

CBAA 2025

Annual REPORT

CANADA'S **VOICE**
FOR BUSINESS AVIATION

 www.cbba-acaa.ca

 membersupport@cbba.ca

CBAA  **ACAA**

CANADIAN BUSINESS | ASSOCIATION CANADIENNE
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PRESIDENT'S MESSAGE

Leaving the Campsite Better: A Year of Achievement and Transformation

As I reflect on 2025, a principle that has guided both my leadership and our association's journey comes to mind: "Leave the campsite better than you found it." This simple philosophy, rooted in stewardship and responsibility, perfectly captures what the Canadian Business Aviation Association has accomplished this year – and what we aspire to achieve in the years ahead.

This has been a transformative year for Canadian business aviation. We've navigated significant challenges, celebrated hard-won victories, and laid the groundwork for an even stronger future. As I prepare to transition my role, I'm filled with pride at what our community has accomplished together.

A stylized, handwritten signature in black ink, appearing to read 'Anthony Norejko'.

ANTHONY NOREJKO

PRESIDENT AND CEO

2025 HIGHLIGHTS

A Year of Significant Wins

The year 2025 will be remembered as a watershed moment for our industry. After years of persistent advocacy, education, and collaboration with stakeholders and government, we achieved

what many thought impossible: the repeal of the luxury tax on aircraft. This victory didn't come easily. The CBAA, working alongside our partners, invested countless hours educating parliamentarians, officials, and the public about the devastating impact this tax had on our industry. For the second time, we successfully made our case, and the government finally recognized that this tax was constraining economic growth, limiting job creation, and hampering Canada's competitiveness in the global aviation market.



This achievement exemplifies the power of our collective voice. When business aviation speaks as one, we can move mountains – or in this case, remove unfair tax burdens that threatened the very foundation of our industry.

THE YEAR IN REVIEW

Our Mission: To be the Voice of Business Aviation in Canada

Our **annual convention** in Vancouver was nothing short of spectacular. The energy, enthusiasm, and engagement from our members reminded me why this industry is so special. We're not just operators, pilots, maintenance professionals, or service providers – we're a community united by our passion for aviation and our commitment to excellence.

Throughout 2025, we expanded our member services in meaningful ways. Our **safety management system** webinars helped operators prepare for audits with confidence and competence. These sessions weren't just about compliance; they were about embedding a culture of safety that protects our people, our passengers, and our reputation as an industry.

The launch of our **medical support programs** marked another significant milestone. Through our partnership with Telus Health, we've made comprehensive medical services accessible and affordable for our members. Additionally, our collaboration with Dr. James Daniel has created a vital lifeline for pilots and aviation professionals navigating medical certification challenges with Transport Canada. These aren't just services – they're investments in the wellbeing and careers of our aviation family.

THE YEAR IN REVIEW

Our regulatory affairs team demonstrated exceptional agility this year. When members raised concerns about **Transport Canada's certification of foreign simulators for use by licensed Canadian pilots**, we intervened immediately. Within days, we had engaged with the regulator, clarified the requirements, and ensured that critical training programs could proceed without disruption. This rapid response capability is what sets CBAA apart – we don't just monitor regulatory changes; we actively shape them to serve our members' needs.



The launch of the **Climbing Fast** initiative represents our commitment to sustainable aviation. While some see environmental responsibility as a burden, we view it as an opportunity to lead, innovate, and demonstrate that business aviation can be both economically vital and environmentally conscious.



2026 PREVIEW

Looking Ahead: The Business of Your Business

As we turn toward 2026, our theme crystallizes around a fundamental truth: success in business aviation requires understanding "*the business of your business*." This isn't just a catchphrase – it's a call to action for every segment of our membership.

For private operators, this means knowing your why. Why does your organization invest in business aviation? What value does it create? How does it enable your company to move at the speed of business in an increasingly competitive global economy? Understanding your costs, negotiating optimal contracts, and finding economies of scale aren't just good practices – they're essential for demonstrating and maximizing the value of your flight department.

Charter operators face unique opportunities in the evolving Canadian economy. New money is entering the market, bringing new opportunities. Growing companies need aviation solutions that match their ambitions. The question is: are you positioned to capture this growth? Are you engaging with these emerging businesses, understanding their needs, and demonstrating how business aviation can accelerate their success?

2026 PREVIEW CONTINUED

For our associate members, the challenge is equally clear: are you truly connected with operators? Do you understand not just what they buy, but why they buy it? Can you anticipate their challenges and provide solutions before problems become critical? The most successful associates don't just serve our industry – they help shape its future.

The Speed of Business Demands Business Aviation

Canada's economic health depends on our ability to connect, compete, and succeed in global markets. Geography is our challenge, but aviation is our solution. When businesses need to reach multiple cities in a day, when executives must respond to opportunities in real-time, when companies need to access communities beyond the reach of scheduled service – business aviation isn't a luxury; it's a necessity.

The prosperous future ahead for our industry isn't guaranteed – it's earned through excellence, innovation, and adaptation. We must celebrate our achievements while honestly addressing our challenges. We must identify opportunities and work collaboratively to seize them. Most importantly, we must never lose sight of what makes this industry special: the people who dedicate their careers to keeping Canada flying.



CHAIRMAN'S LETTER

Building Bridges, Creating Value



Dear Members,

As I continue my service as Chair of the Canadian Business Aviation Association, I'm struck by the interconnectedness of our aviation ecosystem. The work we do at CBAA doesn't exist in isolation – it's part of a larger effort to ensure Canada's aviation infrastructure serves all users effectively and efficiently.

This year has reinforced a fundamental truth: when we work together, we achieve more. The repeal of the luxury tax wasn't just a CBAA victory – it was a triumph for every company that relies on business aviation, every employee whose job depends on our industry, and every community that benefits from the connectivity we provide.

Our success in rapidly resolving regulatory challenges, like the foreign simulator certification issue, demonstrates what's possible when industry and regulators work as partners rather than adversaries. These aren't just bureaucratic wins – they're practical solutions that keep our members flying, training, and operating safely.

CHAIRMAN'S LETTER

As we look to 2026, I challenge each of you to think deeply about your role in this industry's future. If you operate aircraft, make sure you understand not just how to fly, but why you fly. If you provide services, focus not just on what you sell, but on the problems you solve. If you're new to business aviation, bring your fresh perspectives and challenge us to think differently.

The theme of "knowing the business of your business" isn't about turning aviation professionals into accountants. It's about ensuring that every member of our community can articulate and demonstrate the value we create. In boardrooms, in hangars, in government offices – we must be ambassadors for an industry that contributes billions to Canada's GDP and employs tens of thousands of Canadians in high-skilled, well-paying jobs.



CHAIRMAN'S LETTER

I'm optimistic about our future, but optimism alone won't carry us forward. We need engagement, innovation, and a commitment to continuous improvement. We need members who participate actively in our chapters, who share their challenges and successes, who mentor the next generation of aviation professionals.

I'm reminded that leadership isn't about titles or positions – it's about service. It's about leaving things better than we found them. Looking at what we've accomplished in 2025 and what lies ahead in 2026, I'm confident that together, we're not just maintaining the campsite – we're transforming it into something extraordinary.

On behalf of all of us in Canadian Business Aviation, I would like to thank Anthony for his tireless dedication to Canadian Business Aviation through seven years of unprecedented change. From all of us on the CBAA Board of Directors, your peers, and your fellow Canadian aviators, I wish you Godspeed and Blue skies.

Thank you all for your continued support, your passion for aviation, and your commitment to excellence. The future of Canadian business aviation is bright because of each of you.

Fly safe, fly smart, and fly proud.

ANDY NUREDDIN

Board Chair

STAY CONNECTED

Save the Date!

Join us for our upcoming spring chapter meetings.

- Pacific: April 13
- Southern Alberta: April 14
- Northern Alberta: April 15
- Central Canada: April 16
- Atlantic: April 20
- Quebec: April 22
- Ontario: April 24

Sponsorship Opportunities available!

Don't miss our 2026 Convention & Exhibition

Join Us for the Premier Business Aviation
Event in Canada

Mark Your Calendars:

- **Dates: June 9-11, 2026**
- **Location: Calgary, AB**

Sponsorship and Exhibitor Opportunities
Available



A special thank you to
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The 2025/2026 Chair & Executive Committee



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Retired
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Aime O'Connor
Vice President
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CBAA

Our Members

The collective aviation expertise within the CBAA and its membership supports operators in maintaining strong regulatory adherence and compliance. The CBAA remains committed to promoting safety for its current members as well as those considering membership.

— 2025 Membership Survey

I really appreciate all the work that goes into making this conference happen. I'm sure it's not always easy work, but you do a really great job and it has shown both years I have attended.

- 2025 CBAA Convention Attendee

We recognize and communicate the value of the CBAA to our clients, particularly its efforts to address key industry challenges such as regulatory complexities and environmental concerns.

- Anderson Air

Fantastic convention!!! Huge shout out to all the organizers and contributors.

- 2025 CBAA Convention Attendee

Exeaire Aviation continues to remain a strong advocate of the CBAA and its initiatives.

- Exeaire Aviation

Being a part of the CBAA network has been an incredibly rewarding experience. Their support, advocacy and resources, regulatory and industry updates, keep us informed to better serve our clients and stay aligned with the evolving needs of Operators across Canada.

- 2025 Membership Survey