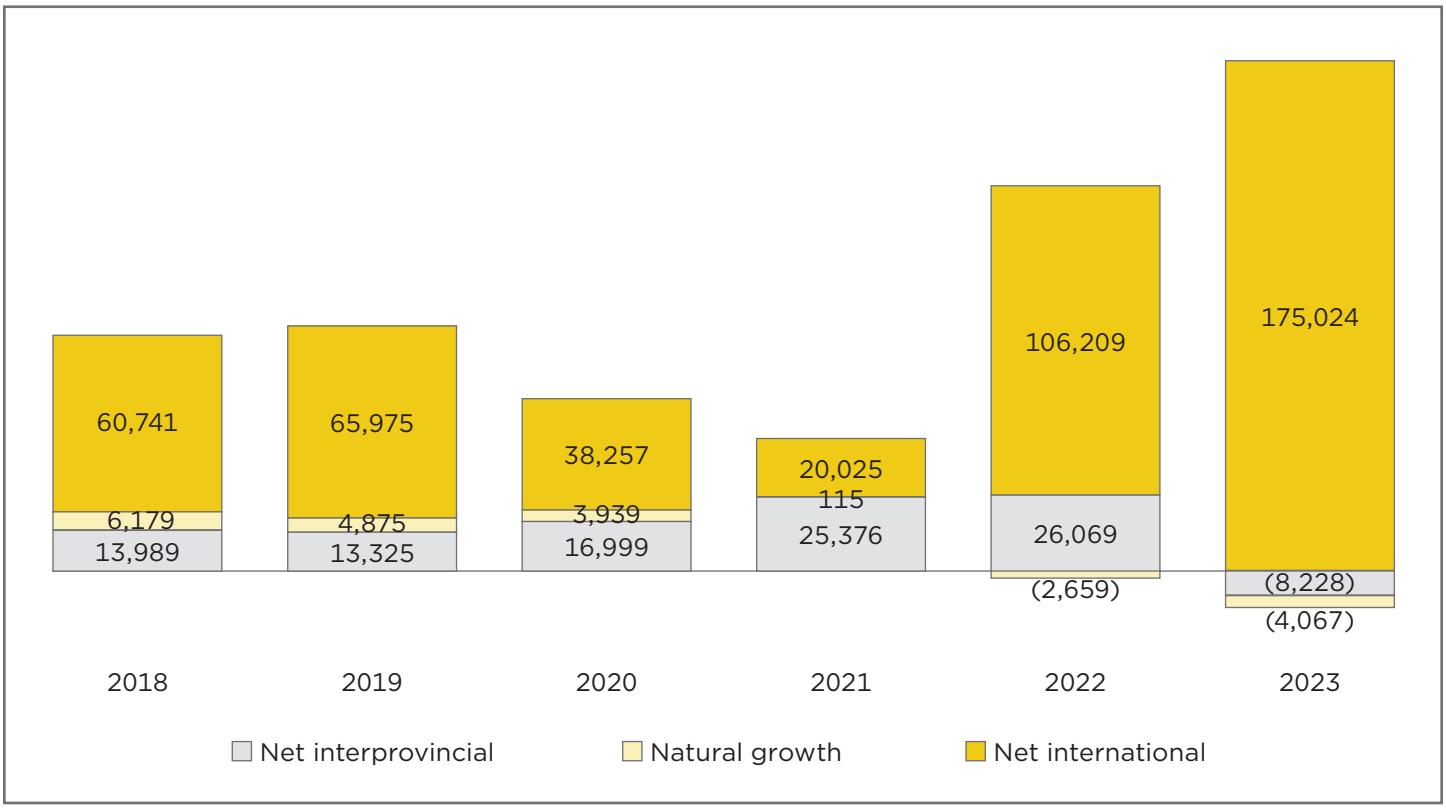
Immigration soared, fuelling record population growth

As of July 1, 2023, BC's total population count was 5.52 million, marking a 3.0% increase from July 1, 2022. The net increase of 162,729 people was the largest in the province's history, surpassing the previous record of 129,619 new residents just one year earlier. To put the recent population surge into perspective, BC saw an increase of 498,034 residents, or 9.9%, between 2018 and 2023, compared to an increase of 386,036 residents, or 8.3%, between 2013 and 2018.

Population growth in the province has fluctuated dramatically since the onset of the COVID-19 pandemic—largely due to the implementation and subsequent easing of restrictions on international migration—but we've seen significant growth over the past two years as higher immigration targets have led to a surge in international arrivals. In fact, for the year ended July 1, 2023, BC welcomed 175,024 international migrants[1] (see Figure 1), which accounted for the entire population increase. (Negative natural growth—more deaths than births—and interprovincial migration reduced population growth.) This trend of higher levels of international migration is expected to continue in 2024, since BC is a primary destination for many newcomers to Canada.

As outlined in its latest immigration plan, the federal government aims to admit 1,485,000 permanent residents to Canada between 2024 and 2026.[2] This means the annual target for each of these three years is higher than the record number of 471,550 new permanent residents set in 2023.

Figure 1: Population Growth in BC by Type, 2018-2023



Source: Statistics Canada, Table 17-10-0150-01.

[1] Includes new landed immigrants and net non-permanent residents.

[2] Government of Canada, *Immigration Levels Plan for 2024-2026*, November 7, 2023.



Full LIVE report available at bccheckup.com

BC lost residents to other provinces for the first time in a decade

While international immigration pushed the province's population growth rate to a nearly three-decade high, BC also saw a surge in the number of residents relocating to other provinces. The result was a net outflow of 8,228 residents to other provinces, marking the first time since 2013 that interprovincial migration was negative. By comparison, BC welcomed 26,069 residents from other provinces in 2022 and gained an average of 18,620 people per year from 2015 to 2019.

There was a particularly notable increase in the number of British Columbians relocating to Alberta, with BC losing 16,462 people to its neighbour in 2023, compared to a net *gain* of 8,301 residents in 2022. A recent Angus Reid poll noted that over one-third of BC residents are seriously considering leaving the province because of poor housing affordability.[3] That proportion jumped to half among those aged 18 to 34.

Another important consideration is the age profile of population inflows and outflows. As mentioned in the July/August 2023 issue of this magazine, immigration is key to reducing the economic impacts of an aging population.[4] Nearly two-thirds (61.2%) of international migrants who moved to BC in 2023 were between 25 and 54 years of age, which is considered the core working-age range (see Figure 2); by contrast, only 15.8% of the net interprovincial outflow were members of this age group. While this is good news from the standpoint of BC's overall age profile, negative interprovincial migration of any size is discouraging.

Along with negative net interprovincial migration, natural growth (births minus deaths) also detracted from BC's population total in 2023, reducing the province's residents by 4,067 people. This was the second consecutive year of negative natural growth for the province.

[3] Angus Reid Institute, "Is BC the Place to Be? Amid Affordability Woes, One-in-Three Residents 'Seriously' Consider Leaving the Province," **angusreid.org**, June 10, 2024.

[4] Aaron Aerts, "Life in BC," *CPABC in Focus*, July/August 2023 (16).

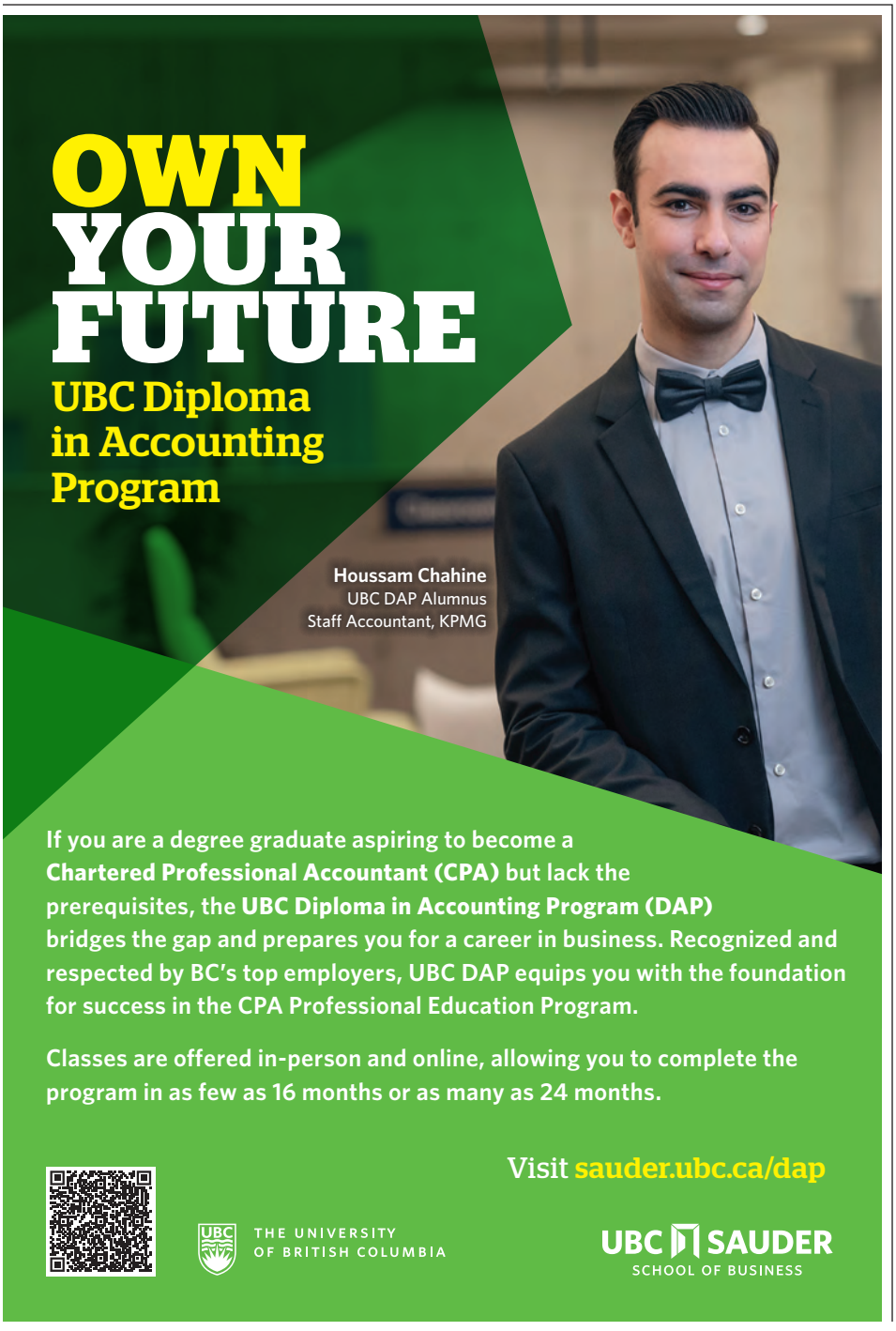
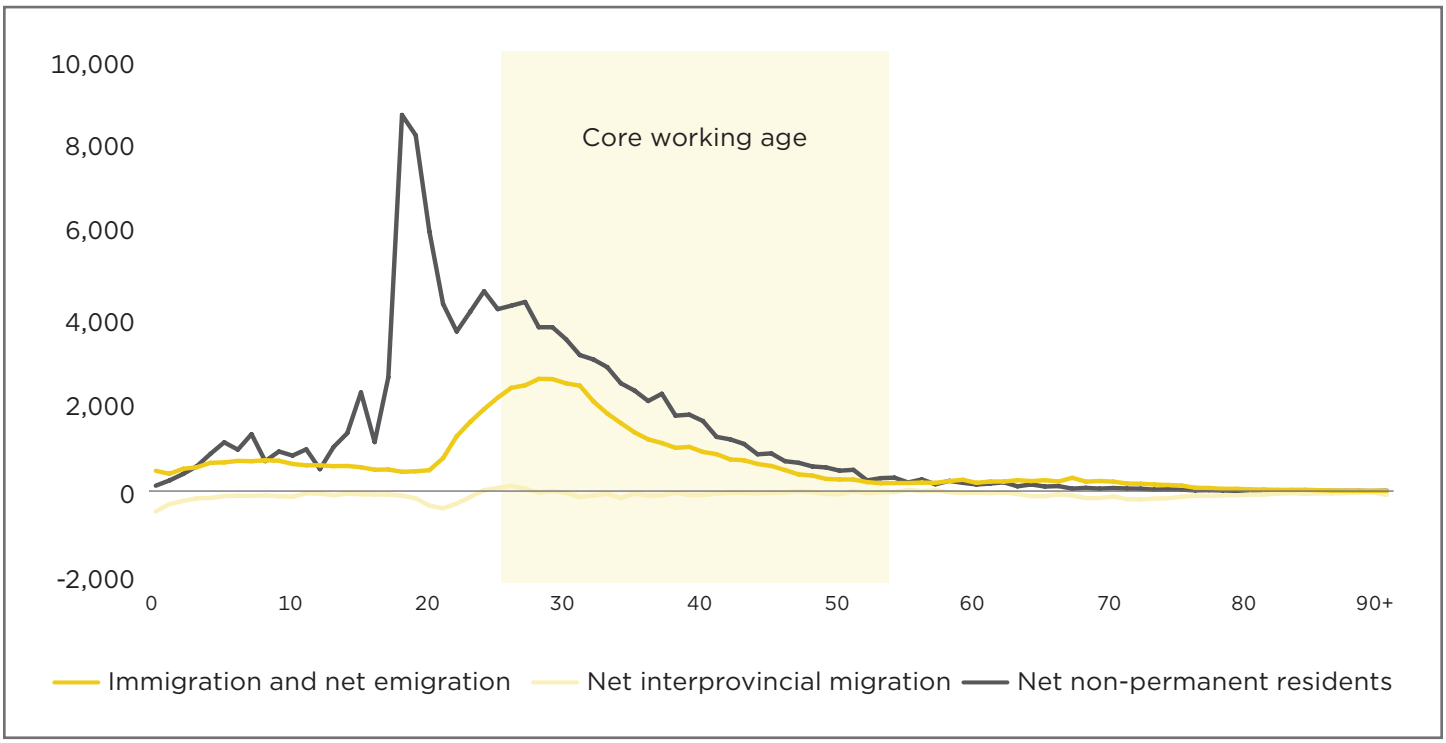


Figure 2: Net Population Flows by Age and Type, 2023



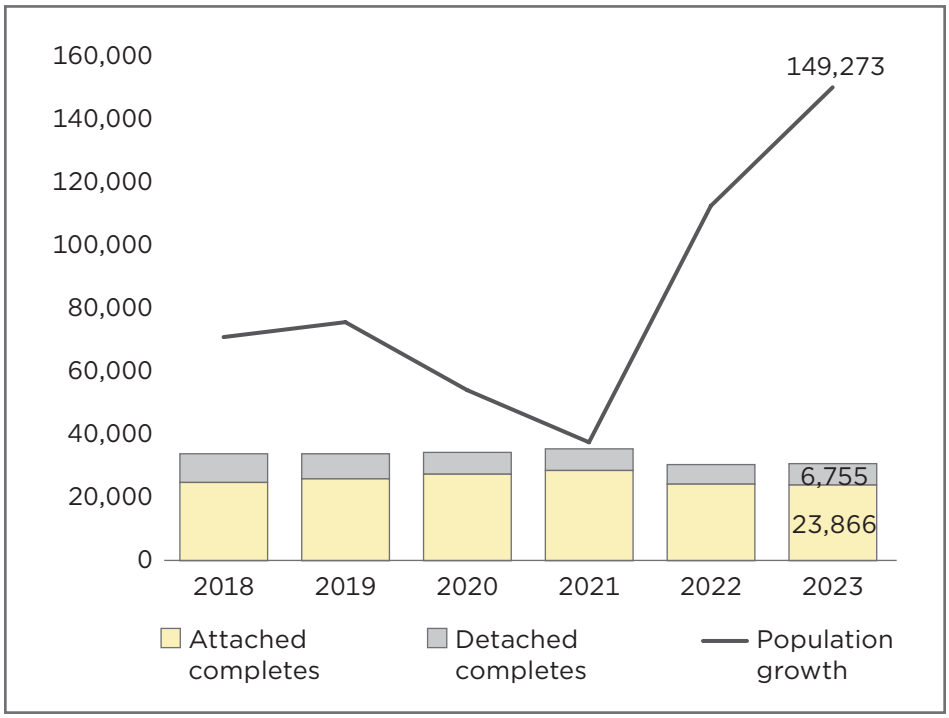
Source: Statistics Canada, Table 17-10-0151-01. Age zero includes people born after July 1, 2022.

Housing completions and population growth diverged

As BC's population growth accelerated in 2023—particularly in large urban centres—so did the gap between new housing demand and new housing supply. In BC's seven census metropolitan areas (CMAs), where population growth accounted for nearly 92% of the provincial total, new housing construction couldn't keep up with new demand. While the 30,621 units completed last year represent a 1.0% increase from the number completed in 2022, the number of residents in CMAs grew by 3.6% over the same period (see Figure 3). Combined, these percentages translated to only 0.21 new completed housing units per new resident in 2023, well below the 2019 figure of 0.45.

Moreover, the types of housing constructed in recent years have trended towards smaller units like apartments and townhouses, which accommodate fewer people. In each of the last four years (2020 to 2023), attached units accounted for more than three-quarters of completed homes (77.9% in 2023)—an increase from 73.2% in 2018.

Figure 3: Population Growth versus Housing Units Completed in BC CMAs, 2018-2023



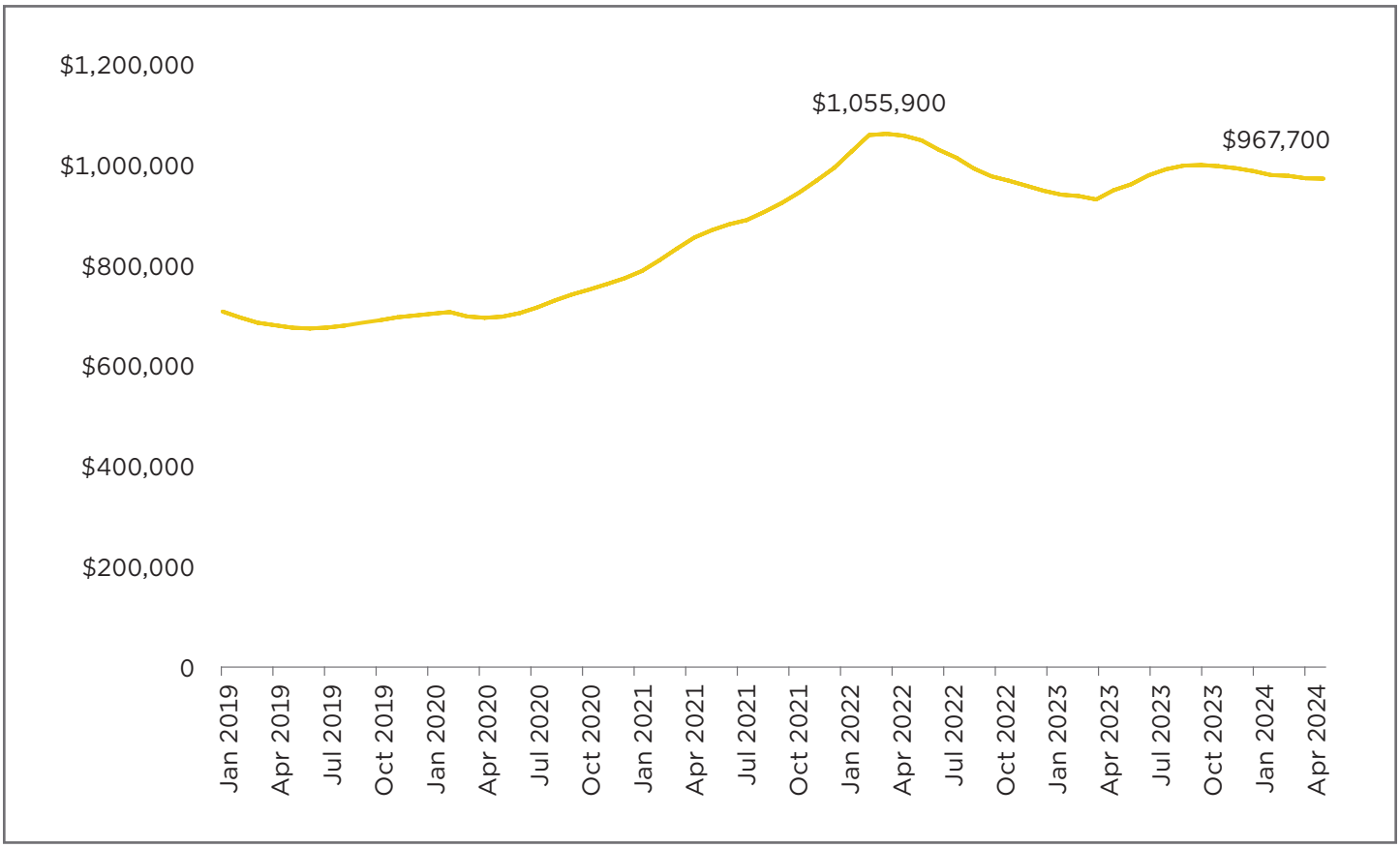
Sources: Statistics Canada, Table 17-10-0148-01 and Canada Mortgage and Housing Corporation, *Housing Market Data*. ***Note:*** Data refers only to housing units completed and population growth in census metropolitan areas.

Home prices remained resilient despite slow resale market

Over the past two years, the home resale market has faced significant headwinds due to elevated borrowing costs. However, sluggish sales have not translated to a meaningful improvement in affordability.

Housing prices in BC peaked in March 2022 and subsequently moderated after the Bank of Canada began raising interest rates that same month (see Figure 4). However, the reversal in prices was short-lived, as prices started rising over the past year. The benchmark price of a home in BC was $967,700 in April 2024, up 2.4% from April 2023 (see Table 1). While this represents an 8.4% pullback from the March 2022 peak, the benchmark price is still 42.5% higher than it was in April 2019.

Figure 4: BC Home Benchmark Price, January 2019 to April 2024



Source: Canadian Real Estate Association, *Composite Benchmark Home Price Index*. Seasonally adjusted.

Recently, the Bank of Canada cut its key policy interest rate for the first time since the start of the pandemic, signalling the start of an "easing cycle." Lower interest rates will help push housing prices higher as the cost of borrowing becomes more palatable. Based on the latest quarterly forecast from the BCREA,[5] prices are expected to rise by 1.6% in 2024, and by a further 3.7% in 2025.

The increase in home prices over the last five years has been widespread. While benchmark prices remain highest in the Lower Mainland, where affordability has long been a concern, BC regions that have historically had relatively affordable housing options have experienced the largest price increases. For example, the benchmark price of a home on Vancouver Island was $679,200 in April 2024, marking a 57.8% increase from the $430,400 recorded in April 2019 (see Table 1 on facing page). Substantial increases have occurred in most other large population centres, putting home ownership out of reach for many residents.

[5] Brendon Ogmundson, "BCREA 2024 Second Quarter Housing Forecast: Slow Start, Strong Finish: BC Housing Market Expected to Rebound," **bcrea.bc.ca**, April 25, 2024.

Table 1: BC Home Benchmark Price by Region, April 2024

	British Columbia	Vancouver Island	Victoria	Lower Mainland	Fraser Valley	Interior BC
Benchmark price, April 2024	$967,700	$679,200	$855,300	$1,113,100	$991,300	$644,500
% change since April 2023	2.4%	4.4%	-0.2%	2.6%	2.0%	-2.7%
% change since April 2019	42.5%	57.8%	39.5%	37.3%	47.0%	43.7%

Source: Canadian Real Estate Association, *Composite Benchmark Home Price Index*. Seasonally adjusted.

Rental rates continued to soar

Despite the provincial government's efforts to limit rent increases for existing tenants to 2.0%, renters were hit hard in 2023 due not only to rent increases but also to low availability. In fact, the average rental price increased by 8.5% between 2022 and 2023, and the vacancy rate edged lower (-0.1 ppt) to 1.2%, marking a record low.

The average monthly rent for one-bedroom units rose to $1,558 in 2023, an 8.8% increase from the previous year. Average rent for larger units with three or more bedrooms saw a more modest increase of 3.8%, reaching $2,146 (see Figure 5 on page 18). Since 2018, the average rent for larger units has surged by $625, while smaller units have become $368 more expensive.

Lower incomes and largest household debt put strain on households

The issue of affordability is further compounded by the fact that housing and rental prices have outpaced income growth. In fact, the latest available data from 2022 shows that the median after-tax income for families in BC was $102,300—down by 2.1% from 2021. Single individuals who were not part of an economic family[6] experienced an even larger decrease of 8.6%, declining to a median after-tax income of $38,300 in 2022.

[6] An "economic family" refers to a group of two or more persons who live in the same dwelling and are related to each other by blood, marriage, common law, adoption, or a foster relationship. A person not in an economic family is a person living either alone or with others to whom they are unrelated, such as roommates or a lodger.



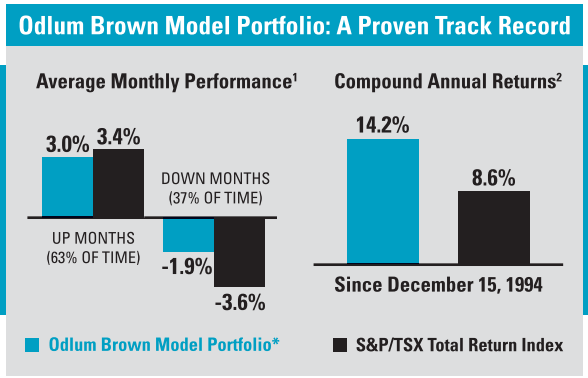
Ross Turnbull,
CPA, CA, CBV, CFA, ICD.D
Vice President, Director, Portfolio Manager

ODLUM BROWN
Investing for Generations®

Disciplined Investing That Works

Contact Ross today.
T 604 844 5363
rturnbull@odlumbrown.com
odlumbrown.com/rturnbull

Member-Canadian Investor Protection Fund



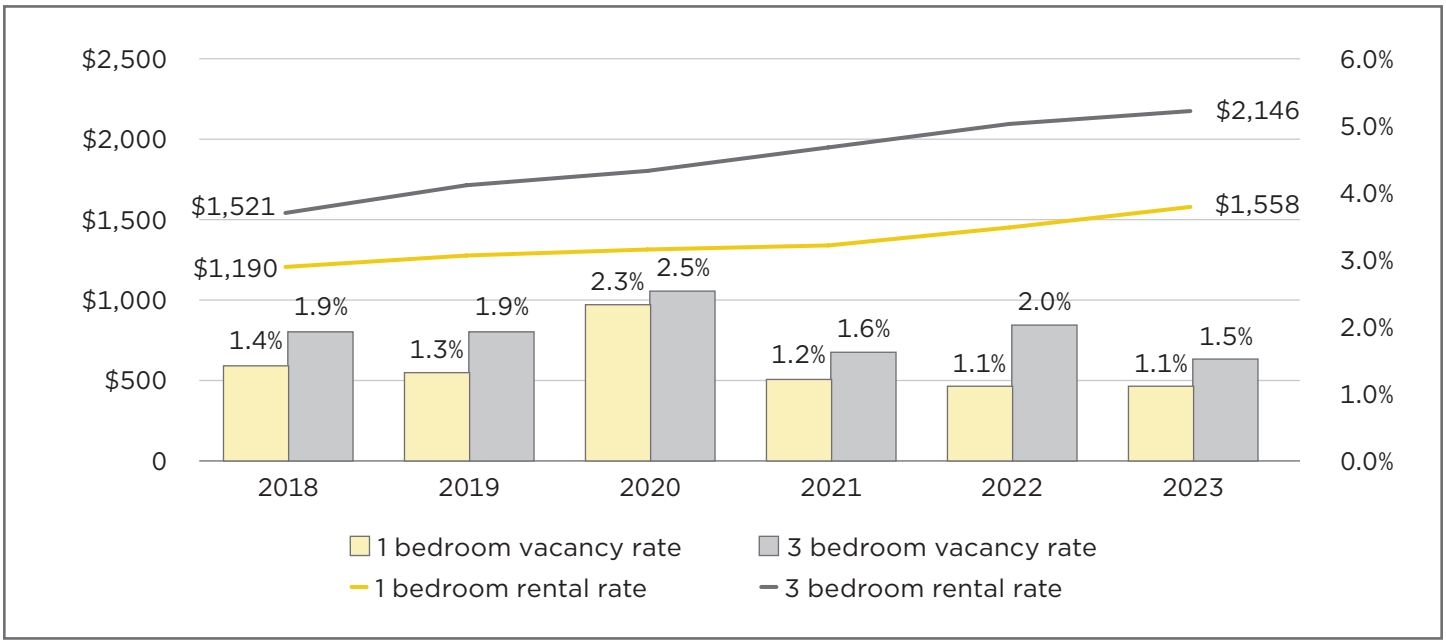
[1]Performance measured mid-month from December 1994 - May 2024. [2]As of May 15, 2024. *The Odlum Brown Model Portfolio is an all-equity portfolio that was established by the Odlum Brown Equity Research Department on December 15, 1994 with a hypothetical investment of $250,000. It showcases how we believe individual security recommendations may be used within the context of a client portfolio. The Model also provides a basis with which to measure the quality of our advice and the effectiveness of our disciplined investment strategy. Trades are made using the closing price on the day a change is announced. Performance figures do not include any allowance for fees. Past performance is not indicative of future performance.

Between 2018 and 2022, the median after-tax income for families was essentially flat, rising by only 0.4%. This increase paled in comparison to that of the benchmark home price (+33.5%) and the average rental price (+22.0%) over the same period.[7]

With household incomes lagging behind the high cost of living, British Columbians are accumulating more debt than people in other parts of Canada. In fact, as of Q4 2023, household debt in BC accounted for 203.7% of household disposable income—the highest ratio among the provinces—putting many residents in a precarious financial position, especially during periods of economic turmoil.

Notably, households where the major income earner is younger than 35 years old have reduced their mortgage debt burden significantly since Q4 2018; however, this is largely due to the fact that many younger British Columbians have been locked out of the housing market due to high borrowing costs and real estate prices.[8]

Figure 5: BC Rental and Vacancy Rates, 2018-2023



Source: Canada Mortgage and Housing Corporation, *Rental Market Survey Data Tables*.

The bottom line

Affordable housing is getting further out of reach for many British Columbians, and there are already signs that both current and prospective residents are looking elsewhere when considering a place to live. Addressing the housing crisis in this province will require innovative policies and collaboration from all levels of government. It will also be crucial to BC's economic success, as the province wants to attract more workers in the coming years.

While immigration is absolutely necessary to help address current and future labour shortages, it alone will not help improve the standard of living in BC. Policies that aim to improve productivity,[9] boost incomes, and increase the housing supply need to be prioritized to ensure that this province remains an attractive destination to call home. ■

Jack Blackwell is CPABC's economist.

[7] Housing data: Canadian Real Estate Association, *Composite Benchmark Home Price Index* (seasonally adjusted); rental data: Canada Mortgage and Housing Corporation, *Rental Market Survey Data Tables*.

[8] Statistics Canada, "Distributions of Household Economic Accounts for Income, Consumption, Saving and Wealth of Canadian Households, Fourth Quarter 2023," *The Daily*, April 17, 2024. Another potential contributing factor is that immigration has been concatenated in this age group, and new arrivals are less likely to own property.

[9] See "Investing in BC," *CPABC in Focus*, March/April 2024 (21).

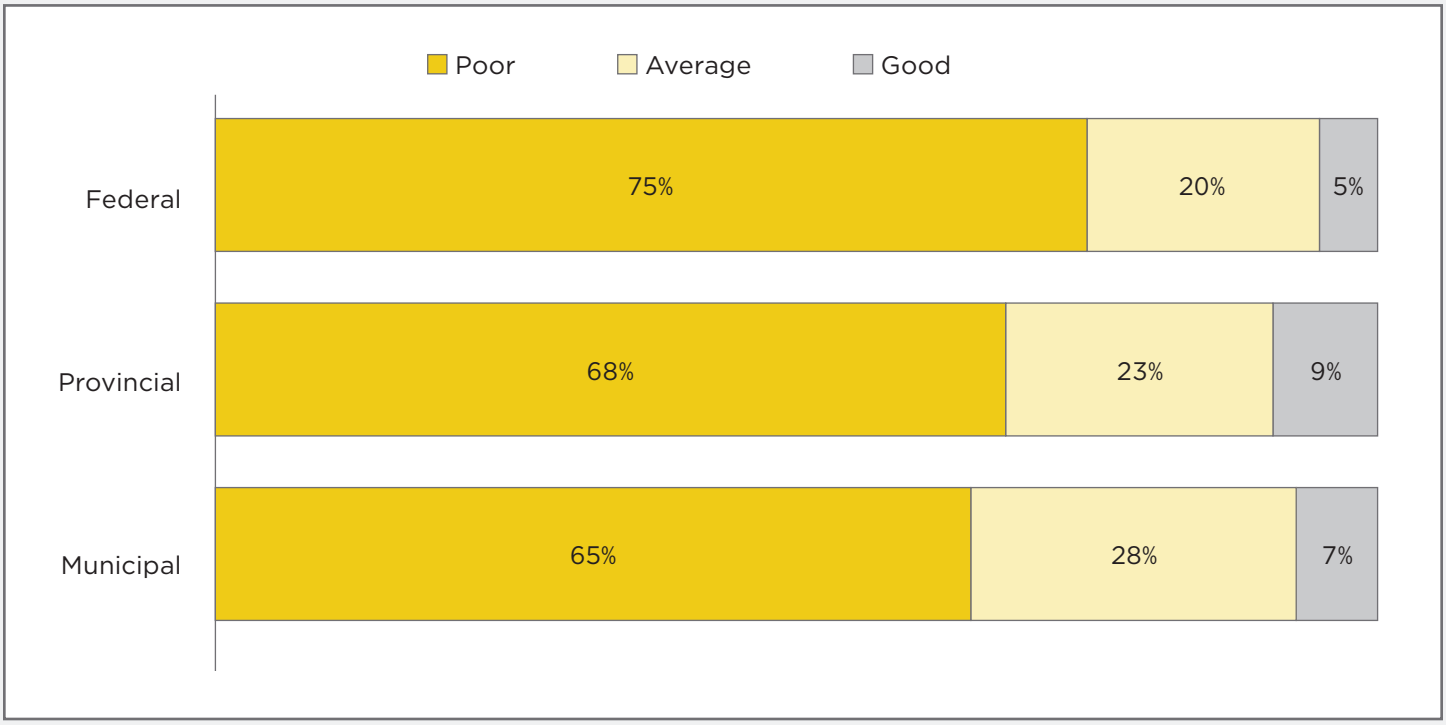
CPAs Expect Housing Affordability Challenges to Persist

BC's housing affordability crisis continues to loom large for our members, as revealed by the latest CPABC *BC Check-Up* survey.* The majority of CPAs surveyed expressed a pessimistic outlook, with 61% expecting housing affordability to further deteriorate in their region over the coming year. By contrast, only 8% said they expect housing affordability to improve, while the remaining 31% said they expect affordability levels to stay the same. These sentiments came as interest rate cuts appeared imminent (at the time of the survey) and more prospective buyers were expected to enter the market as borrowing costs declined.

Survey respondents said high housing costs are the biggest hurdle for businesses as well, with 86% of respondents identifying this issue as a significant challenge to business success. Notably, housing prices have ranked among the top business concerns for CPAs since 2019, underscoring the enduring significance of this challenge in the province's economic landscape.

Overwhelmingly, respondents to our latest survey said all levels of government should be taking more decisive action to tackle affordability issues, signalling a growing dissatisfaction with current measures. These results underscore the need for a significant boost in housing supply, especially as the province looks to attract more workers to support its aging population.

Rating on Government Performance on Improving Affordability in BC



Source: CPABC *BC Check-Up* survey, n = 611. Survey conducted from March 27 to April 16, 2024.



** CPABC commissioned Leger to conduct a web-based survey of CPA members across BC to solicit their thoughts on the province's current and future economic situation and on their current workplace environment. A total of 611 surveys were completed between March 27 and April 16, 2024, which represents an overall response rate of 10%.*

Bohdan Kotoshchuk/iStock/Getty Images



shaunl/E+/Getty Images

Will Bill S-211 Have an Evolutionary Impact on Canadian Businesses?

By Lori Mathison, FCPA, FCGA, LLB

The following article is a companion piece to the May 22 Coffee Chats with CPABC podcast episode "Will Bill S-211 Have an Evolutionary Impact on Canadian Businesses?" Bill S-211 is also discussed in the podcast episode and article "Sustainability reporting: Answers to member FAQs," featuring Vicki Corker, CPA, an associate partner in financial accounting advisory services at EY. Both podcasts and articles are available online at ***bccpa.ca/news-events****.*

A recent piece of federal legislation—Bill S-211, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act)[1]—requires that many Canadian businesses begin reporting on forced labour and child labour risks.

By greatly strengthening supply chain disclosures, the Act is intended to fulfil Canada's international commitment to combatting forced labour and child labour. And in seeking to protect vulnerable populations from human rights abuses and exploitation, Bill S-211 connects directly to the "S" or social pillar of ESG.

To gain some insight on Bill S-211 and its potential to move the dial on ESG, I recently spoke with Peter Guo, CPA, CA, founding partner of the enterprise risk services team at MNP and new chair of the CPABC Board of Directors.

[1] Bill S-211 came into effect on January 1, 2024, with a formalized reporting deadline of May 31, 2024. See: **publicsafety.gc.ca**.

How big is the problem of forced labour and child labour in Canada?

Peter: It's estimated that in recent years, G20 countries have imported almost half a trillion dollars of goods annually that are at risk of unfair labour practices, such as forced and child labour.[2] These goods include electronics, textiles, and agriculture and food products, among others. From a social justice and human rights perspective, these products have a significant impact on the people who produce them, as well as on (often unsuspecting) consumers.

Why do you think the scale is so significant?

Peter: Organizations and businesses are trying to manage profitability, and to do so, they need to drive up sales and/or reduce costs. We know that for most businesses, one of the highest costs is labour. As businesses try to manage, contain, and drive down these costs, we often see labour arbitrage from high-cost to low-cost jurisdictions, and these lower-cost jurisdictions don't necessarily have the social framework and protections that we enjoy in Canada.

For example, manufacturers or distributors in these jurisdictions may not have to pay the same wages as those in G20 countries or guarantee the kind of workplace rights and protections found in the *Canadian Human Rights Act* or *Employment Equity Act*. This has been a major problem and one that disproportionately affects women and children.[3]

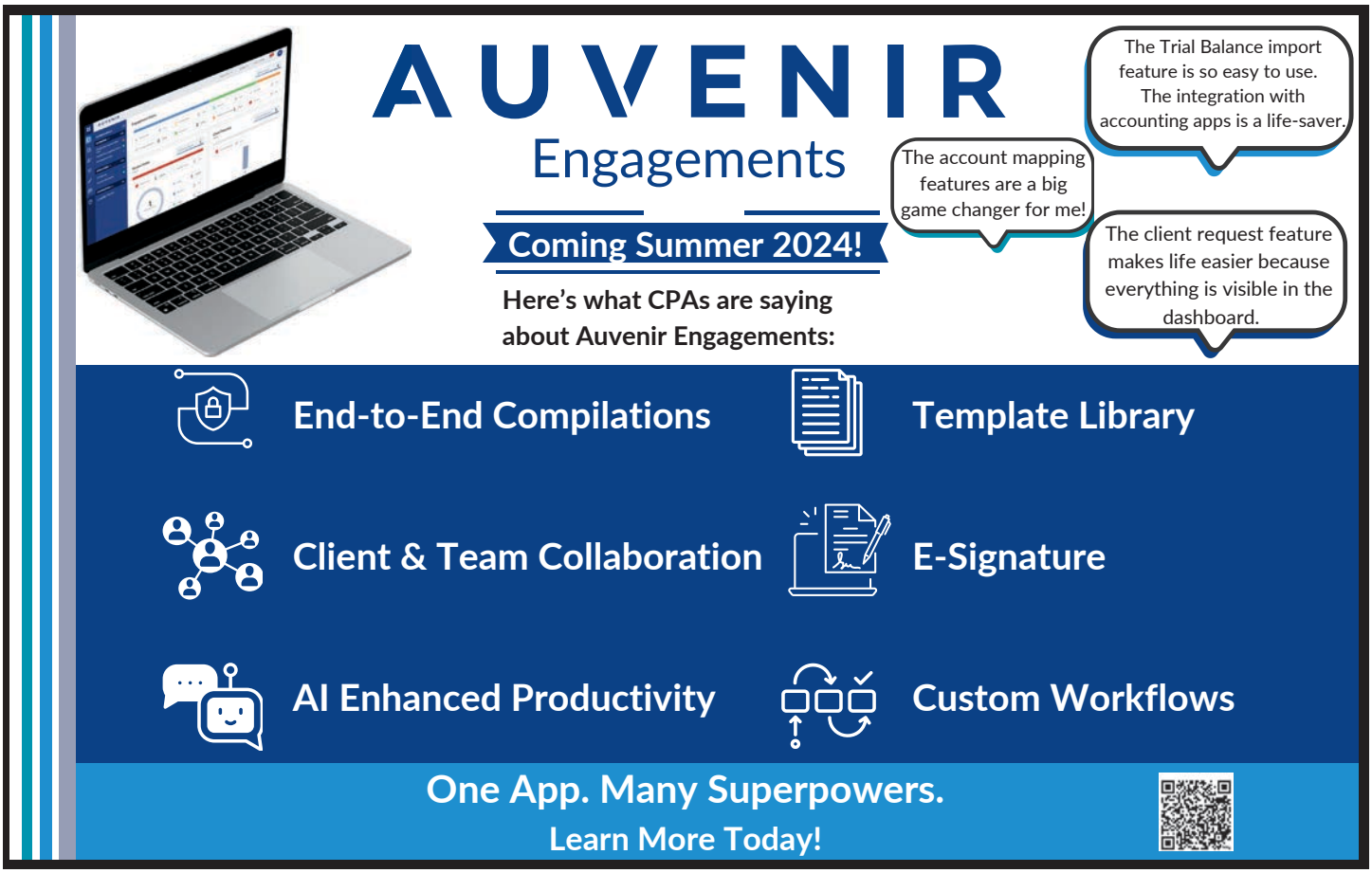
Frankly, the scale is bigger than we can even imagine, and if we, as consumers, are aware of this issue, it follows that we can (and should) do something to change it. With Bill S-211, Canada has joined global efforts to raise awareness about forced and child labour. Hopefully these efforts will cause organizations to assess and adjust supply chains and influence behaviours.

Can you describe how and why the legislation is significant for Canadian businesses?

Peter: The Act is designed to affect organizations that import, distribute, and/or manufacture goods, so it's unlikely that it will apply to many services organizations; however, *all* businesses should still read the Act carefully, do their due diligence, and determine where they land in terms of compliance requirements.

[2] "G20 Scorecard Reveals the World's Richest Nations Host Majority of People Living in Modern Slavery," **walkfree.org**, September 8, 2023.

[3] Laurin-Whitney Gottbrath and Alice Feng, "Compounding Crises Push More People into Modern Slavery, Report Warns," **axios.com**, May 25, 2023.



Generally, if you're a publicly traded company on a Canadian exchange, Bill S-211 applies. If you're a private enterprise owner-managed business, the Act applies if in one of the last two fiscal periods, you met two of the following three criteria: $20 million in assets, $40 million in revenue, and 250 or more employees.

As part of this assessment, many organizations will need to analyze their consolidated entities, joint ventures, partnerships, and so on. If they determine that the Act applies, they will then need to assess their supply chain and identify those suppliers that pose a higher risk of using forced or child labour.

How challenging will this assessment be?

Peter: The challenge is in determining which categories and/or origins of goods might have a higher risk profile in the supply chain. For example, let's look at forestry: In certain global databases, this industry has a very high or extreme risk of forced and child labour—particularly if the lumber supply comes from Southeast Asia, parts of South America, and some of the former Soviet republics. If timber is harvested or lumber is produced in North America, however, the risks are relatively low.

Additionally, many of our supply chains are dependent on distribution networks—for example, wholesale distributors that may buy goods from manufacturers worldwide. If your wholesale distributor is based, say, in Chicago, you might think the majority of your products and supply chain materials are low risk because they come from an American distributor. But if you examine the distributor's catalogue and understand where these materials actually come from, you may discover a patchwork of different risk levels stemming from their true origins.

What steps can organizations take to address this?

Peter: I think, as CPAs, we have a big role to play in determining how businesses respond to the Act. It starts by identifying if the Act applies to your entity. If you establish that it does, the next step is to look at your financial statements and figure out which transaction streams matter on your supplier and vendor lists. Then you can work on a spend analysis.

CPAs will need to be mindful that there is a concept of significance—there's no definition, but you can use your judgment. If you stratify your spend by vendor or by category of goods, it will give you a sense of the magnitude and scale vis-a-vis your entire supply chain. That's where financial analysis will really help guide, define, and refine this process.

The next step is to look into your supply chain and complete a risk assessment of the expenditures, the types and categories of goods, and their countries of origin. If the goods are low risk, you probably don't have to do anything further, and you'll have shown a diligent process based on factual data and financial information that enabled you to reach this conclusion.

For high-risk goods, however, you will need to produce an action/remediation plan. Supply chains are built on relationships, which you will want to maintain and strengthen through this process. There may be contracts in place with your suppliers that will stipulate terms and conditions and the degrees of freedom you might have. For example, there may be a right-to-audit clause in your contract or a compliance clause stating that your supplier must abide by Canadian law. You might choose to inform your supplier that because of Bill S-211, there is a new expectation for a compliance report. You could also send suppliers a questionnaire to determine the level of risk for their goods.

What if businesses couldn't get everything done by the reporting deadline of May 31, 2024?

Peter: If you've done your analysis and risk assessment and developed an action plan, you can at least report factually and show that you've made a diligent, fact-based effort. Bill S-211 is an annual requirement, so you will need to complete this baseline effort and then refine it over time. If your action plan is incomplete, your management and board will have to track the resolution around the high-risk elements of your supply chain.

Note that your report must be publicly accessible on your organization's website, as well as being publicly available in an electronic registry on Public Safety Canada's website.[4] Also, keep in mind that Public Safety Canada requires you to complete a very detailed online questionnaire when submitting your report.

What are the consequences if someone misses the deadline or doesn't demonstrate due diligence in their reporting?

Peter: Businesses face a fine of up to $250,000 per instance. In addition, you have to consider social policy, social impact, and reputational risk—your supply chain is at the heart of your business, but your business also has goodwill, a brand, and relationships. Bill S-211 really speaks to the fact that you're judged by the company you keep.

You noted that businesses can take this as an opportunity to enhance relationships within their supply chains—could you expand on that?

Peter: Bill S-211 underscores the fact that we can all make better choices. These are good practices that will help supply chain practices evolve. If businesses do this well, they're going to create concentric circles of wins that will feed upon each other. And once they get beyond the challenges of compliance, they will be able to leverage this as an opportunity that benefits their brand and their reputation.

[4] See: **publicsafety.gc.ca/cnt/rsrcs/lbrr/ctlg/rslts-en.aspx?l=7**.

From a macro perspective, what do you think the overall impact of this legislation will be?

Peter: To me, this is another iteration of performance improvement, but one that will not just have a quality and profitability impact. This will have a life impact, a cultural impact, and a social impact. These impacts are largely unmeasurable—we simply know they're good business, good for our communities, and good for our environment—so it's likely that some businesses will struggle to understand and quantify them.

And along the way, there's going to be some pain. There will be instances where businesses discover unethical practices in their supply chains but can't find alternative suppliers.

What should businesses do if they find unethical practices in their supply chain?

Peter: If you discover that your only available supplier is high risk, there may not be a quick fix. But you might think: "That's our only supplier *for now*. What can we do to change this? Should we search for a different product? Or should we perhaps vertically integrate and create our own supply capability?" That's the evolutionary impact of what this Act could do for us, and I think there will be a positive domino effect if we do this well.

Are there any related resources that you'd recommend?

Peter: I recommend visiting the Government of Canada's website to learn more about the Act and review the guidance on completing the questionnaire.[5] Also, many professional services firms have published thought leadership pieces on the Act.[6] Industry groups can provide a wealth of knowledge as well. Additionally, accountants, lawyers, regulators, and other professionals all have extensive experience in this area, and you can consult with them—there's no need to reinvent the wheel. ■

[5] Public Safety Canada, "Prepare a Report – Entities," **publicsafety.gc.ca**.

[6] For example, see MNP's factsheet "What Does Your Business Need to Know to Comply with Bill S-211?" **mnp.ca**.

Access the electronic registry

The reports of all companies who filed by the May 31 deadline are publicly available at **publicsafety.gc.ca**.



Support the advancement of accounting education

Visit **bccpa.ca/cpaef** for details, including how to donate.

CPA CHARTERED PROFESSIONAL ACCOUNTANTS' EDUCATION FOUNDATION OF BRITISH COLUMBIA

CPABC Regulatory Report to the Public

CPABC's *Regulatory Report to the Public: Upholding the Highest Standards* outlines the initiatives and resources implemented by the organization to ensure that BC CPAs adhere to professional and ethical standards as part of our commitment to protecting the public. Here is a snapshot of this year's report. To view the full report, visit **bccpa.ca/protecting-the-public**.

Members and Students

Member count:

2024: **40,236**
2023: **39,300**
2022: **38,730**
2021: **37,999**
2020: **37,317**



Student count:

2024: **5,707**
2023: **6,224**
2022: **6,088**
2021: **6,198**
2020: **5,777**



New members admitted:

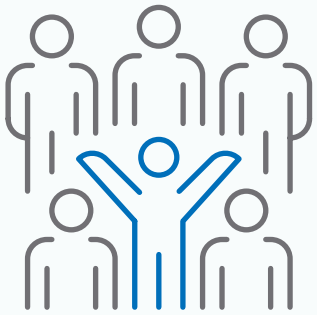
During the fiscal year, **1,630** new members were admitted into the profession, and **694** members left the profession.

Graduation rates:

Over the past five years, an average of **946** BC students graduated annually from the CPA or legacy programs.

Members in Industry

In BC, **many** members in industry work in small or medium-sized businesses where they are often the only designated accountant.



Public Practice

Licensed practitioner count:

2024: **4,454**
2023: **4,351**
2022: **4,274**
2021: **4,126**
2020: **4,081**



Regulation of public practice:

The majority of practitioners work in small businesses, where **98%** of firms are owned by fewer than five professional accountants.

Registered office count:

2024: **2,906**
2023: **2,869**
2022: **2,856**
2021: **2,800**
2020: **2,753**



Practice reviews:

Sanctions may be imposed in cases where there are more serious issues. There were **1,051** practice reviews conducted this past year. This number includes **66** re-inspections that were undertaken in situations where standards had not been met.

Pass rate for practice reviews:

2023-2024:
90%



2022-2023: **88%***
2021-2022: **94%**

*The pass rate in 2022-2023 declined due to substantial changes in the Compilation Engagement Standard.

Full report: **bccpa.ca/protecting-the-public**

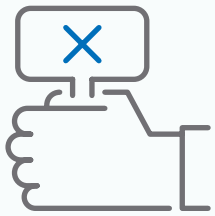
for Fiscal Year 2023/2024

CPD Self-Reporting and CPABC Verification

Action is taken against members who do not comply with the requirements for continuing professional development (CPD). This action can result in suspension or cancellation of membership. Members who do not comply with the CPD verification process risk being referred to the CPABC investigation and discipline processes.

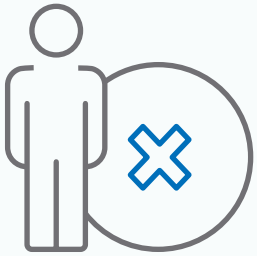
Cancelled memberships due to non-compliance with CPD:

2024: **39**
2023: **58**
2022: **50**
2021: **41**
2020: **32**



During the year ended March 31, 2024:

- **125** members had their memberships suspended for CPD non-compliance.
- **39** of these suspended members had their memberships cancelled.



Investigation & Discipline Process

CPABC investigated complaints received about members, firms, and students. Where breaches of the bylaws or rules were found, the resolutions typically included a reprimand and remedial education to protect the public from a repeat of the misconduct. In rare instances, there was a suspension or cancellation of membership.



- **149*** total active complaints in 2023-2024
- **33** under review
- **63** complaints dismissed/not accepted
- **53** investigations authorized

*Active complaints include new complaints and complaints carried over from the previous year.

New complaints received:

2024: **124**
2023: **121**
2022: **103**
2021: **128**
2020: **103**



Complaints dismissed/ not accepted:

2024: **63**
2023: **69**
2022: **54**
2021: **63**
2020: **44**



Disciplinary Committee activities:

3 resolution agreements
4 outcomes pending
5 disciplinary panel decisions
1 put in abeyance



Investigations closed:

2024: **50**
2023: **57**
2022: **45**
2021: **60**
2020: **53**



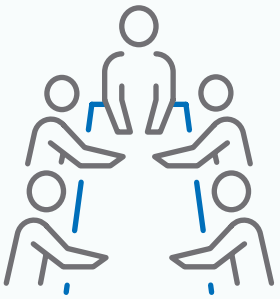
Outcomes:

- **2** no grounds
- **11** not pursued
- **36** resolutions – D&R*
- **1** referred to the Disciplinary Committee

*Determination and Recommendation Agreement

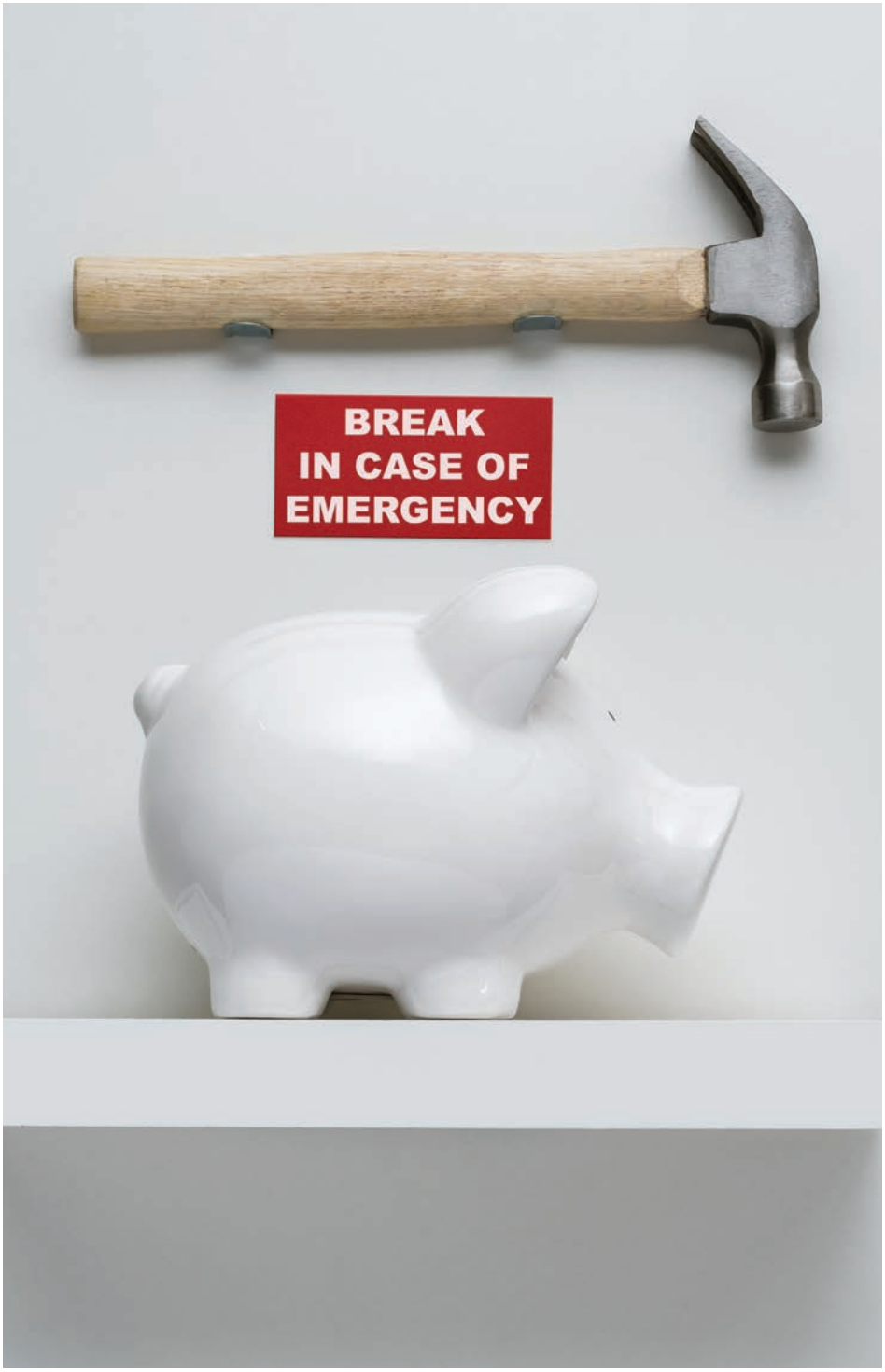
Total disciplinary cases resolved:

2024: **13**
2023: **26**
2022: **19**
2021: **11**
2020: **12**



Planning for and Coping with Disasters

From CPABC's Professional Conduct Department



D-Keine/iStock/Getty Images

When a wildfire was sparked in Lytton, BC, on a sweltering summer day in 2021, few residents knew that their lives and businesses would be forever altered within mere minutes.

The devastation experienced in Lytton underscores the importance of emergency preparedness planning—both for individuals and businesses. But how can business owners plan for the unforeseeable? The solution lies in setting up resilient plans that encompass both business continuity and disaster recovery strategies.

Business continuity versus disaster recovery

Although these terms are often used interchangeably, there is a subtle distinction between them.[1] Business continuity planning is *proactive*—it focuses on developing plans and strategies to ensure that essential services remain uninterrupted during crises. Disaster recovery, as the name implies, is *reactive*—it focuses on restoring systems and data following catastrophic events.

CPAs who manage emergency preparedness for their organizations and/or clients will need to consider both proactive and reactive planning.

The components of emergency preparedness planning

Most preparedness planning initiatives start by focusing on threats in the following broad categories:

- Natural threats, such as floods, earthquakes, fires, the death of key individuals, and pandemics;
- Human-caused threats, such as arson, employee sabotage, workplace accidents, and violence; and
- Technology-based threats, such as system failures and cybercrime.

Successful emergency preparedness plans typically emphasize implementing multiple safeguards and preventing single points of failure. It's worth noting that single points of failure can take many forms.[2] For instance, members have reported situations to CPABC in which their operations temporarily shut down because no one on hand knew the passwords to specific components of their computer system or to the accounts of online bookkeeping systems.

What emergency preparedness plans should contain

There are three helpful resources that offer high-level guidance for creating emergency preparedness plans. The Province of British Columbia provides an informative emergency preparedness education program called PreparedBC to help the general public, local governments, Indigenous communities, and schools prepare for and recover from disasters. Although the program focuses on family and personal planning, it also provides useful information for businesses looking to get started, especially smaller businesses.[3]

The Canadian Federation of Independent Business provides useful resources for business owners, including the following five-step guide to emergency preparedness planning:

1. Assign responsibility for managing a crisis;
2. Identify threats to your business, factoring in your location, the nature of your business, and your exposure to catastrophic events triggered by human error;
3. Reduce identified risks where possible;
4. Prepare and document an emergency plan that includes evacuation procedures and a prioritized recovery list; and
5. Practice and test your plan at least once a year.[4]

And in "The CPA's Guide to Business Continuity and Disaster Recovery Planning," author Peter Pepperell provides guidance for CPAs in particular. He says CPAs should take the following steps to create a comprehensive plan:[5]

1. Perform a risk assessment – Identify vulnerabilities in the current system;
2. Conduct a business impact analysis – Gauge the potential effects of disruptions;
3. Develop strategies – Create actionable steps to counter identified risks;
4. Conduct training and testing – Regularly update your team and test the efficacy of the plan; and
5. Review and revise – Continually update the plan to adapt to new challenges.

One commonly identified risk is the potential failure of automated systems. Planning for this possibility should include determining a realistic recovery time and figuring out whether manual processes could be used as temporary substitutes.

Considerations for CPA firms and practitioners

CPABC's Public Practice Knowledge Base at **bccpa.ca/kbase** includes two articles that provide guidance on emergency preparedness:

Preparing Your Practice for an Emergency

This article features a practitioner emergency planning checklist compiled by CPA Alberta, which includes guidance on:

- Wills and powers of attorney;
- Client transitions in the event of a long-term or permanent situation;
- Client communications; and
- The collection of accounts receivable and the payment of expenses.

Supplementary guidance: CPABC also recommends that sole practitioners keep a copy of their emergency preparedness and business continuity plans at home. We also recommend that you review the details with your family so they will know what to do in the event that you cannot act on your own behalf.

Business Continuity Planning and Practice Continuation Agreements

As noted in this article, the purpose of a business continuity plan/practice continuation agreement is to ensure a smooth transition in the event of a practitioner's incapacity or death and to provide uninterrupted service to clients during temporary or long-term disability. Having a plan in place means that your estate will receive the full economic value of the practice you've spent years building, and your clients will have the assurance that a qualified business advisor will always be available to meet their needs.

---

1 Peter Pepperell, "The CPA's Guide to Business Continuity and Disaster Recovery Planning," *CPA Practice Advisor,* August 21, 2023.

2 Elad Schaffer, "Founders: Here's How to Escape Your Company's Single Points of Failure," **forbes.com**, April 28, 2023.

3 PreparedBC, "Public Emergency Preparation and Recovery," **gov.bc.ca**, accessed May 24, 2024.

4 CFIB, "Emergency Preparedness: The Five Things You Need to Do," **cfib-fcei.ca**, accessed May 24, 2024.

5 See footnote 1.

APPLICABLE RULES FROM THE CPABC CODE OF PROFESSIONAL CONDUCT

REQUIREMENT	COMMENT
Rule 201 – Maintenance of the good reputation of the profession Registrants must "maintain the good reputation of the profession and serve the public interest."	The public expects that CPAs will plan ahead and be prepared for any challenges they may face. Not making a proper preparedness plan may damage the profession's reputation.
Rule 206 – Compliance with professional standards "A registrant shall perform professional services in accordance with generally accepted standards of practice of the profession."	Although each situation will have its own context, it is safe to assume that sufficient disaster planning is required to meet professional standards. This is especially true given the specific requirements of rules 212.2 and 218.
Rule 212.2 – Handling property of others "A registrant, in the course of providing professional services, shall handle with due care any entrusted property."	In the case of a disaster, the property of others must be handled and preserved with sufficient care. Client records and property must be preserved from destruction.
Rule 218 – Retention of documentation and working papers "A registrant shall take reasonable steps to maintain information for which the registrant is responsible."	As with client property above, documentation and working papers must also be managed and preserved with sufficient care.
Rule 502 – Policies and procedures for the conduct of a practice "A registered firm shall establish, maintain and uphold appropriate policies and procedures … and in particular: (a) conduct themselves in a manner which will maintain the good reputation of the profession and serve the public interest; (b) perform their professional services with integrity and due care."	Firms should have robust preparedness plans to meet the expectations of the public.
Bylaw Regulation 704/4 – Appointment of Assisting Accountant The "renewal of a public practice licence must be accompanied by … (a) written confirmation of the appointment of an assisting accountant to be responsible for returning client records in the event of … death or incapacity; (b) written authorization for CPABC to appoint a member in good standing holding a public practice licence as an assisting accountant…; (c) the applicant's certification that they will only be engaged in public practice at or in association with a registered firm in which two or more members have a proprietary interest."	The role of assisting accountant is to return client records on the death or incapacity of a practitioner, after which the role of the assisting accountant ends. The assisting accountant's responsibilities do *not* include completing any unfinished work. *See:* "Death of a Practitioner - FAQs" in CPABC's Public Practice Knowledge Base at **bccpa.ca/kbase**.

The business continuity plan should include:

- The names of employees and the location of their HR files;
- The location of financial and accounting records;
- Client listings, contracts, and deadlines;
- The location of working papers;
- Manuals for office procedures, computer systems, and collections policies; and
- Passwords and access codes for *every component* of the practice.

The applicable rules

The rules in the *CPABC Code of Professional Conduct* (CPA Code) apply in the context of business continuity, disaster planning, and response (see facing page).

CPABC has disciplined members for failing to handle their business properly after a disaster. For example, a practitioner was disciplined in 2018 for failing to take adequate responsibility when their business partner became permanently incapacitated.

Free PD webinar available

CPABC offers a free webinar for members entitled "Be Prepared: Disaster Prevention, Preparation, and Recovery," presented by Mark Ostry, CPA, CGA. The course is eligible for 1.5 CPD hours and is available on demand at **pd.bccpa.ca** until December 31, 2024. ■

Do you need guidance?

The guidance in the CPA Code is designed to help you understand how the rules should be applied. CPABC's professional standards advisors are also here to help. You can consult them for confidential guidance to ensure that you stay compliant with the CPA Code and the *CPABC Bylaws* when navigating difficult situations. Contact our advisors by email at **professionaladvisory@bccpa.ca**.

Creative solutions to *complex* issues.

As a full-service law firm with a history spanning over a century, Harper Grey's business lawyers and commercial litigators are here to help – regardless of what your issue may be.

Whether you or your clients are facing corporate litigation, professional discipline, or are looking for strategic or legal advice regarding organization, financing, governance or M+A, our lawyers offer sharp insight and extensive expertise to provide you and your clients efficient, effective and custom solutions.

Let our knowledge and experience complement your own.

Get in touch today



Prentice Durbin
Co-Chair, Business Law Group



Michael Hewitt
Co-Chair, Commercial Litigation Group



Steven Lukas
Co-Chair, Business Law Group



Roselle Wu
Co-Chair, Commercial Litigation Group

Harper Grey LLP

3200 – 650 West Georgia Street
Vancouver, British Columbia
Canada V6B 4P7

T. 604.687.0411
www.harpergrey.com
info@harpergrey.com



Jodi Cooke is the executive director of electoral finance for Elections BC. Photo by John Yanyshyn/Visions West Photography.

The Business of Election Financing

By Jodi Cooke, CPA, CGA, for Elections BC



Baris-Ozer/iStock/Getty Images

When most people think of elections, they think of campaign slogans and ballot boxes, but behind the scenes there are important financing rules that all campaigns must follow. In addition to enhancing accountability and transparency, these rules maintain a level playing field for everyone who participates in election campaigns.

To make sure they are following these financing rules, political parties, candidates, and individuals/organizations engaged in third-party election advertising (whether to promote or oppose the election of a candidate or party) often enlist the help of CPAs. Recognizing this, and with the 43rd provincial general election fast approaching on October 19, 2024, Elections BC wants to remind all CPABC members of the legislated election financing requirements so that everyone can stay onside of the rules under the *Election Act*.

What CPAs should know before working on an election campaign

1. Know the role you will be performing.

Every provincial candidate and political party must appoint a financial agent and an independent auditor when they register with Elections BC.

The financial agent is the individual responsible for managing the day-to-day finances of the election campaign for a political party or candidate; this includes ensuring that all transactions comply with the requirements of the *Election Act* and filing financial reports after the election. A candidate may choose to act as their own financial agent or they can appoint someone to do this work on their behalf.

The auditor must be an independent CPA or CPA firm certified to perform audits in Canada. Please note that while all candidates and parties must appoint an auditor, it is not a requirement to have *all* reports audited (see point 3).

2. Election financing rules differ from other accounting principles.

While having a background in accounting can be a huge advantage when helping with a campaign, CPAs should be aware that there are some rules unique to election financing that can get financial agents into trouble. They include:

- *Accepting political contributions from prohibited sources or that are over the annual limits:* Contributions can only be accepted from eligible individuals who reside in BC and are either Canadian citizens or permanent residents. Contributions from organizations and contributions from individuals living outside of BC are prohibited. The annual contribution limit for 2024 is $1,450.82, and it applies to the total amount of contributions an eligible individual makes to a political party during the year, including any candidates or nomination contestants representing the party.
- *Issuing ineligible income tax receipts:* Tax receipts can only be issued for contributions of money received by candidates and political parties. Furthermore, candidates cannot receive tax-receiptable contributions until they have received a certificate of candidacy from Elections BC. If a candidate files a standing nomination application with Elections BC now, the earliest they can receive their certificate of candidacy and start receiving tax-receiptable contributions is when the writs for the election are issued on September 21, 2024.
- *Not including sponsorship contact information on advertising:* The *Election Act* requires that election advertising must include contact information where the sponsor can be contacted if the public has questions. This information must include the name of the financial agent and the sponsor's BC phone number, mailing address, or email address. ***Note:*** If you are participating in a 2024 election campaign organized by an individual or organization other than a candidate or political party, we encourage you to review the rules for election advertisers at **elections.bc.ca/knowtherules**; these rules take effect on July 23, 2024 (the start of the 60 day pre-campaign period).
- *Incurring election expenses over the limit:* Election expenses include any property or services used to promote or oppose a candidate or political party during the campaign period (September 21 to October 19, 2024), regardless of when it is paid for or if it is donated. If property or services are donated, the value of the election expense and political contribution is the equivalent market value at the current time. Candidates and political parties have separate election expense limits, which will be calculated and communicated at the start of the campaign period on September 21, 2024. There are serious consequences for exceeding these established limits.

3. Financial reports must be filed after the election.

The appointed financial agent must file a financial disclosure report within 90 days after the election. This report must disclose income and expenses in relation to the election campaign. Additionally, if any information in the financial disclosure report changes or the financial agent becomes aware that something has been reported incorrectly, the agent must file an amended supplemental report within 30 days of becoming aware of the change or error.

Furthermore, financial disclosure reports must be audited if the candidate or party incurs more than $10,000 in election expenses or accepts more than $10,000 in political contributions.

Failure to file a report may result in significant penalties. Copies of all reports filed with Elections BC are published online at **elections.bc.ca/frpc**.

4. Keep good records, and avoid taking on more than you can manage.

There is nothing in the *Election Act* that prevents a CPA from representing more than one election campaign—either as a financial agent or as an independent auditor. However, the same requirements and deadlines apply regardless of whether you represent one campaign or 100.

Moreover, it's important to ensure that you have the time and resources available to meet the responsibilities you've signed up for, which include keeping complete and organized financial records.

5. Failure to comply may result in significant penalties and their publication.

Penalties and their publication may be potentially damaging to a CPA's reputation and other business relationships, so it's important to ensure that you have a good understanding of the rules and requirements before agreeing to serve as the financial agent for or the auditor of an election campaign.

More information is available

If you're thinking about getting involved in the upcoming provincial election, be sure to visit **elections.bc.ca** for more information about financial roles and responsibilities.

Elections BC also offers information sessions on the various rules and requirements, which you are encouraged to attend. Details about these sessions are available at **elections.bc.ca** under "Candidates & Parties" > "Information Sessions." And if you still have questions, please call Elections BC at 1-800-661-8683. ■



Bilal Kathrada is a principal with Clearline CPA, where he focuses primarily on tax and succession planning for Canadian owner-managed businesses in various industries. Bilal thanks Gurbir Rai, CPA, senior manager with Clearline, for his contributions to this article.

Owning Residential Real Estate in BC – Legislative Updates

By Bilal Kathrada, CPA, CA

This article provides a high-level overview of several new and updated tax measures introduced municipally, provincially, and federally to address housing affordability, supply shortages, investor speculation, and other challenges in the real estate sector. Property owners in BC need to keep current with these legislative changes to stay onside of the rules and avoid triggering adverse tax consequences.

Federal measures

Underused Housing Tax

The Underused Housing Tax (UHT) legislation, which received royal assent in June 2022 and took effect retroactively from January 1, 2022, assesses a 1% penalty on the greater of the current assessed value or the most recent purchase price of vacant and underused residential properties owned by non-resident owners.

Initially, all corporations, partnerships, and trusts holding residential property had to file, regardless of whether they were subject to the tax, and penalties for non-filing were considerable. On November 21, 2023, the Department of Finance sought to redress this by releasing proposals to relieve certain taxpayers from filing and reduce the penalties for non-compliance. Specifically, the proposals expanded the definition of "excluded owners" to include Canadian corporations, partnerships, and trusts for the 2023 calendar year (recognizing that they were not the intended targets of the legislation), and reduced the penalties to $1,000 for individuals and $2,000 for corporations, partnerships, and trusts.

However, at the time of this writing in May 2024, these changes have not yet been legislated. Property owners uncertain of where they stand should contact their CPA tax advisor for guidance.

Bare trust filing requirements

The federal government passed amendments to the *Income Tax Act* in 2022 that updated the requirements for trusts to file a T3 Trust Income Tax and Information Return (T3 Return). Starting in 2023, all "express trusts" (family trusts, alter ego/joint partner trusts, and bare trusts) are expected to file a T3 Return even if they are inactive or were previously exempt from filing.

A bare trust is one in which a trustee holds the legal title of an asset but a beneficiary has the beneficial ownership of the property. Bare trusts are effectively a principal-agent relationship, which means the trustee has no independent power, discretion, or responsibility over the property, as their actions are controlled by the beneficiary.

The penalties for late filing or non-filing can be significant, with a daily penalty of $25 (up to a maximum of $2,500) per year and—in cases of gross negligence—the greater of $2,500 or 5% of the highest fair value of the trust's assets.

On March 28, 2024, however, the CRA announced that bare trusts do *not* need to file a T3 Return for 2023 unless requested. There have been no updates on future filings or related proposals since then.

Short-term rental regulations

In its 2023 fall economic statement, the federal government proposed new measures (supplementary to those proposed provincially) to deny expenses to short-term rentals (i.e., tax would be paid on gross income rather than net income) that are non-compliant with municipal and/or provincial regulations, effective January 1, 2024.

Federal flipping tax

New rules introduced and enacted by the federal government in 2022 are meant to ensure that profits from home sales within a certain time frame are treated as business income, not capital gains. A "flipped property" is defined as a housing unit in Canada owned by a taxpayer for less than 365 consecutive days before disposition, with exemptions for certain conditions.

These new rules, which are effective for 2023 and subsequent tax years, also apply to the right to own or acquire a housing unit in Canada. The holding period resets once the taxpayer who enters into a purchase and sale agreement secures ownership of the property (this differs from the provincial flipping tax discussed in the next section). Any losses resulting from the sale of a flipped property are deemed to be nil.

Enhanced GST/HST rental rebate

On September 14, 2023, the federal government announced an enhanced GST/HST residential rental property rebate to encourage the development of new rental housing. The 100% rebate (up from 36%) is intended for qualifying new rental housing projects and does not apply to individually owned condominium units, single-unit housing, duplexes, triplexes, housing co-ops, owned houses on leased land, or sites in residential trailer parks. Substantial renovations of existing residential complexes are also excluded.

Projects that convert existing non-residential real estate into residential real estate are eligible for the enhanced GST/HST residential rental property rebate assuming all applicable conditions are met.

Municipal and provincial measures

Empty Homes Tax

Since 2017, Vancouver property owners have had to submit an annual declaration to confirm whether their property is subject to the Empty Homes Tax (EHT). Initially set at 1% of the property's assessed value, the EHT was increased to 1.25% in 2020 and then to 3% in 2021. Notably, in April 2022, the City of Vancouver proposed increasing the EHT to 5% for the year ending December 31, 2023, but the rate continues to sit at 3% (for now).

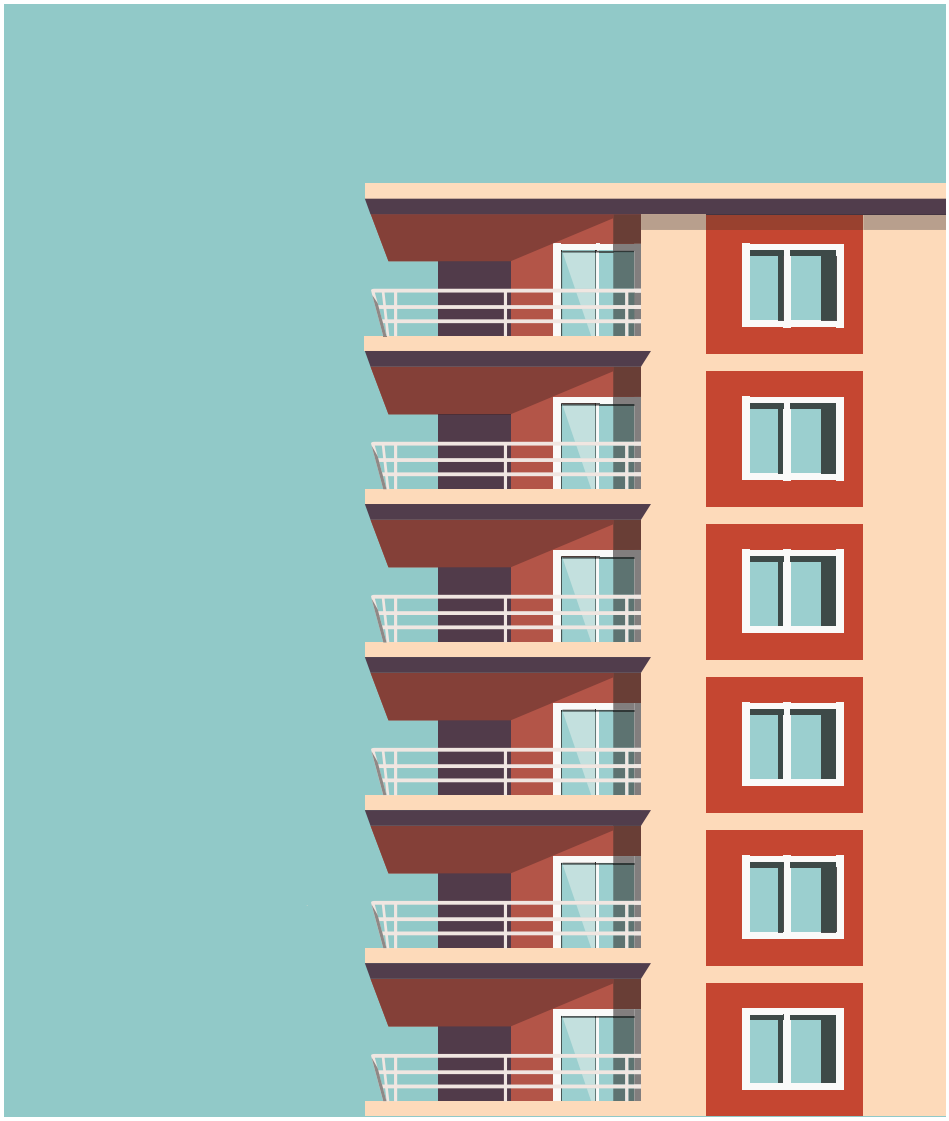
Among the available exemptions, properties used as principal residences or tenanted for at least six months in a calendar year are not subject to the EHT.

The City of Vancouver proposed increasing the EHT to 5% for the year ended December 31, 2023, but it remains at 3% for the time being.

Speculation and vacancy tax

Introduced in 2018, the speculation and vacancy tax (SVT) is an annual tax based on residential property use, owner residency status, and income reporting in specific BC areas. It applies based on ownership as of December 31 each year. The SVT rate is 2% for foreign owners and untaxed worldwide earners, and 0.5% for Canadian citizens or permanent residents not classified as untaxed worldwide earners.

Residential property owners in designated areas must declare annually by March 31. Failure to do so could result in a penalty of 2% of the property's assessed value. ***Note:*** A number of new areas will be included for declarations in January 2024 and 2025.



olindana/iStock/Getty Images

New measures that took effect on May 1, 2024, limit short-term rentals to the host's principal residence plus one secondary suite or accessory dwelling unit on the same property.

Land Owner Transparency Act

Effective November 30, 2020, the *Land Owner Transparency Act* (LOTA) requires that transparency declarations are filed when registering an interest in land with the Land Owner Transparency Registry (a public registry of individuals with direct/indirect interests in land). Pre-existing "reporting bodies" (a defined term) had to file a transparency report by November 30, 2022, and new reporting bodies must file a report within two months of acquiring a land interest. The maximum non-compliance fines are the greater of the following: $25,000 for individuals and $50,000 for corporations or other entities, or 15% of the underlying property's assessed value. Other offences under the LOTA could be subject to a fine of up to $50,000 for individuals and $100,000 for corporations.

Short-term rental regulations

In the fall of 2023, the provincial government announced new measures aimed at restricting homeowners in specified areas of BC from offering their homes to the public as short-term rentals. These new measures, which took effect on May 1, 2024, limit short-term rentals to the host's principal residence plus one secondary suite or accessory dwelling unit on the same property. They apply to short-term rental listings on platforms where people reserve and pay for accommodations, short-term rental offers on other web listing forums, and listings in classified newspaper ads. The new measures do not apply to hotels and motels, reserve lands, recreational vehicles, or other temporary shelters.

Additionally, there are exempt communities and land where the principal residence requirement does not apply, including municipalities with populations under 10,000 that are not within 15 kilometres of a larger municipality, mountain resorts, and some farm land. For a complete list of exempt areas, visit **gov.bc.ca**.

It's expected that municipal governments will start sharing data with the BC government sometime this summer, and that a provincial registry will be launched in early 2025. Once this registry is up, platforms will be required to remove any listings without valid provincial registry numbers.

Note that the maximum fine regional districts can set for prosecutions of bylaw offences under the *Offence Act* has increased from $2,000 to $50,000 under the new rules, and the maximum municipal ticketing fine has increased from $1,000 to $3,000 per infraction.



A side note about GST/HST:

Property owners who convert housing units from short-term rentals to long-term rentals will no longer be required to collect GST (among other indirect taxes). Note, however, that converting a short-term rental to a long-term rental may constitute a "change in use" under the *Excise Tax Act*, in which case it may trigger a deemed disposition for GST/HST purposes at the fair market value and an immediate reacquisition thereafter. Also, owners of short-term rentals who choose to sell their property instead of converting the unit to a long-term rental property may be required to charge the purchaser GST/HST on the sale. Given the complexity of the legislation, property owners should consult their CPA tax advisor for guidance.

BC home flipping tax

Effective for property sales after December 31, 2024, the new flipping rules under the *Residential Property (Short-Term Holding) Profit Tax Act* (which takes effect on January 1, 2025) aim to deter speculators. Income earned from property sales may be subject to the new flipping tax measures if the property is held for fewer than 730 days before the sale.

The BC home flipping tax is calculated by multiplying your net taxable income (taxable income less primary residence deduction) by your tax rate. Taxable income is calculated as proceeds from your sale of the property, minus your cost base and any capitalized, acquisition, and selling costs. The tax rate is 20% of income earned from a property sold within 365 days—at 730 days, the tax no longer applies (between 366 days and 730 days, the tax is pro-rated on a declining basis).

The new rules are nuanced, and various deductions and exemptions are available. Visit **gov.bc.ca** for details.

It's complicated

The legislative landscape for real estate ownership in Canada is ever-changing. Property owners in BC need to stay aware of the evolving municipal, provincial, and federal rules to ensure continued compliance and make informed decisions. ■

CPABC Member Recognition Program

CPABC is proud to recognize its leaders, volunteers, and educators.

DO YOU KNOW AN OUTSTANDING CPA?

Nominate them for a Member Recognition Award.

EACH YEAR, AWARDS ARE GRANTED IN THE FOLLOWING CATEGORIES:

FELLOWSHIP DESIGNATION

Recognizes members who have earned distinction and brought honour to the profession by meeting at least two of the following criteria: exceptional service to the profession, extraordinary career achievements, and/or exemplary contributions to the community.

EARLY ACHIEVEMENT AWARD

Recognizes members early in their CPA career who are seen as role models, bring honour to the profession and have distinguished themselves in one or more of the following: professional achievement, leadership, visibility of the profession, or community service.

DISTINGUISHED SERVICE AWARD

Recognizes members who have been actively involved for many years in volunteer activities for their dedication, commitment, and outstanding contributions either to the CPA profession or to one or more not-for-profit or charitable organizations.

LIFETIME ACHIEVEMENT AWARD

Recognizes the extraordinary leadership, dedication, and achievements of members who have received their Fellowship and continue to make significant contributions in a broad range of areas.

NOMINATION DEADLINE

4:00 p.m. | Monday, September 16, 2024

CPA CHARTERED PROFESSIONAL ACCOUNTANTS BRITISH COLUMBIA

Submit your nomination today!

VISIT bccpa.ca/members/recognition-program

PD EXPERTS

How Controllers Can Master Change Management

By Mia Maki, FCPA, FCMA



Mia Maki is a principal of Quimper Consulting Inc. and an associate teaching professor and associate dean of external & outreach for the Peter B. Gustavson School of Business at the University of Victoria. She also leads the Controller's Operational Skills Program for CPABC's PD Program.

The original version of this article was posted to the CPABC Newsroom on March 6, 2024, in conjunction with a podcast interview. Visit **bccpa.ca/news-events/cpabc-podcast** to access the interview, which is part of the Coffee Chats with CPABC podcast series.

CPAs who work as controllers are expected to be the financial experts in their organizations—producing, analyzing, and interpreting the financial data used by executives to make critical business decisions. Increasingly, controllers are also expected to be skilled in change management—for example, when leading the rollout of accounting or ERP software updates or when supporting restructuring initiatives for payroll and compensation.

Whatever the project, it's important for controllers to examine not only how they perceive, adapt to, and lead change, but also how best to bring their entire organization along with them.

Communicating effectively and baking in flexibility

In CPABC's Controller's Operational Skills Program, we use Harvard's Change Management Simulation: Power and Influence,[1] which gives participants the chance to manage change in four scenarios where both the power of the change agent and the urgency of the change initiative vary. This simulation enables participants to explore different change "levers" to gain buy-in.

Communication is one of these change levers, and it's where many change management plans fall short. In particular, one activity that often gets overlooked—especially when controllers have been in an organization for a while and think they know everyone well—is talking to people one-on-one to get their frank observations about upcoming change. Do they support it? Do they have concerns about it?

When working as a controller (or, in fact, in any middle management role where you're interacting with people at all levels of the organization), it's important to understand that everyone responds differently to the challenges of change. That's why it's so important for anyone leading change to sit down with the people involved and spend time getting their perspectives.

That said, some experiences are universal. We all go through four basic stages when it comes to change: 1) awareness (we're making a change); 2) interest (we're finding out more and learning how the change might affect us); 3) trialling (we're trying out the change); and 4) adoption. However, each individual takes a different amount of time to move through these four stages, which is why any change management plan needs to allow for flexibility.

Mapping out an internal communications plan for the change is also important, and it's probably a new concept for most controllers. This plan should address how to have the initial conversations with everybody, how to keep people aware of and engaged in what you're doing, and how to create (and maintain) buy-in.

Safeguarding credibility

Another important consideration for controllers who are leading change is the potential impact on credibility. The last moment of any change process can be a significant pain point—for example, with software implementation, it's the moment when the old software is turned off; or when implementing a new bonus system, it's the moment when it becomes clear that predicting compensation will require a learning curve. These moments can have a negative impact on the credibility of the person leading the change, which is unfair but to be expected, given that frustrated people will often look to assign blame.

[1] William Q. Judge and Linda A. Hill, *Change Management Simulation: Power and Influence*, Boston, MA: Harvard Business Publishing, 2010 (**hsbp.harvard.edu**).

Having a senior-level project champion can help mitigate this. If being the figurehead for a particular change is negatively affecting a controller's credibility, this advocate can stand up for them; for example, they can bring people together to have a conversation and defuse tensions.

Another important strategy is the judicious use of power and authority. Let's say, for example, that a controller is leading a new system implementation that will cause staff to lose access to the reports they need for a week. It's likely that this news will not be well-received. Rather than sending an email announcing this change themselves, the controller might ask their project champion to send it on their behalf. In addition to explaining what's going to happen, the project champion may say: "Contact me if there are any issues." People are likely to be more accepting of the news because of who it came from, and less likely to take their frustration out on the controller.

Assuming the controller has created open lines of communication through groundwork interviews, people will also know that they can reach out to the controller directly with addressable concerns.

Navigating challenges

Change can be difficult, but communicating effectively, allowing for flexibility, and seeking the support of senior leadership are just three of the strategies controllers can use to make the process of change more manageable—both for themselves and for others. ■



wildpixel/iStock/Getty Images

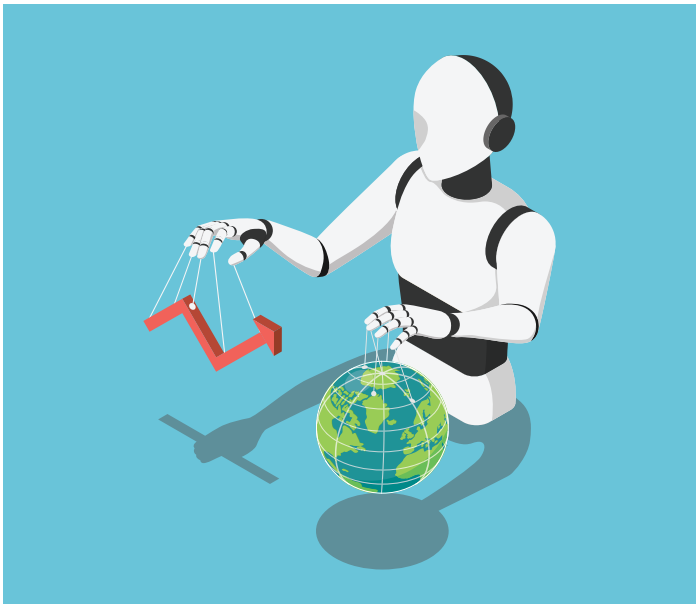
MORE FROM THE AUTHOR

To sharpen your skills in core technical processes and procedures—including risk management, ethical leadership, and performance measurement—be sure to attend the next offering of CPABC's Controller's Operational Skills Program on September 18-21. It will be taking place in person in Vancouver. Register by July 18, 2024, and you'll save $300. Details at **pd.bccpa.ca**.

New: Introduction to Generative AI for CPAs Certificate Program

Live virtual: July 15, 22, 25, 2024 (9am – 12:30pm)

Given its potential to revolutionize the accounting profession, generative AI should be top of mind for every CPA. This program will help participants master generative AI by showing them how 30 top generative AI tools can be used to automate tasks, gain insights, leverage creativity, and unlock the future of accounting. To learn more about the Introduction to Generative AI for CPAs Certificate Program, visit **pd.bccpa.ca**.



ojogabonitoo/iStock/Getty Images

PD PROGRAM HIGHLIGHTS

PD Nexus Days in July

Information Technology Insights

July 23-24, 2024 (live virtual)

PD Nexus: Information Technology Insights 2024 is CPABC's touchstone conference-style PD event for members and organizations who want to provide the best services for their customers and clients. Discover how you and your organization can leverage cutting-edge tools and practical technology strategies to thrive in today's business landscape. This year's offering, themed "Elevating Business Solutions," features four plenary sessions and three streams of breakout sessions.

Note: You can attend both days or just a single day.



Randy Johnston



Tommy Stephens



Brian Tankersley

Plenary speakers:

- Randy Johnston, MCS, is the executive vice-president of K2 Enterprises and a top-rated speaker who has worked in the technology industry for over 40 years.
- Tommy Stephens, CITP, CGMA, is a certified public accountant in Georgia and a shareholder of K2 Enterprises. He has presented more than 3,100 educational sessions throughout the United States and Canada.
- Brian Tankersley, CITP, CGMA, is a certified public accountant in Tennessee, the director of strategic relationships with K2 Enterprises, and a consultant who advises US accounting firms and companies on accounting technology issues.

Business & Leadership Insights

July 25, 2024 (live virtual)

PD Nexus: Business and Leadership Insights is an insightful day of professional development designed to help you amplify your impact. Join us at this event and embark on a journey of personal and professional growth by exploring sessions on topics ranging from negotiation skills to neuroscience and AI in accounting. This year's theme is "Growing Your Impact."



Pierre Cléroux



Trish Tutton

Plenary speakers:

- Pierre Cléroux is the vice-president of research and chief economist at BDC.
- Trish Tutton is a speaker and mindfulness teacher.

CPABC
Nexus Days

Special bundle pricing: A discount of $100 is available if you register for both PD Nexus Days in the same transaction and use the promo code "Nexus2024." Visit **pd.bccpa.ca/conferences/pd-nexus-days** for more information and to register.

Programming note: For those who prefer in-person events, we're pleased to announce that the December 2024 offering of PD Nexus: Business & Innovation Insights will be held in person at the Vancouver Convention Centre.

2024-2025 PD Passports

CPAs are required to obtain a minimum number of CPD hours each year. CPABC offers a robust PD program to assist members in obtaining quality courses and a PD Passport program to help you maximize your savings. Passport credits can be applied to any combination of two-hour, half-day, or one- or two-day CPABC PD seminars, and you can also use your passport for PD Nexus Days.

The 2024-2025 PD passports can be used for course dates between **September 1, 2024**, and **August 31, 2025**. *Note:* Early-bird pricing for our 2024-2025 PD passports expires on **September 25, 2024**.

MINI PASSPORT	**PERSONAL** PASSPORT	**FLEXI** PASSPORT
Designed for CPABC members taking a small number of sessions through CPABC. • Exclusive to CPABC members • Single user • Non-transferable	Perfect for CPABC members taking multiple sessions throughout the year. • Exclusive to CPABC members • Single user • Non-transferable	Convenient way for organizations to budget education activities. • Available to everyone • Multiple users • Fully transferable
30 credits	**60 credits**	**60 credits**
Early-bird price: $875 + GST	**Early-bird price: $1,425 + GST**	**Early-bird price: $1,800 + GST**
Regular price: $975 + GST	Regular price: $1,650 + GST	Regular price: $2,050 + GST

If you're a 2023-2024 PD passport holder, be sure to use your credits as soon as possible, as the deadline is August 31, 2024. Don't let your credits go to waste! Check out our complete program at **pd.bccpa.ca** and email us at **pdreg@bccpa.ca** with any questions.

Upcoming Executive Programs



PeopleImages/iStock/Getty Images

The following multi-day, interactive, and in-depth programs are designed to increase the scope of your learning through access to experienced facilitators and peer sharing. Save on program costs by registering before the early-bird deadlines.

Controller's Operational Skills Program
September 18-21 | Vancouver
Register by July 18 and save $300.

CFO's Operational Skills Program
October 20-23 | Whistler
Register by August 20 and save $300.

Controller's Management Program
October 23-26 | Victoria
Register by August 23 and save $300.

CFO's Leadership Program
November 13-16 | Whistler
Register by September 13 and save $300.

CPABC
Executive Programs

ANNOUNCEMENTS AND ACCOLADES

Kudos!



Keith Granbois, CPA, CGA, CFO and vice-president of business development for Nanaimo Airport, has been recognized by Airport Council International – North America with a 2024 Financial Professional of the Year award (Small Airport category).



Toni-Marie Lashta, CPA, CGA, has been promoted to CFO of Poseidon Ocean Systems Ltd. in Campbell River. Prior to this promotion, Toni-Marie served as the company's controller for nearly four years.



Carolin Liebich, CPA, was recently promoted to serve as the pre-approved program manager of CPABC. Prior to this, Carolin served for four years as one of CPABC's practical experience officers.

Shanna Vincent, CPA, CGA, has recently been appointed associate director of practice review at CPABC. Prior to joining CPABC, Shanna worked as a senior manager for Avisar Chartered Professional Accountants in Langley for seven years.

Davidson & Company would like to announce that **David Harris, CPA, CA**, and **Guy Thomas, CPA, CA**, have retired from their positions as audit partners after more than 20 years at the firm. The partners and staff at Davidson & Company thank David and Guy for their dedicated service and wish them all the best in their future endeavours.



David Harris



Guy Thomas

PwC Canada would like to announce that two CPABC members working in the firm's Vancouver office have been named to partnership. **Julia Loh, CPA, CA**, is now a tax partner, and **Nicholas Mobilio, CPA, CA**, is now an assurance partner.



Julia Loh



Nicholas Mobilio



Have some news to share?

We'd love to hear from you!
Email us at **infocusmag@bccpa.ca**.

CPAS IN THE COMMUNITY

Giving Back—CPAs Making a Difference

On March 23, the CPABC Vancouver Chapter hosted a charitable event at A Loving Spoonful, a volunteer-driven, not-for-profit organization that provides free healthy meals and nutritional support to individuals in Metro Vancouver who are living with life-threatening illnesses, such as HIV/AIDS. The organization operates a number of free meal programs and distributes an average of 250,000 meals each year.

Chapter members had the option of volunteering in the morning or the afternoon. The morning shift was responsible for measuring, packaging, and labelling individual meals, while the afternoon shift sorted and packaged candies to be sold through charity drives. In total, volunteers packed more than 1,000 meals and candy packages, surpassing the charity's expectations.

The CPABC Vancouver Chapter leaders would like to thank everyone who volunteered and look forward to seeing more CPA members, candidates, and students at their next community event.



CPABC Vancouver Chapter volunteers at A Loving Spoonful in Vancouver.

CHAPTER SOCIAL EVENTS

CPABC Upper Vancouver Island Chapter Celebrates Return to In-Person Events







Top: Attendees gather for a photo at Church St. Taphouse in Comox. Above and right: Chapter members network with their peers at Longwood Brewpub in Nanaimo.

This spring, the CPABC Upper Vancouver Island Chapter hosted its first in-person events since the start of the COVID-19 pandemic.

The first gathering was held on March 28 at Church St. Taphouse in Comox, and the second was held on April 5 at Longwood Brewpub in Nanaimo. Both events enabled attendees to socialize and network over refreshments and appetizers in an informal setting.

Chapter chair Adrien Stewart, CPA, thanks everyone in the region who came out to celebrate the chapter's "relaunch," noting that these events are setting the stage for future chapter activities. Adrien says he and the other chapter volunteers are looking forward to many more opportunities to connect with members.

Want to get involved in upcoming chapter events?

Visit **bccpa.ca/chapter-events** for a list of upcoming community engagement opportunities with your local chapter.

CONVOCATION

Congratulations to the Class of 2024!

On May 25, CPABC held two Convocation ceremonies at Vancouver Convention Centre West to celebrate the 982 individuals from BC and Yukon who passed the Common Final Exam (CFE) in May and September 2023.

Both sessions were hosted by local entertainer Stefano Giulianetti, who also emceed CPABC's Convocation ceremonies in 2022 and 2023. Giulianetti opened each ceremony by inviting Chief Bill Williams, a hereditary chief of the Squamish Nation, onstage to perform a traditional welcome for the graduates and their guests, after which representatives of CPABC and CPA Canada provided congratulatory remarks.

Christopher Gimpel, CPA, CA, outgoing chair of the CPABC Board of Directors, offered inspirational words about the unlimited potential of the CPA designation. "Along with providing strategic and forward-thinking guidance," he said, "CPAs can take the lead in non-traditional roles in AI and ESG, introduce new ideas and technologies, and exert influence in the global world of business."

Darrell Jones,* vice-chair of the CPA Canada Board of Directors, then offered his own words of inspiration: "Being a CPA is not just a designation—it's a commitment to making a positive difference."

Next to the stage were valedictorians Thomas Staddon (morning ceremony) and Justin Pouliot, CPA (afternoon ceremony). Both Staddon and Pouliot were among the 10 BC candidates who made the National CFE Honour Roll in 2023, and Pouliot had the added distinction of earning a CPA Canada Regional Gold Medal for achieving the top score in the four western provinces.

In his valedictory address, Staddon noted that graduates' perseverance, ability to manage multiple priorities across different areas, and excellent collaboration skills would serve them well throughout their careers. "I'm confident that with these strengths and the CPA designation, many more exciting accomplishments await us," he said.

In the afternoon address, Pouliot advised graduates of the importance of keeping their CPA skill sets up to date. "Our willingness to learn and adapt will help keep us ahead of the curve and position us to be future leaders in the profession as well as in our chosen careers," he said. "Keep asking questions, and do not settle for the status quo."

In a time-honoured tradition, graduates then had the opportunity to walk across the stage in front of families and friends, and each ceremony concluded with a celebratory reception.

CPABC applauds the class of 2024 and offers them best wishes as they embark on the next phase of their careers!

A special note of thanks

CPABC would like to thank all of the sponsors who helped make the Convocation celebrations a success—with a special thanks to platinum sponsors KPMG LLP and MNP LLP; silver sponsors BDO Canada, Grant Thornton LLP, and Manning Elliott LLP; and video sponsor CPA Insurance Plans West.

** Darrell Jones is an FCPA, FCMA, in Alberta.*









Convocation online

Photo galleries and recordings of the two ceremonies are available online at **bccpa.ca/convocation**.

















1 & 2. Graduates mingle while waiting for the ceremony. 3. Special guests from CPA Canada and CPABC (l to r): CPA Canada Board Vice-Chair Darrell Jones;* CPABC President & CEO Lori Mathison, FCPA, FCGA, LLB; and outgoing CPABC Board Chair Chris Gimpel, CPA, CA. 4. The morning procession gets underway. 5. Proud guests cheer on the grads. 6. Piper John Ralston leads the graduate procession, followed by Chief Bill Williams. 7 & 11-13. Grads celebrate this milestone occasion with their friends, families, and peers. 8 & 9. Valedictorians Thomas Staddon (left) and Justin Pouliot, CPA, address their peers. 10. A graduate takes in the moment while crossing the stage. Photos by Cakewalk Media Inc. *Darrell Jones is an FCPA, FCMA in Alberta.



At Your Service

Financial Security

Personalized Fee-Only Portfolio Management & Comprehensive Financial Planning Since 1994



John S. Clark, CPA, CA, CFA, CFP
President

Pacific Spirit | Investment Management Inc
604-687-0123 | www.pacificspirit.ca | info@pacificspirit.ca

Dream It ... Plan It ... Live It!

Canada's Leading Accounting & Tax Franchise

BRANCHING OUT ON YOUR OWN?

Since 1966 Padgett offers accountants a fresh yet proven alternative to the challenges of going it alone.

As a Padgett office owner, you will have access to state-of-the-art systems, time-tested marketing techniques, highly qualified professional support team in taxation, technology and marketing as well as ongoing courses and seminars.

It's time you start accounting for yourself.

Call us: 1-888-723-4388, ext. 222
www.padgettfranchises.ca

Padgett

accountancy insurance audit shield

audit shield

Do your clients know CRA review responses aren't part of your usual work?

Avoid their shock with Audit Shield.

place **YOUR AD HERE!**

Use this space to deliver your message to **CPABC members, students, and stakeholders.**

CPABC in Focus magazine is printed 6x per year.
To reach ~30,000 readers, call to book your space.

AdvertisingInPrint | **604-681-1811**

Classifieds

Partnership Opportunity in Vancouver

Manager position with opportunity for advancement to partnership with CPA firm. The ideal candidate would have quality public practice experience and background in taxation. Salary and benefits commensurate with experience. Reply in confidence to **cacpabc@gmail.com**.

Practice for sale

Great opportunity to own a well-established accounting practice servicing clients located primarily in the Nanaimo area. Annual billings are in the range of $570,000. Revenue has been steadily increasing and has an opportunity to grow. The services consist mainly of compilation engagements and personal tax returns for small to medium-sized businesses. The practice has been in operation for decades with a very loyal client base and staff. Please reply in confidence to **02231960abc@gmail.com** or 250-714-2119.

Selling Your Accounting Firm?

Poe Group Advisors is the premier accounting practice intermediary firm in the industry. Selling a CPA firm is a significant venture, and we help you transition with ease and for cash at close. Discover your practice value: **poegroupadvisors.com/selling**.

Email **bball@poegroupadvisors.com** or call 888-246-0974 today.

Buying an Accounting Firm?

Let's find your next opportunity. Bank financing available! Visit our marketplace: **poegroupadvisors.com/buying/listings**.

Accounting Practice Academy (APA)

Join our virtual workshop and build a salable firm. "Our gross revenue is up six figures… the workload went down drastically." Bill & Chris Murphy, APA members.

Visit: **AccountingPracticeAcademy.com**.

Our discovery and wealth management approach is driven by what matters most to you
Start a conversation today.



Russell J. Chew, CPA, CA, CFP®, CIWM
Senior Portfolio Manager, Senior Investment Advisor
Tel: 604-482-8404 | russell.chew@td.com

TD Wealth Private Investment Advice
10th Flr-700 West Georgia Street, Vancouver, BC V7Y 1A2
vsiwealthmanagement.com

VSI | Wealth Management Group

TD Wealth

VSI Wealth Management Group is a part of TD Wealth Private Investment Advice, a division of TD Waterhouse Canada Inc., which is a subsidiary of The Toronto-Dominion Bank. All trademarks are the property of their respective owners. ® The TD logo and other trademarks are the property of The Toronto-Dominion Bank or its subsidiaries.

Recruiting IN MOTION

HIRING? CALL THE EXPERTS!

- PERMANENT and TEMPORARY STAFFING
- 100% Satisfaction Guaranteed
- CPA Member Discounted Rates

CALL and SAVE! 604-639-1222
vancouver@recruitinginmotion.com | www.recruitinginmotion.com



CPABC's Job Search Resources

We offer a number of resources to help CPAs find work and help employers find CPAs:

- **Career development events**
  Topics covered include resumé and cover letter writing, networking techniques, and interview preparation. Visit **bccpa.ca/events** for details.
- **Careers Site**
  Join our official job board for designated CPAs and access exclusive and free online career and volunteer resources. Visit **careers.bccpa.ca**.
- **Employer Network**
  Sign up to receive a 25% discount on all Careers Site job postings. Email **careers@bccpa.ca**.

CPA CHARTERED PROFESSIONAL ACCOUNTANTS BRITISH COLUMBIA

SNAPSHOT:

Emily Heinrich, CPA, CPA (Oregon)

The job: Partner, US corporate tax, BDO; Pride at BDO Pillar Lead, National DEI Advisory Council.

On belonging: "In the culture at BDO, I feel appreciated for who I am and what I bring to the organization. And that allows me to lead with my values and trust that I have the support of my team to do so."

On advocacy: "As a queer woman in public accounting, I have at times felt invisible and undervalued. I was very lucky to find leaders who were willing to advocate for me, and it taught me first-hand how important mentorship can be. I now look for ways to be that leader for others, and I find it very rewarding to see my mentees thrive."

On authenticity: "There was a time when I wasn't able to connect my personal and professional values, because I was holding back parts of myself at work. Now I operate from a place of full honesty and integrity, no matter how uncomfortable it might be. This has allowed me to form deeper relationships with my colleagues and spend more energy on the things that truly matter."

Best advice: "Speak up. The outcome may or may not be impacted by your voice, but *you* will be. Because you will become someone you can believe in, and that matters."

More at **bccpa.ca/newsroom**.



Bobo Zhao Photography

Your client has dreams to make the world better.

Count on us to make this a reality.

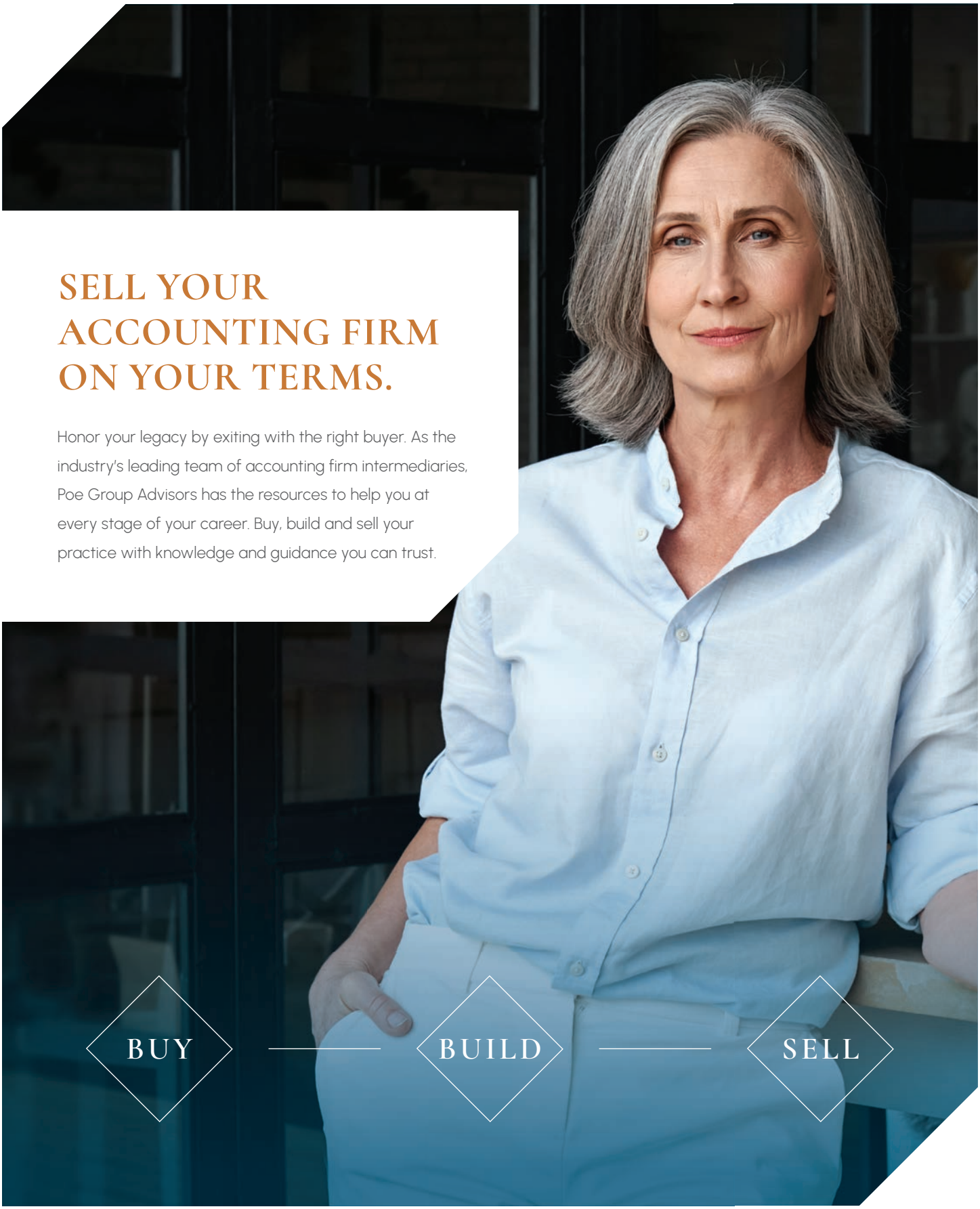


SCAN ME

vancouver foundation

Personal and professional guidance for giving. Let us help you today.

donorservices@vancouverfoundation.ca
www.vancouverfoundation.ca



SELL YOUR ACCOUNTING FIRM ON YOUR TERMS.

Honor your legacy by exiting with the right buyer. As the industry's leading team of accounting firm intermediaries, Poe Group Advisors has the resources to help you at every stage of your career. Buy, build and sell your practice with knowledge and guidance you can trust.

Helping accountants write their next chapter.

POEGROUPADVISORS.COM | 888-246-0974 |

POE GROUP ADVISORS