



ANNUAL REPORT 2022 - 2023

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ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

The Association was established on March 27, 1920, by *The Engineering Profession Act* to regulate the profession of engineering in Manitoba. In 1998 the Manitoba Legislature expanded the Association's mandate to regulate professional geoscientists in Manitoba with *The Engineering and Geoscientific Professions Act*.

In 2015, the Association adopted the working name of Engineers Geoscientists Manitoba while retaining the legal name of The Association of Professional Engineers and Geoscientists of the Province of Manitoba.

Its purposes are:

- Govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- Promote and increase, in the public interest, the knowledge, skill, and competency, of its members, and of all other persons governed or regulated by it, in all things relating to the professions of engineering and geoscience;
- Advocate where the public interest is at risk;
- Promote professional engineering and professional geoscience and the role of the Association; and,
- Carry out any duties and exercise any powers that are given to it by another enactment.

It is governed by a Council of elected professional engineers and professional geoscientists and appointed public representatives. The Council has the authority to exercise any and all powers conferred on Engineers Geoscientists Manitoba by *The Engineering and Geoscientific Professions Act* or any other Act. The Association is a constituent member of both Engineers Canada and Geoscientists Canada.

Engineers Geoscientists Manitoba is the leader in governance and regulation for the practice of professional engineering and professional geoscience in the province of Manitoba. The Association administers *The Engineering and Geoscientific Professions Act* by licensing professional engineers and geoscientists and setting standards for and regulating these professions in Manitoba so that the public interest is served and protected.

Rigorously educated, experienced, and committed to a Code of Ethics that puts the public interest first, licensed engineers can be identified by the "P.Eng." and licensed geoscientists by the "P.Geo." after their names.

MISSION

Engineers Geoscientists Manitoba is the leader and a facilitator of the process that ensures excellence in engineering, geoscience and applied technology for the public of Manitoba.

VISION

To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with *The Engineering and Geoscientific Professions Act* of Manitoba.

COUNCIL GOVERNANCE

The Engineers Geoscientists Manitoba Council operates on the basis of Policy Governance®, also known as the Carver Model.

GLOBAL END:

The interests of the public of Manitoba are protected as they relate to the practice of engineering and geoscience and that the results should be worth the resources expended.

Engineers Geoscientists Manitoba exists so that the public interest is protected and promoted through the professional excellence of Engineers and Geoscientists who have the privilege to self-regulate.

More specifically and in order of priority, this is further defined as the following second level Ends:

- E-1** Individuals who are practising engineering and geoscience are registered and licensed.
- E-2** Practitioners practice with competence and conduct themselves professionally.
- E-3** Unqualified persons do not practice.
- E-4** Stakeholders understand and value the contribution of the professions.
- E-5** Practitioners reflect the diversity of the public.
- E-6** Consumers have access to a reasonable supply of practitioners' services.

ENGINEERS GEOSCIENTISTS MANITOBA COUNCIL

- Ian Smallwood, P.Eng. (Elected Councillor, President)
- Allan Silk, P.Eng., FEC (Elected Councillor, Past President)
- Kathryn Atamanchuk, P.Eng., FEC (Elected Councillor, Vice-President)
- Jessica Adelman, P.Geo. (Elected Councillor)
- David Amorim, P.Eng. (Elected Councillor)
- Mike Houvardas, P.Eng. (Elected Councillor)
- Christina McDonald (Appointed Councillor)
- Crystal Paculan (Appointed Councillor)
- Alan Pollard, P.Eng. (Elected Councillor)
- Celine Rivard, P.Eng. (Elected Councillor)
- Lisa Thomson, P.Eng. (Elected Councillor)
- Shipra Verma (Appointed Councillor)
- Eric Yang, P.Geo. (Elected Councillor)

PRESIDENT'S MESSAGE



Engineers Geoscientists Manitoba has seen significant changes this year. From the departure of our long-time CEO at the beginning, through continuing with evaluating and implementing many governance improvements suggested to us by our consultant, to preparations required to adhere to a new Act coming into force, and culminating with a few new, important committees and functions being established in our last meeting, Council has been busy.

When the decision was made and our 17-year veteran CEO/Registrar was leaving the Association, Council had an existing policy to form a special temporary committee to find a replacement. However, in our prior Council year, we had already had a third-party governance consultant give us recommendations for changes to our current governance structure which Council was reviewing. These recommendations would potentially cause significant changes within EngGeoMB, even affecting the roles of CEO, Registrar, and Secretary. Council had extensive discussions regarding how to best proceed and it was ultimately decided that it would be best to find an Interim CEO/Registrar with a term of approximately 12-18 months while Council could continue its due diligence work on evaluating recommendations and improving our governance structure. Michael Gregoire, the senior officer who was serving as our emergency CEO/Registrar per our policy, was interviewed and vetted by Council with help from a third-party Human Resources Consultant and ultimately established

as CEO/Registrar for this term. One of the key items to be done for the Association's incoming President, Kathryn Atamanchuk, and her Council is to find a permanent CEO, Registrar, and Secretary.

Regarding Council's evaluation of our governance consultant's report, this year every Councillor was asked to be a member of the Governance Task Group. This group, as well as the resultant sub-groups, met regularly outside of normal Council meetings and evaluated and established a timeline for implementing any agreed-upon governance improvements. Some improvements were able to be done fairly quickly such as refining a clear position description for the CEO role. Some lower priority improvements were pushed out 24-36 months such as development of a comprehensive policy and activities document for environment and social awareness protocols. Council and EngGeoMB are currently on a three-year review and implementation plan for governance improvements.

EngGeoMB's government relations department is an important facet of managing current regulatory responsibilities and helping Council navigate and mitigate future government requirements put upon EngGeoMB by our Provincial government. Over the last two years, that department, along with other key Association staff, were excellent in working with government in the writing of a new Act regulating our professions. One key new Act requirement EngGeoMB has had to deal with is a change to how registration and discipline appeals are dealt with. Under the old Act, appeals were made to Council and when needed, a sub-set group of Councillors would be selected by the President to form a panel to hear a particular appeal and render decisions in that case. One of the shortcomings of this model was a constant turn-over of Councillors, many of whom had little experience in judicial responsibilities, which caused Councillors the need to get up to speed, not only the details of a particular case, but sometimes also legal rules and procedures. The new Act will require EngGeoMB to have a single, permanent Appeal Committee consisting of members (with at least one layperson) where judicial experience is developed and can be continued into the future.

At the last Council meeting of this term, Council finalized the terms of reference for establishing three (3) new committees; a Human Resources committee, a Governance committee, and a permanent By-Law committee. These committees will be populated at the first Council meeting in November. It is expected that these committees' functions will be revised over the next few years as Council continues improving its governance structure.

Now, if you'll indulge me, I'd like to share a few parting comments. First, I want to express my utmost appreciation to Councillors this year who have dedicated many extra hours as we've worked on improving our governance. The public of Manitoba will likely never hear about the work we've done, but they undoubtedly will benefit now and into the future. Also, I want to thank Association staff who started this year under a blanket of uncertainty as many potential changes were being worked out. Michael and his staff have been willing to work with Council throughout all of it and they deserve commendation. I also want to thank the many volunteers who sacrifice their valuable time to serve on committees within EngGeoMB.

Your next President will be Kathryn Atamanchuk, who has been excellent this year with every task taken on. I have no doubt we are all in good hands. Also, I want to thank Allan Silk who was President before me and served this year as past-President and mentor. Allan is very wise and Council will be left with large shoes to fill as his term now ends.

Sincerely,

Ian Smallwood, P.Eng., FEC
President, Engineers Geoscience Manitoba

MESSAGE FROM THE CEO & REGISTRAR



The year covered by this annual report has been one of significant change. Engineers Geoscientists Manitoba continues to evolve as we navigate changes in governance, changes in executive management, as well as changes in legislation and policy. This evolution continues to strengthen the Association's ability to protect the public through the regulation of the professions.

A major governance review began last year when Council engaged an independent expert to review Engineers Geoscientists Manitoba's structure. This culminated in a report that was put forward late in the summer. Although the report broadly recommended to keep the Carver Policy system, it suggested that this system be modified to modernize the method by which the Association's performance is measured.

That report also made dozens of detailed recommendations that will improve the governance model. Council and executive management set to work to start to implement those recommendations and has made progress throughout the year, including the implementation of three new committees. This work will continue into the next year and beyond.

Late summer also saw the implementation of a new Manual of Admission, which was dramatically different from previous versions. The most significant change with the new manual was the official adoption of the Competency

Based Assessment system. This replaced the time-based experience review system, including the prescribed period of time for Canadian-specific experience.

January was notable in that it was marked by the departure of Engineers Geoscientists Manitoba's former CEO, Registrar, and Secretary, Grant Koropatnick. Grant served the professions for 17 years and was at the helm for major milestones for the organization. The number of staff members with more than 10 years at the Association is a testament to the work environment that Grant fostered.

In the spring, proclamation was made for the changes to *The Engineering and Geoscientific Professions Act*, with a coming into force of November 1. The Association had been seeking an update to the Act for several years. The changes included streamlining of the disciplinary procedures, empowering the Registrar to approve rote applications such as those for Canadian mobility, and implemented a new appeal board for the review of decisions made by the registration and investigation committees.

The spring also brought the release of a positive report from the Fair Registration Practices Office (FRPO) after their review of Engineers Geoscientists Manitoba's admissions policies. The report recommended changes that were implemented as soon as possible to satisfy the governing legislation of the FRPO. These changes included removal of the residency requirement and clarifying English language proficiency requirements.

Throughout the year, Engineers Geoscientists Manitoba's Manitoba Climate Resilience Training (MCRT) project provided important insights for practitioners in Manitoba. This project was funded by the Government of Manitoba and carried forward the work undertaken previously under the BRACE program. Professional development sessions occurred throughout March and April and proved to be popular with members who attended live, as well as those who have accessed the archived presentations online.

This year also saw the launch of the mentorship centre at the Engineers Geoscientists Manitoba office. The centre is open to all Association mentorship program participants. The bright, modern office space has been opened to allow participants in the program for use as a group or as individuals.

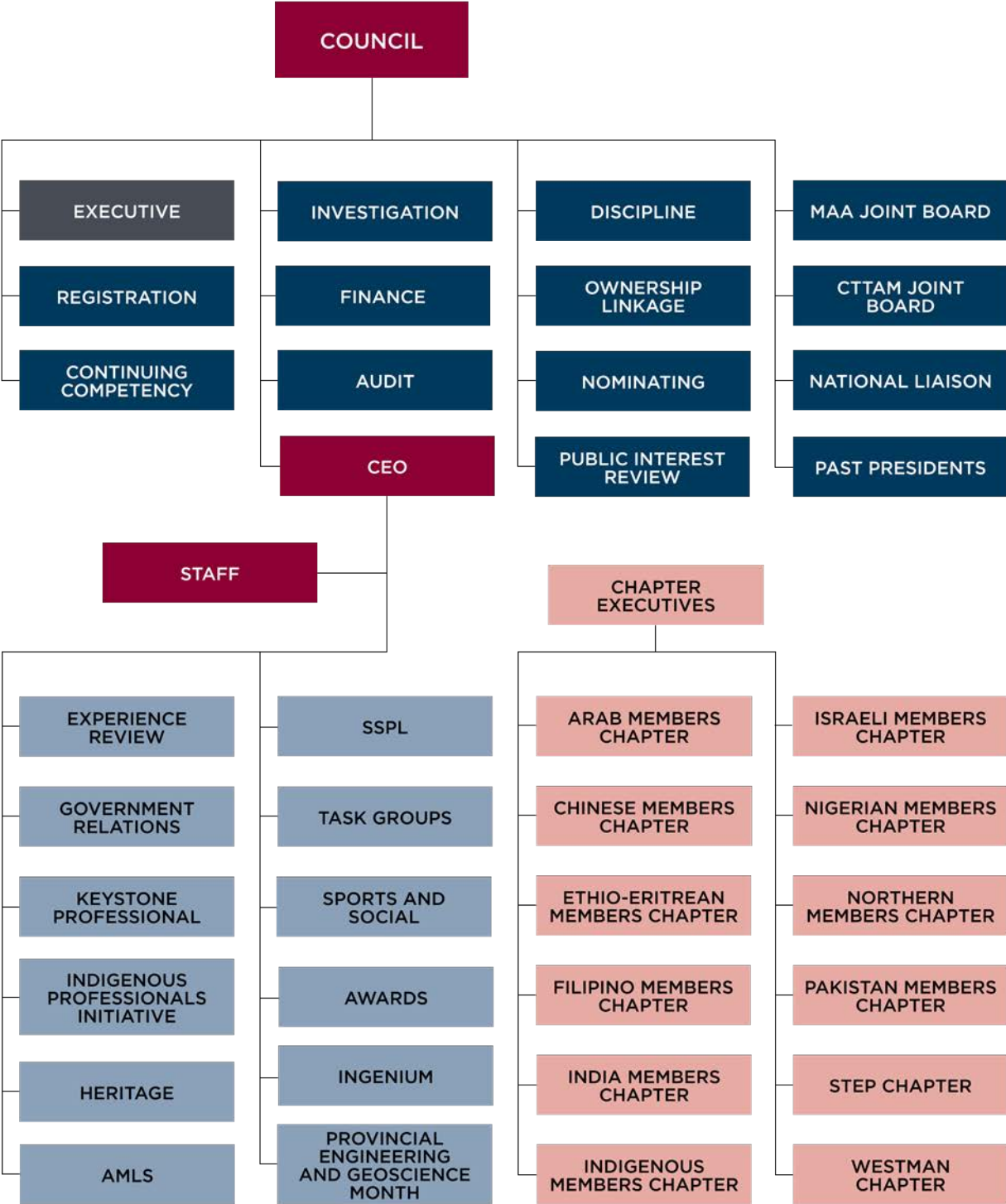
Finally, another program that was launched this year was the Our Future campaign. Engineers Geoscientists Manitoba developed this initiative to encourage indigenous students to consider a career in engineering. The marketing strategy is fulsome, and includes directly reaching out to students in their final years of post-secondary education.

The list of evolutionary changes noted above are numerous and significant. More changes are expected next year, as well, as we continue to implement the recommendations from the governance review. This, coupled with other endeavours already in the works, will help us to continuously improve the operation of the organization and be better equipped to protect the public.

Sincerely,

Michael Gregoire, P.Eng., MBA, FEC
CEO, Registrar, and Secretary

GOVERNANCE CHART



2022-2023 VOLUNTEERS

Thank you to those volunteers who served the 2022 - 2023 year on all Association Boards, Committees, and Task Groups. Know that your hard work and dedication are recognized and appreciated.

A.A. Measho
A.D. Myska
A.D.S. March
A.D. Silk
A.E. Dietrich
A.E. Ball
A.G. Koch
A.G. Fogg
A.G. Kraj
A.I. Margolese
A.J. Cochrane
A.J. Watts
A.J.B. Campbell
A.J. Gies
A.J. Kalicinski
A.J. Poetker
A.J. Pollard
A.J. Fouillard
A.K. Coolidge
A.K. Letts
A.L. Moore
A.M.M. Cruickshank
A.M. Brawerman
A.M. Aftanas
A.M. Osman
A.N. Ogale
A.N. Baskin
A.R. Raichura
A.R.D. Pawlikewich
A.S. Hayward
A.S. Beveridge
A.T. Misgina
A.T. Lackmanec
A.T. Intac-Leung
A. Ali
A. Birur
A. Ghosh
A. Kanan
A. Nelson
A. Razzaq
A. Thakur
A. Vladimírsky
A. Zielinski
B.A.F. Phillips
B.C. Ganetsky
B.G. Erkabu
B.J. Phillips
B.J.P. White
B.K. Fell
B.L. McIntosh

B.M. Samkari
B.M. Arthur
B.S. Basra
B. Jose
B. Luce
B. Ross
C.A.A. Ramirez
C.D. Roque Pena
C.D. MacInnes
C.D. Cousin
C.E. Geddert
C.J. Mandock
C.J. Hewitt
C.L. Cabral
C.L. Dyck
C.L.M. Rivard
C.N. Trenholm
C.O. Bohm
C.R. Obiefuna
C.R. Dabrowski
C.R. Watters
C.S. Sarna
C.S. Sandhu
C.S. Mazurek
C.T.D. Heske
C.V. Concepcion
C.W. Otto
C.W. Whitton
C. Hucks
C. McDonald
C. Paculan
C. Rousseau
D.A. Unett
D.A.J. Ennis
D.A. Balcha
D.C. Edossa
D.D. Mann
D.E. Zubert
D.G. Dreger
D.G. Chapman
D.G. Little
D.J. Thomson
D.M. Moreno
D.N. Spangelo
D.R.C. Amorim
D.R. Strang
D.V. Kaethler
D.Z. Jeba
D. Bergen
D. De Pape
D. Saraswat

D. Scott
D.C. Limpahan
E.A. Nadeau
E.C. Fernandez
E.G. Phillips
E.M. McTavish
E.M. Watters
E.V. Schillberg
E.W. Smith
E. Singh
E. Teklemariam
F. Hillier
F. Li
G.A. Rutherford
G.A. Maher
G.E. Blazek
G.E.P. Smith
G.J. Whiffen
G.L.B. Keatch
G.M. King
G.M. Wolk
G.N. Cook
G.O. Oladapo
G.S. Page
G.S. Bagga
G.S. Lodha
G.Y. Mulye
G. Agravante
G. Goldsborough
H.A. Masroor
H.A. Cea Canas
H.C. Kouessi
H.D. Smart
H.G. Tolossa
H.J. Kuyp
H.J. Cortens
H.M. Turanli
H.T. Freihammer
H.Z. Alnajjar
H. Hassanzadeh Khakmardani
H. Mazhar
H. Rauf
H. Samie
H. Xiong
H.A. Oceu
I.C. Smallwood
I.K. Kalinovich
I. Singh
I. Wasilewski
I. Wiebe
J.A. Wires-Munro

J.A. Bouchard
J.A. Abel
J.A. Thomson
J.A. Blatz
J.D. St. Laurent
J.D. Bamburak
J.D. Mann
J.E. Crowder
J.E. Singh
J.G. Watling
J.G. Adelman
J.H. Ashdown
J.J. Lee
J.J. Bell
J.K. Lovelace
J.L. Sawatzky
J.L. Ryan
J.L. Braga
J.M. Del Rosario
J.N. Rempel
J.N. Fox
J.O. Aina
J.O. Pillipow
J.P. O'Driscoll
J.R. Myers
J.R. Gunning
J.R.C. Doering
J.R. Adriano
J.S. Roadley
J.S.D. Knysh
J.T. Santos
J.V. Loesel Sitar
J. Carvell
J. Fadogba
J. Norman
J. Peters
J. Reinsch
J. Yang
J.W. Soares Barbosa
K.A. Cumming
K.A. Dompierre
K.A. Fanstone
K.C. Fritz
K.D. Centino
K.E. Trotter
K.H. Mathers
K.J. Haldane-Wilson
K.J.E.M. Zumel
K.K.T. Sim
K.L. Maranchuk
K.L.P. Mruss
K.M. Atamanchuk
K.M. Harb
K.N. Levesque
K.N. Shambo
K.R. Zurek
K.T.P. Lamoureux
K.W. Charleson
K.W.G. Lenton

K.Y. Tan
K. McCandless
K. Mills
L.A. Stewart
L.A. Murphy
L.A.Y. Quan
L.C. Hunter
L.D.L. Esconde
L.H. Thomson
L.M.K. Melvin
L.M. MacBride
L.M. Stepnuk
L.N. Kavanagh
L.R. Ferchhoff
L. Dupas
L. Ji
L. Kalah
L. Liu
L. Reznik
L.M. Capina
M.A. Houvardas
M.A. Singer
M.A. Kamal
M.B. Crowley
M.G. Polson
M.G. Pasahol
M.H. Malik
M.H.A. Mady
M.H.M. Hasaballa
M.J. Gregoire
M.K. Seewald
M.L. Wadelius
M.M. Sefin
M.P. Maendel
M.P.B. Nicolas
M.P. Awang
M.P. Smith
M.R. Friesen
M.S. Kalkat
M.S. Schenk
M.T. Litke
M.V. DeWiele
M. Ahmeduzzaman
M. Anwar
M. Franz-Lien
M. Robson
M. Samiee
M. Toma
M.K.M. Pascual
M.N. Gunatilaka
M.S. Thakar
M.W. Safklou
N.A. Chandler
N.C. Privat
N.E. Crawford
N.F.H. Sad
N.F. Masood
N.J.M. Vialoux
N.J. Dhruve

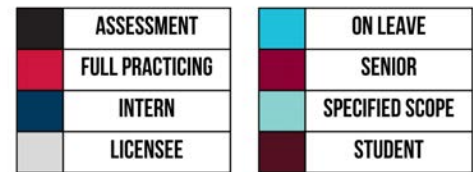
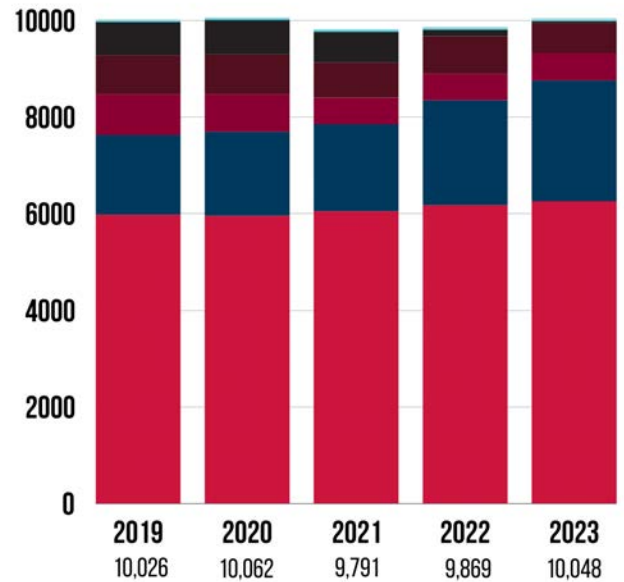
N.J. Ferreira
N.K. Brar
N.M. Douville
N.S. Gonzalez
N. Elsaleet
N. Everett
N. Klassen
N. Murdock
N.M.C. Nguyen
O.T. Ola
O.V. Sampson
O.J. Ashaye
P.A. Gilhuly
P.C. Sarmiento
P.G. Vandoorne
P.I.K. Dhingra
P.L. Pulak
P.M.A. Slota
P.R.R. Soriano
P.T. Bernatsky
P.V.I. Taiarol
P.V. Williams
P. Marsden
Q. Yuan
R.A.S. Reichelt
R.A. Jeria
R.B. Marshall
R.D. Howard
R.G. Bernier
R.H.G. Maynard
R.J.J. Herrmann
R.J. O'Toole
R.J. Petursson
R.K. Johnston
R.M. Godse
R.M. Jones
R.P. Tarun
R.P. Hoemsen
R.R. Sugden
R.R.O. Yang
R.T. Ramos
R.W. Officer
R. Janz
R. Mannem
R. Mckay
R. Nwabuzor
R. Prokopanko
R. Stoesz
R. Vaid
R. Zhang
R.A.S.C. Sator
R.J.R. Foliente
R.J.V. Robillos
S.B.W. Diachun
S.B.B. Secter
S.B. Friel
S.C. Moyer
S.G. Suderman
S.J. Plett

S.J. Peter
S.L. Toth
S.M. Melvin
S.M. Abu Nawwas
S.R. Whaley
S.R.J. Cournoyer
S.V. Gallagher
S. Blake
S. Courcelles
S. Dong
S. Mann
S. Suri
S. Tremblay
S. Verma
S. Xu
T.C. Schwartz
T.C.A. Gitzel
T.D.M. Starodub
T.K. Malkiewicz
T.L. Dobrowney
T.M. Deboch
T.M. Semenchuk
T.R.J. Ouellette
T.R. Lytwyn
T.R. Ingelbeen
T.R. Bohr
T.W. Erskine
T.W. Gouldsborough
T.W. Smeall
T. Da Costa Martins
T. Sherepanov
T. Yeasmin
V.B. Adebayo
V.J. Popp
V.T. Akbari
V. Banthia
V. Banthia
V. Churilov
V. Ryall
W.C. Wagner
W.H. Brant
W.M. Tadesse
W.M. Turchyn
W.U. Hassan
W. Wu
W.K. Wong
X. Yang
Y.N. Le
Y. Fraiter
Y. Li
Y. Liu
Y. Liu
Y. Zhou

2022-2023 MEMBER STATS

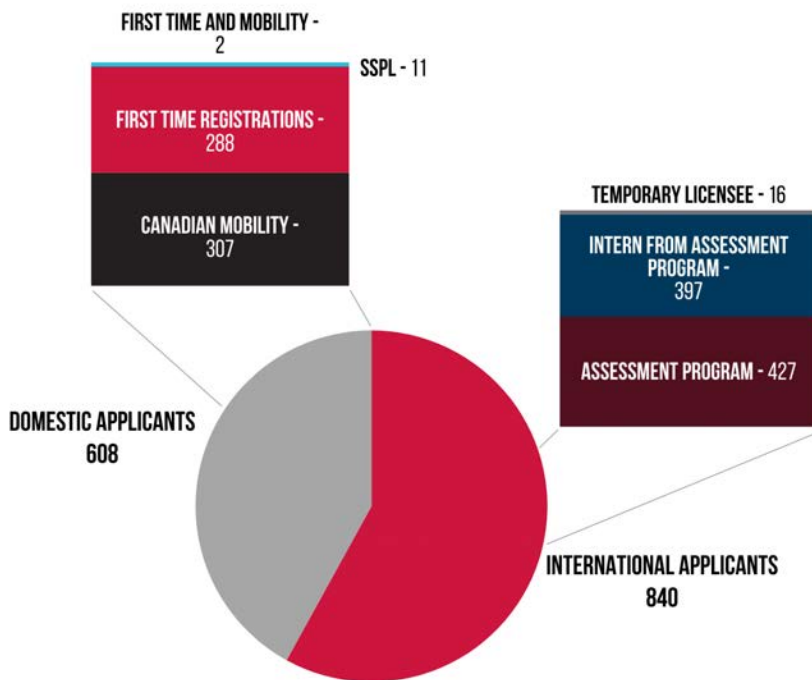
NUMBER OF REGISTRANTS AND STUDENTS OVER 5 YEARS

As of June 30



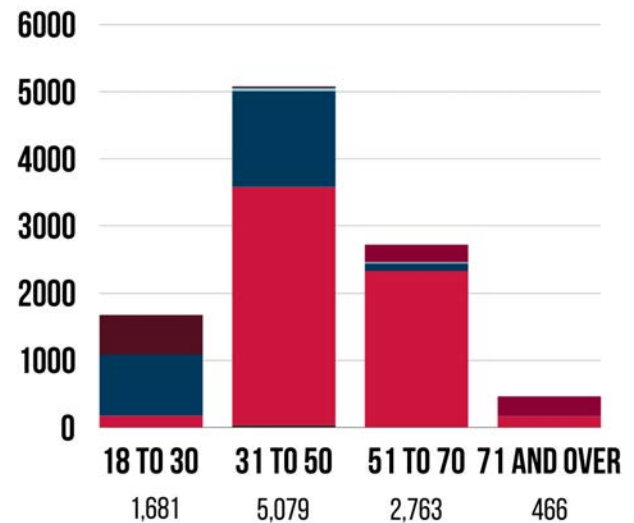
NUMBER OF APPLICANTS COMING FROM INTERNATIONAL VS. DOMESTIC

July 1, 2022 - June 30, 2023



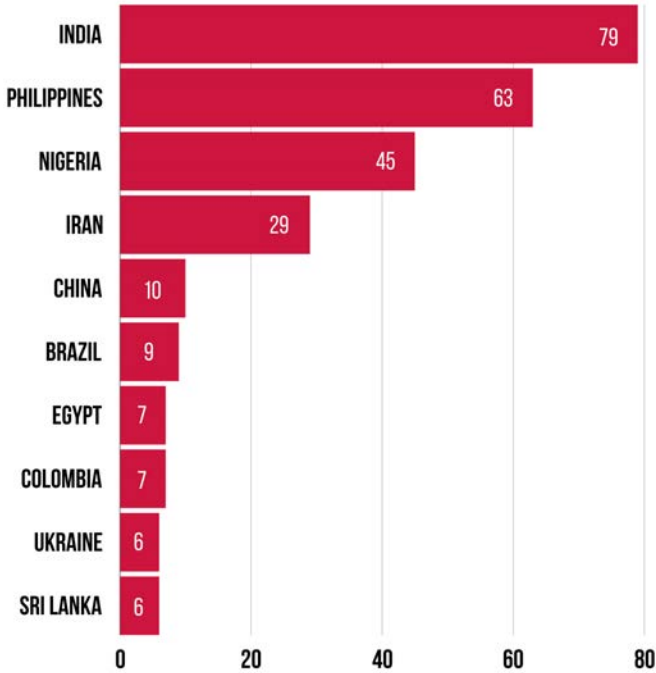
NUMBER OF REGISTRANTS BY AGE

As of June 30



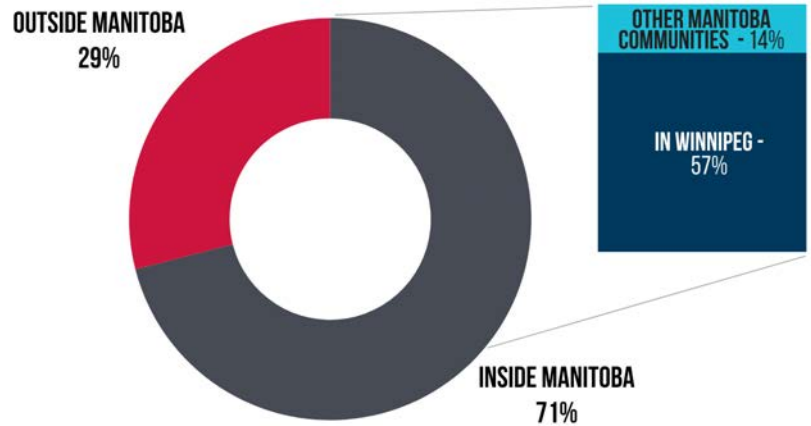
TOP 10 COUNTRIES FOR INTERNATIONAL APPLICANTS

As of June 30, 2023



CURRENT REGISTRANTS IN MANITOBA VS. OUTSIDE MANITOBA

As of June 30, 2023, based on home address

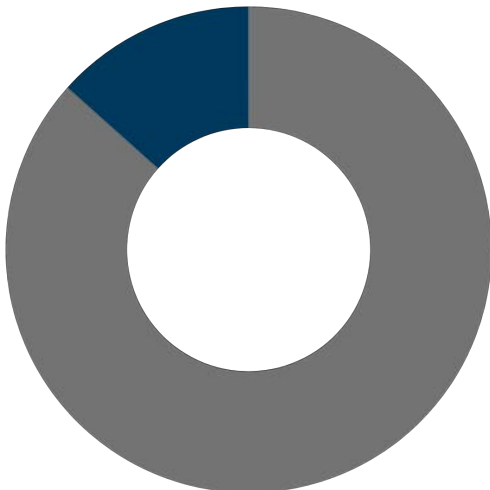


CURRENT INTERNS IN PRE-REGISTRATION PROGRAM VS. COMPETENCY BASED ASSESSMENT PROGRAM

As of June 30, 2023

PRE-REGISTRATION PROGRAM

13.4%

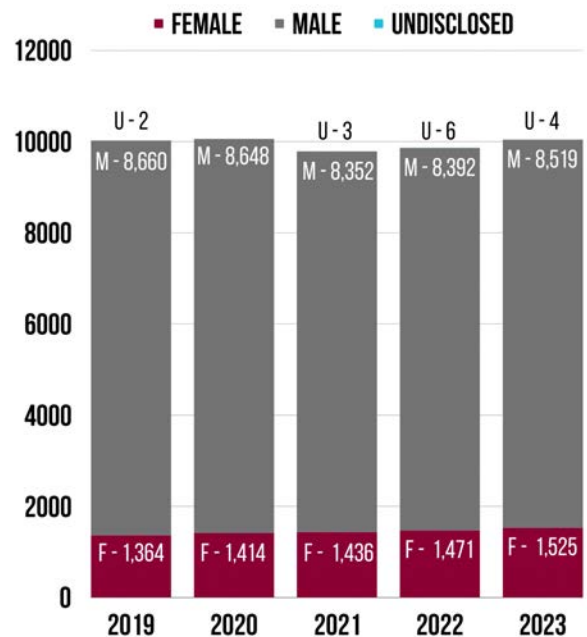


COMPETENCY BASED ASSESSMENT PROGRAM

86.6%

NUMBER OF REGISTRANTS AND STUDENTS BY GENDER

As of June 30



ADMISSIONS

NEW MANUAL OF ADMISSIONS

In September 2022, a new Manual of Admissions was approved and implemented, which streamlined the academic eligibility and work experience requirements.

The requirement for one-year Canadian work experience was also eliminated, removing a barrier for many internationally trained and experienced applicants.

GRAD STUDENT INCLUSION

For students of the Association, a work log was developed and made available for students to document their competency development during their work experiences before they apply to become an intern.

The policy was changed to allow graduate program students from the University of Manitoba or Brandon University to apply for student membership if they do not hold a degree in engineering or geoscience.

COMPETENCY-BASED ASSESSMENT (CBA)

This year, marked the first full year of Competency-Based Assessment (CBA), a pan-Canadian approach, which is required for all first-time applicants to obtain professional registration.

Admissions offered three virtual CBA overview sessions to raise awareness about CBA and assist and answer questions from prospective applicants, interns, validators, and assessors, as well as delivered presentations to universities, Association chapters, and newcomer organizations. Admissions continued to recruit volunteer CBA assessors, which stands at 44 assessors. Two CBA assessor group sessions were held to assist and provide guidance.

REMOVAL OF MANITOBA RESIDENCY

As a result of the Provincial 2022/2023 Registration Review Evaluation report recommendations for EngGeoMB, the Manitoba residency-requirement was removed as eligibility criteria as of April 1, 2023, and the English language requirement was clarified for all applicant types.



PROFESSIONAL STANDARDS

GUIDELINES

The Canadian Education Qualifications Board ('CEQB') created the 'National guideline on sustainable development and environmental stewardship for professional engineers'. Engineers Geoscientists Manitoba reviewed the guideline to ensure that it was in compliance with local legislation, and it was approved by the Investigation Committee and adopted in November 2023. The guideline outlines 10 tenants to help practitioners practice in an environmentally responsible and sustainable way.

PRODEV COMPLIANCE

4612 members were up for evaluation at December 31, 2022. Twenty-five members were suspended April 1, 2023, for non-compliance with ProDev reporting, and ten members have since become compliant - for a compliance rate of **99.8%**

INVESTIGATIONS & ENFORCEMENT

Enforcement at Engineers Geoscientists Manitoba includes investigations into improper use of the Engineer, Geoscientist, P.Eng., or P.Geo. titles as well as practicing professional engineering or geoscience without a license. The Association investigates both companies and individuals, and often relies on members of the public or practitioners to report instances of improper use or practice.

Enforcement also seeks to educate about improper use of titles and how to properly follow Engineers and Geoscientist Manitoba's legislation.

2021-2022

New Cases Opened: 10
Cases Closed: 14

2022-2023

New Cases Opened: 20
Cases Closed: 20

Increase in the number of cases are due in part to an increase in proactive enforcement. Ten of the newly opened cases were against individuals, 10 were against companies. Thirty per cent of files were resolved within one month.

ONLINE LEARNING MODULES

Currently there are 7 modules available:

- Introduction to Professionalism
- Code of Ethics
- Good Character
- Using ProDev
- Conflicts of Interest
- Authenticating Documents
- Expert Witness



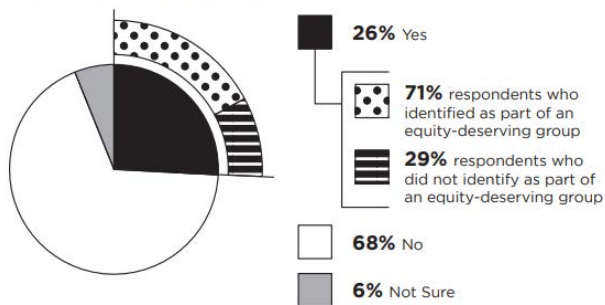
EQUITY & REPRESENTATION

EQUITY REVIEW

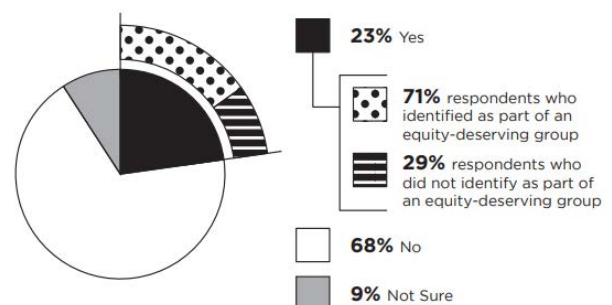
Prompted by interviews with Indigenous practitioners and women who have left the professions, as well as the 2022 Equity Diversity and Inclusion guidelines by EGBC, the department retained Guiding Star Consulting and Flip Learning to lead a three phase Equity in Regulation review to further determine what regulatory mechanisms may be developed to advance equity within the professions.

1. The Environmental Scan surveyed the initiatives of regulators across provinces, countries, and professions.
2. The Stakeholder Engagement phase involved presentations to Council, the Indigenous Professionals Initiative Committee, the Manitoba 2030 Coalition, the Engineering Changes Lives Provincial Steering Committee, and the Women in Engineering and Geoscience Mentorship participants, a survey, seven consultation sessions with members, as well as with Association management. Presentations to regulatory committees will commence in the fall of 2023.
3. The Strategic Planning will begin in late 2023 once the stakeholder consultation is complete.

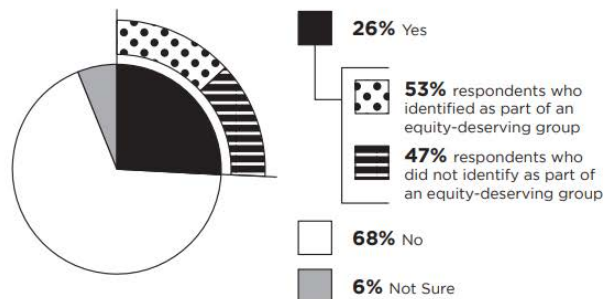
HAVE YOU RECEIVED UNWELCOME COMMENTS OR CONDUCT?



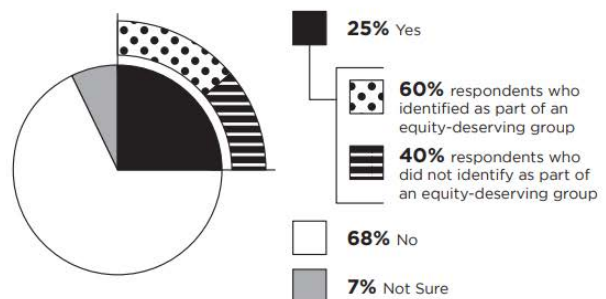
I HAVE RECEIVED UNEQUAL OR DIFFERENTIAL TREATMENT



I WITNESSED A SITUATION THAT INVOLVED BOTH AN ENGINEERING OR GEOSCIENCE PROFESSIONAL AND UNWELCOME COMMENTS OR CONDUCT



I WITNESSED A SITUATION THAT INVOLVED BOTH AN ENGINEERING OR GEOSCIENCE PROFESSIONAL AND UNEQUAL OR DIFFERENTIAL TREATMENT



The Association thanks everyone who took the time to respond to the recent member survey. We received 979 responses, which represents about 12% of our membership and registrants.

At least one in four of you – both those that identify as part of equity-deserving groups and those who are not – have received or witnessed unwelcome comments or conduct, or unequal or differential treatment within your profession. The impact of these experiences has ranged from disappointment or discouragement to departure from the profession or impact on public trust.

GOVERNMENT RELATIONS

2023 MLA RECEPTION

On Thursday, May 18, 2023, Engineers Geoscientists Manitoba hosted its sixth annual MLA Reception in Winnipeg. This event provided an excellent opportunity for numerous insightful dialogues about the engineering and geoscientific professions.

LEGISLATIVE UPDATE

The Association acknowledges the diligent efforts of its practitioners, staff, government staff, and officials who played crucial roles in the recent legislative changes to our Act. These changes took the form of a legislative amendment known as *The Engineering and Geoscientific Professions Amendment Act (Bill 233)*, which successfully passed the third reading during the legislative session on Tuesday, October 25, 2022, and obtained Royal Assent. On May 17, 2023, the Act was officially proclaimed, with an effective date of November 1, 2023.

2024 - 2030 STRATEGIC PLAN & INITIATIVE

The 2024 - 2030 Government Relations Strategic Plan identifies six overarching strategic goals for the Government Relations Department, supported by five ongoing strategies, and executed through five ongoing tactics. These goals, strategies, and tactics all support the department's contributions towards the Association's Ends 4.3 and 4.4. Four key initiatives are proposed for the 2024-2025 period.

The four key initiatives proposed for 2024-2025:

- Conducting a complete re-write of The Engineering and Geoscientific Professions Act.
- Developing and obtaining Council approval for an Environment and Climate Change strategy.
- Developing and delivering a Manitoba Climate Resilience Training Infrastructure (MCRT) 3.0 Project with a focus on climate change mitigation training for engineering and geoscientist practitioners and allied professionals.
- Establishing relationships with the four key Indigenous political organizations in Manitoba - the Assembly of Manitoba Chiefs (AMC), Manitoba Keewatinowí Okimakanak Inc. (MKO), the Southern Chiefs' Organization (SCO) and the Manitoba Métis Federation (MMF).



MENTORSHIP INFORMATION

WOMEN IN ENGINEERING AND GEOSCIENCE MENTORSHIP PROGRAM

The 2022-2023 Women in Engineering and Geoscience Mentorship program counted 82 students and 80 intern and professional mentors.

Four events included speakers on topics such as creating inclusive workplaces, starting a consulting business of one's own, an update on equity in regulation environmental scan findings, as well as a closing networking event at the Winnipeg Art Gallery.



CIRCULAR MENTORSHIP PROGRAM



The Mentorship Program is structured and is meant to unite practitioners in engineering and geoscience professions, and to build trusting relationships that brings both less-experienced and more-experienced members together. In the 2022-2023 year, 36 groups with 149 participants participated in the program.

Any engineering or geoscience intern (EIT/GIT), specified scope of practice licensees (Eng.L./Geo.L.), or professional engineer (P.Eng.) or professional geoscientist (P.Geo.) registered in good standing with Engineers Geoscientists Manitoba. Senior members [P.Eng.(SM)/P.Geo.(SM)] are also eligible to participate in this mentorship program.

MENTORSHIP CENTRE

On January 12, 2023, the brand-new Mentorship Centre was unveiled: a space designed to meet skill development and career advancement goals for practitioners of Engineers Geoscientists Manitoba.

The new Mentorship Centre includes two collaboration rooms and six private work areas that participants of either Association mentorship program can book free of charge to use as needed.

During the ribbon cutting ceremony on January 12, 2023, the Association welcomed over 65 participants to tour the modern space and highlighted the careful thought that went into each private room, the fully functioning kitchen, and flexible collaboration and boardroom space now available for all mentorship participants through Engineers Geoscientists Manitoba.



MEDIA CAMPAIGNS

OUR FUTURE CAMPAIGN

The Our Future campaign was developed by IndigPro Inc., Indigenous professionals, the Indigenous Professionals Initiative Committee, and department staff. The aim of is two-fold: to increase awareness of engineering to Indigenous students by highlighting Indigenous engineering practitioners and university students, as well as to increase the visibility of Indigenous practitioners to the broader membership and public.

Five practitioners and students agreed to share what led them to develop an interest in the profession and where they are in their respective careers. The campaign was launched in March 2023 at Southeast Collegiate in Winnipeg, presented at the Southern Chiefs Organization Youth Career Summit.



CAREFUL COMPETENT SKILLED PROFESSIONALS CAMPAIGN

For the Spring 2023 campaign, using a variety of traditional and digital media, we exposed the viewer as many times as possible at different touchpoints. Radio and Television tactics are designed to reach the audience when they are paying attention during local weather mentions and news segments.

For transit, the campaign flooded the streets with bus 70's achieving a high reach and frequency.

The audience was also reached through digital vehicles such as YouTube and digital TV, keeping the announcements short and digestible, conveying our message before the viewer had time to ignore it.

OBJECTIVES

1. Increase awareness about the engineering and geoscience professions
2. Raise awareness of the P.Eng. and P.Geo. designations
3. Raise the profile of the association

MEDIA BUY RESULTS

TELEVISION: CTV NEWS

112 x 10 second spots over 8 weeks
Total Reach: 120,000 ad impressions

RADIO: CJOB, HOT 103, AND BOUNCE 99.9

10 and 15 second spots over 5 weeks
Total Reach: 767,585 ad impressions

TRANSIT:

50 bus back and 50 king posters over 4+ weeks

GOOGLE VIDEO CAMPAIGN:

A group of more than 2 million websites, videos and apps, YouTube videos, channel pages and YouTube homepages, a combination of ads across google search, search partners, display network, YouTube, and Gmail outlets.

Total Reach: 1,279,000 ad impressions

FACEBOOK AND INSTAGRAM:

Total Reach: 578,863 impressions



2022 AWARD RECIPIENTS

2022 TEAM ACHIEVEMENT AWARD

MACDON FD2 FLEXDRAPER

In recognition of the engineering excellence demonstrated in their innovative design and production of the FD2 Flexdraper, Engineers Geoscientists Manitoba is pleased to present the 2022 Team Achievement Award to MacDon.

2022 INNOVATION AWARD

GRAINVIZ

In recognition of the innovation, collaboration, and engineering excellence demonstrated in the GrainViz system, Engineers Geoscientists Manitoba is pleased to present the 2022 Innovation Award to Joe LoVetri, Ian Jeffrey, P.Eng., Jitendra Paliwal, P.Eng., FEC, Colin Gilmore, P.Eng., Mohammad Asefi, EIT, Braden Pierce, P.Eng., and Paul Card.

2022 DIVERSITY EMPLOYER AWARD

DILLON CONSULTING LIMITED

In recognition of their commitment to advancing diversity within their organization, Engineers Geoscientists Manitoba is pleased to present the 2022 Diversity Employer Award to Dillon Consulting Limited.

2022 STUDENT ACHIEVEMENT AWARD

CROKIBOT 9900: THE DESIGN AND IMPLEMENTATION OF AN AUTOMATED CROKINOLE-PLAYING ROBOT

The future goal of Team G05 is to expand the Crokibot and turn it into an educational tool to teach STEM concepts to K-12 students. The team hopes students can use this tool to gain first-hand experience in physics, programming, artificial intelligence, and electro-mechanical systems.

2022 INTERN AWARD

KATIE MOIST, EIT

Katie Moist, EIT, is a resident inspector & designer at KGS Group. In recognition of her exceptional achievements while training as an engineer, EngGeoMB is pleased to present the Intern Award to Katie Moist.

2022 EARLY ACHIEVEMENT AWARD

DAVID AMORIM, P.ENG.

In recognition of exceptional achievement at the start of his career, Engineers Geoscientists Manitoba is pleased to present the 2022 Early Achievement Award to David Amorim.

2022 JUDITH WEISZMANN WOMEN IN ENGINEERING CHAMPION AWARD

KIERA YOUNG, P.ENG.

In recognition of a career of engineering accomplishments, being an exceptional role model for aspiring women engineers, and as a champion of the engineering profession, EngGeoMB is pleased to award the 2022 Judith Weiszmann Women in Engineering Champion Award to Kiera Young.

2022 CHAMPION OF ENGINEERING EDUCATION AWARD

DR. DONALD PETKAU, P.ENG.

In recognition of Donald's continued support, mentoring, and commitment to engineering students, Engineers Geoscientists Manitoba, together with the Price Faculty of Engineering at the University of Manitoba, are pleased to present the 2022 Champion of Engineering Education Award to Dr. Donald Petkau.

2022 OUTSTANDING SERVICE AWARD

DR. JITENDRA PALIWAL, P.ENG., FEC

In recognition of his significant commitment to the Association, the profession, and the public, Engineers Geoscientists Manitoba is pleased to present the 2022 Outstanding Service Award to Dr. Jitendra Paliwal, P.Eng., FEC.

DIGITAL FUTURE

The Association understands the importance of information technology and digital systems as a key component to fulfilling its ENDS. It is an ever-evolving source of opportunities to improve efficiencies, and services to applicants, practitioners, and stakeholders as well as it being a consideration in the Association's role in regulating an industry where the application and integration of technology in products or services may impact the public safety.

New horizons in this digital age are presenting themselves at an ever-quickening pace. The number and availability of digital tools and resources present a multitude of opportunities for the Association and its stakeholders:

1. cumbersome and time-consuming manual paper processes can be reduced or eliminated,
2. AI and automation can reduce barriers and improve service levels,
3. opportunities to integrate systems and data from internal, and external sources provide a richness of information never seen before,
4. collecting and unlocking data through powerful reporting tools and visualizations to distil and communicate valuable information and insights,
5. reduction of technical and financial overhead through cloud-based computing and data storage is becoming more accessible and appealing.

With digitization, geographic boundaries have become blurred and from some aspects, irrelevant. Remote work and meetings are on the rise, enabling a diversity of collaborators that would not have been possible before, allowing for more well-rounded, timely, and higher quality work. With reduced geographic boundaries, the association will be vigilant and mindful of the regulatory and jurisdictional implications that may arise from the regulatory standpoint. Communications and outreach capabilities through social media are continually evolving and will require close attention. Gone are the days of costly one-way advertising as the only way to send a message.

The Association must embrace and employ communications tools that allow for instant feedback and real-time communications in engaging stakeholders. Social media tools have the power to amplify not only messages, but emotions as well; the tools must be used in a manner that is highly cognisant of the diversity of our stakeholders and the risk of misinterpretations and disagreements that may arise.

With all these opportunities, come inherent risks. Cybersecurity is essential for safeguarding data and systems against unwanted or unauthorized access from bad actors.

The Association and its leadership recognize the importance of ensuring that the ever-evolving threat landscape is monitored. **Sufficient resources have been allocated to ensure that data and systems are protected against attack, and that damage is mitigated in the event of a breach.** Formalized cybersecurity programs including regular assessments, software, and systems to identify and protect against attacks, employee training programs and robust disaster recovery and business continuity plans will be key in the years to come.

Increased consideration and focus on the impact of digital systems and AI integrating into engineering and geoscience systems are essential to protection of the public. It behooves the association to be alert informed, and wary of the impacts and regulatory responsibilities that may arise in the coming years. We must be prepared to provide resources to practitioners to enable them to adapt and embrace the changes that will inevitably come in a manner that is responsible, ethical, and safe.

ASSOCIATION IT ACTIVITIES DURING THE YEAR

Over the past number of years, the Association has been focused on continuous IT systems improvement. Keeping hardware current and using software and systems to ensure reliable and secure performance has allowed the Association to reduce costs, and to embrace and implement technologies to facilitate the adaptations needed to maintain operations during volatile times (such as the pandemic).

In response to ever changing and increasing attacks against IT infrastructures along with the prevalence of social engineering and phishing attacks around the world, the Association, under recommendation by the Audit Committee, underwent an in-depth cybersecurity assessment in the spring of 2021. A local IT consulting firm performed interviews, reviewed documentation, and performed vulnerability scans and penetration tests on the association's IT assets. As part of their recommendations, a regular cyber security calendar has been established, and periodic testing of systems and staff training and testing on cyber awareness has occurred on a regular basis. These efforts have kept the Association systems and data secure and uncompromised.

The Association is in a strong position and is continuing to improve and maintain its cybersecurity posture as the threat landscape evolves. **The Association's efforts were validated when the Association's cyber insurance policy was renewed in the spring of 2023.** During the renewal process, the insurance provider had the Association fill in an in-depth questionnaire that summarized the Association's systems and processes around securing IT assets. The insurer also performed a high-level scan of the internet facing assets and found no issues.

Efforts by the Association in the coming years will continue to embrace and deploy reliable, cost-effective and streamlined IT systems. A robust cyber security program will be maintained, and staff training will ensure the Association assets, and member data is private and protected.

INDEPENDENT AUDITOR'S REPORT

To the Members of Association of Professional Engineers and Geoscientists of the Province of Manitoba o/a Engineers Geoscientists Manitoba:

OPINION

We have audited the financial statements of the Association of Professional Engineers and Geoscientists of the Province of Manitoba o/a Engineers Geoscientists Manitoba (the "Association"), which comprise the statement of financial position as at June 30, 2023, and the statement of operations, changes in net assets, and cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at June 30, 2023, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

OTHER MATTER

The financial statements for the year ended June 30, 2022, were audited by another auditor who expressed an unqualified opinion on those financial statements on September 15, 2022.

RESPONSIBILITIES OF MANAGEMENT & THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant findings, including any significant deficiencies in internal control that we identify during our audit.

Fort Group
Chartered Professional Accountants

STATEMENT OF FINANCIAL POSITION

June 30, 2023

	2023	2022
ASSETS		
CURRENT ASSETS		
Cash	\$ 1,888,931	1,877,664
Accounts receivables	106,084	150,638
Government remittances receivable	13,967	28,610
Prepaid expenses	103,060	113,474
Investments (Note 3)	<u>735,424</u>	<u>185,296</u>
	2,847,466	2,355,682
INVESTMENTS (Note 3)	3,825,024	3,660,459
CAPITAL ASSETS (Note 4)	<u>1,250,326</u>	<u>1,340,526</u>
	<u>\$ 7,922,816</u>	<u>7,356,667</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 5)	\$ 329,748	463,388
Deferred revenue (Note 6)	<u>2,327,579</u>	<u>2,262,327</u>
	<u>2,657,327</u>	<u>2,725,715</u>
NET ASSETS		
Unrestricted	2,336,435	1,606,141
Invested in capital assets	1,250,326	1,340,526
Internally restricted	<u>1,678,728</u>	<u>1,684,285</u>
	<u>5,265,489</u>	<u>4,630,952</u>
	<u>\$ 7,922,816</u>	<u>7,356,667</u>

STATEMENT OF OPERATIONS

	<i>2023</i>	<i>2022</i>
REVENUE		
Annual dues (Note 7)	\$ 3,768,481	3,624,257
Annual certificates and licenses	506,788	484,243
Application assessment and administration	213,328	224,794
Meetings and events	132,624	170,182
Province of Manitoba grants	148,000	83,350
Examination fees	84,240	63,700
Other	<u>56,220</u>	<u>45,686</u>
	<u>4,909,681</u>	<u>4,696,212</u>
EXPENSES		
Advertising and promotion	114,943	87,065
Amortization of capital assets	152,204	115,361
Bank and financial charges	120,703	115,980
Certificates and seals	40,235	45,457
Contract and consulting	494,374	586,421
EngCan and GeoCan annual membership	97,695	90,655
Equipment rent and lease	31,681	32,834
Honoraria, awards and incentives	46,469	44,490
Insurance	20,108	16,287
Legal and accounting fees	435,034	337,530
Licenses dues and subscriptions	13,185	16,515
Loss on disposal and forfeitures	3,542	-
Meeting, venue and speaker costs	191,686	109,669
Miscellaneous	5,386	6,905
Office supplies and small tools	17,815	18,358
Office lease and occupancy costs	444,398	437,409
Payroll taxes, insurance and processing fees	131,607	126,458
Postage and delivery	34,483	25,689
Printing and reproduction	19,816	30,671
Salaries and benefits	2,059,661	2,050,745
Secondary professional liability insurance program	38,064	35,540
Sponsorships funding and support	156,350	136,537
Staff and governance training	19,200	38,718
Telecommunications, computers and internet	49,699	49,299
Travel	<u>22,085</u>	<u>9,294</u>
	<u>4,760,423</u>	<u>4,563,887</u>
EXCESS OF REVENUE OVER EXPENSES BEFORE INVESTMENT REVENUE (EXPENSES)	<u>149,258</u>	<u>132,325</u>
INVESTMENT REVENUE (EXPENSES)		
Realized	309,245	170,454
Unrealized	230,735	(191,485)
Investment transaction and portfolio management fees	<u>(54,701)</u>	<u>(57,213)</u>
	<u>485,279</u>	<u>(78,244)</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 634,537</u>	<u>54,081</u>

STATEMENT OF CHANGES IN NET ASSETS

June 30, 2023

INTERNALLY RESTRICTED - 2023

	Unrestricted	Invested in Capital Assets	Committee Reserve	Long-Term Reserve	Hearings	Discipline By-law	Association Centennial	Indigenous Outreach	Governance Review	2023
NET ASSETS, BEGINNING OF YEAR	\$1,606,141	\$1,340,526	\$6,757	\$1,200,000	\$25,000	\$250,000	\$92,158	\$35,233	\$75,137	\$4,630,952
Excess (deficiency) of revenue over expenses for the year	\$793,902	(\$153,808)	(\$6,757)	-	-	-	\$1,200	-	-	\$634,537
Acquisition of capital assets	(\$63,608)	\$63,608	-	-	-	-	-	-	-	-
NET ASSETS, END OF YEAR	\$2,336,435	\$1,250,326	-	\$1,200,000	\$25,000	\$250,000	\$93,358	\$35,233	\$75,137	\$5,265,489

INTERNALLY RESTRICTED - 2022

	Unrestricted	Invested in Capital Assets	Committee Reserve	Long-Term Reserve	Hearings	Discipline By-law	Association Centennial	Indigenous Outreach	Governance Review	2022
NET ASSETS, BEGINNING OF YEAR	\$1,914,318	\$952,624	\$6,757	\$1,200,000	\$25,000	\$250,000	\$92,940	\$35,233	\$100,000	\$4,576,872
Excess (deficiency) of revenue over expenses for the year	\$195,086	(\$115,361)	-	-	-	-	(\$782)	-	(\$24,863)	\$54,080
Acquisition of capital assets	(\$503,263)	\$503,263	-	-	-	-	-	-	-	-
NET ASSETS, END OF YEAR	\$1,606,141	\$1,340,526	\$6,757	\$1,200,000	\$25,000	\$250,000	\$92,158	\$35,233	\$75,137	\$4,630,952

STATEMENT OF CASH FLOWS

Year Ended June 30, 2023

	<i>2023</i>	<i>2022</i>
CASH PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Excess of revenue over expenses for the year	\$ 634,537	54,081
Add non-cash item(s):		
Amortization of capital assets	152,204	115,361
Unrealized (gain) loss on investments	(230,735)	191,485
Loss on disposal of capital assets	<u>1,604</u>	<u>-</u>
	557,610	360,927
Change in non-cash working capital:		
Accounts receivables	44,553	(102,974)
Government remittances receivable	14,643	(11,559)
Prepaid expenses	10,414	44,881
Payables and accruals	(133,640)	(256,276)
Deferred revenue	<u>65,252</u>	<u>118,436</u>
	<u>558,832</u>	<u>153,435</u>
INVESTING ACTIVITIES		
Net acquisition of investments	(483,958)	41,723
Purchase of capital assets	<u>(63,608)</u>	<u>(503,263)</u>
	<u>(547,566)</u>	<u>(461,540)</u>
CHANGE IN CASH	11,266	(308,105)
CASH, BEGINNING OF YEAR	<u>1,877,665</u>	<u>2,185,770</u>
CASH, END OF YEAR	<u>\$ 1,888,931</u>	<u>1,877,665</u>

NOTES TO THE FINANCIAL STATEMENTS

Year ended June 30, 2023

1. ACCOUNTING ENTITY

The Association of Professional Engineers and Geoscientists of the Province of Manitoba operating as Engineers Geoscientists Manitoba (the “Association”) is incorporated under the laws of the Province of Manitoba and is engaged in the administration of the Engineering and Geoscientific Professions Act of Manitoba (the “Act”).

The Association is a not-for-profit organization exempt from taxes under the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

An underlying assumption of the preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations is that the entity will continue for the foreseeable future and will be able to realize its assets and discharge liabilities in the normal course of operations.

The financial statements include the following significant accounting policies:

(A) DESCRIPTION OF FUNDS

The Association utilizes the following funds to manage and report its activities.

UNRESTRICTED FUND

The Unrestricted (General) fund accounts for the Association’s program delivery and administrative activities. These net assets report unrestricted resources available to the Association.

INVESTED IN CAPITAL ASSETS FUND

Invested in capital assets net assets report the assets, liabilities, revenue and expenses related to the Association’s capital assets.

INTERNALLY RESTRICTED NET ASSETS

COMMITTEE RESERVE FUND

The Committee reserves net assets report appropriations to fund specified committee and subcommittee activities. Appropriations to and from the fund are made at the discretion of Management. The opening balance was the net surplus from a past MCWESTT conference and was reserved for the organizing committee’s use in hosting a future conference. In January 2023, Management discussed the potential for future use, and it was determined that there were no further plans to host a conference. Management decided to wrap up the fund.

LONG-TERM RESERVE FUND

Long-term reserve net assets report appropriations to fund future unforeseen or extraordinary events. Appropriations to and from these net assets occur at the Council’s discretion.

HEARING FUND

The Hearing fund reports appropriations for expenses incurred for the conduct of hearings relative to appeals on rejected applications for membership as described under PART 6, Sections 20 through 23 of the Act.

DISCIPLINE BY-LAW FUND

The Discipline by-law fund was established by Council for the purpose of administering and enforcing the discipline provision of its by-laws. The net assets may be maintained by assessing general membership an amount set by Council. Appropriations from the net assets are to fund investigations conducted by the Investigation Committee and formal hearings of the Discipline Committee and appeals therefrom.

ASSOCIATION CENTENNIAL FUND

The Association centennial net assets report appropriations to fund the Association’s centennial year events. Appropriations to and from the net assets occur at Council’s discretion. The increase of \$1,200 was a result of a vendor credit that was issued during the 2023 fiscal year, because of an error made on the design of a magnetic calendar which had been expensed in a prior year.

INDIGENOUS OUTREACH FUND

Council approved a dues increase in the 2018-2019 fiscal year, which was allocated for the purpose of initiating a new Indigenous outreach program.

In May 2020, The Finance Committee deemed it appropriate to segregate the unspent budget into a fund restricted for the originally intended purpose of increasing Indigenous participation and inclusion in the professions. The funds are reserved for for special initiatives outside of the program's regular annual operating budget.

GOVERNANCE REVIEW

At the request of Council, this fund was established through the Finance Committee in the spring of 2021 to set aside the estimated amount required to review the governance structure of the Association.

(B) REVENUE RECOGNITION

The Association follows the deferral method of accounting for contributions.

Externally restricted contributions are recognized as revenue in the year in which related expenses are incurred.

Unrestricted contributions are recognized as revenue when they are received or receivable, and when collectible is reasonably assured.

Member and intern annual dues and specified scope of practice annual licenses are based on the calendar year and are recognized into income on straight-line basis from January 1 through December 31.

Student annual dues are based on the academic year and are recognized into income on straight-line basis from October 1 through September 30.

Certificates of authorization annual fees are based on the certification year as defined by the Association and are recognized into income on a straight-line basis from May 1 through April 30.

Temporary license annual fees are valid for one year from the date of issuance and are recognized into income on a straight-line basis over 12 months from the original date of issuance.

Deferred revenue represents the portion of the annual dues, certificates and licenses which have not been recorded as revenue and will be recorded as revenue in the subsequent fiscal year.

Other revenue, including application fees, examination fees and meetings and events revenue, are recognized when the service is performed, the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income is recognized in the period in which it was earned.

(C) CAPITAL ASSETS

Capital assets are recorded at cost less accumulated amortization. Amortization is based on the estimated useful life of the asset is calculated as follows with a proration in the year of acquisition:

<u>Computer equipment</u>	<u>33% declining basis</u>
<u>Computer software</u>	<u>33% declining basis</u>
<u>Office furniture and equipment</u>	<u>10% declining basis</u>
<u>Leasehold improvements</u>	<u>10% declining basis</u>

Construction in progress is not amortized until available for use.

(D) FINANCIAL INSTRUMENTS

Financial instruments held by the Association include cash, accounts receivable, investments and accounts payable and accrued liabilities. The Association initially measures its financial instruments at fair value and subsequently measures its financial instruments at amortized cost (except investments). Amortized cost is the amount at which the financial instrument is measured at initial recognition, less principal repayments, plus or minus the cumulative of any difference between that initial amount and the maturity amount, and minus any reduction for impairment.

The Association subsequently measures investments at fair value without any adjustments for transaction costs that may incur on sale or other disposal, with gains and losses recognized in operations.

(E) USE OF ESTIMATES

The preparation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year.

Estimates include the amounts payable for services not billed yet at the time these financial statements were approved and the estimated useful life of capital assets. Actual results could differ from management's best estimates as additional information becomes available in the future.

(F) FOREIGN CURRENCY TRANSLATION

Monetary assets and liabilities denominated in foreign currencies are translated into Canadian dollars at the year-end exchange rate. Revenue and expenses are translated at the rate in effect on the settlement date. Foreign exchange gains and losses are recorded in the statement of operations.

(G) CONTRIBUTED SERVICES AND DONATED MATERIALS

Contributed services are not recognized in the financial statements because of the difficulty in determining the fair market value.

Contributions of donated materials are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials are used in the normal course of the Association's operations and would otherwise have been purchased.

3. INVESTMENTS

	<i>2023</i>	<i>2022</i>
Bonds and guaranteed income certificates	\$ 1,755,700	924,230
Securities		
Canadian	1,246,987	1,744,282
Foreign	<u>1,557,761</u>	<u>1,177,243</u>
	4,560,448	3,845,755
Less: maturing within 12 months	<u>(735,424)</u>	<u>(185,296)</u>
	<u>\$ 3,825,024</u>	<u>3,660,459</u>

Bonds and guaranteed investment certificates bear interest ranging from 1.24% to 5.41% (2022 - 1.16% to 4.34%) with maturities from November 2023 - July 2029 (2022 - November 2022 to July 2029).

4. CAPITAL ASSETS

	<i>2023</i>		<i>2022</i>	
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Cost</u>	<u>Accumulated Amortization</u>
Computer equipment	\$ 471,129	417,853	456,283	409,798
Computer software	162,218	154,066	165,212	153,652
Office furniture and equipment	671,820	362,734	651,509	329,701
Leasehold improvements	1,664,220	784,408	1,218,456	691,682
Construction in progress	<u>-</u>	<u>-</u>	<u>433,899</u>	<u>-</u>
	<u>2,969,387</u>	<u>1,719,061</u>	<u>2,925,359</u>	<u>1,584,833</u>
Net book value	<u>\$ 1,250,326</u>		<u>1,340,526</u>	

Construction in progress related to renovations on the second-floor office which was completed and ready for use in August 2022. At this time, the balance was transferred to leasehold improvements and amortization began.

5. ACCOUNTS PAYABLE

	2023	2022
Accounts payable	\$ 122,525	228,088
Accrued liabilities	173,960	184,831
Deposits payable	1,500	1,000
Other payables	19,929	33,541
Credit card payable	<u>11,834</u>	<u>15,928</u>
	<u>\$ 329,748</u>	<u>463,388</u>

6. DEFERRED REVENUE

Deferred revenue for annual dues are yearly membership fees recognized into revenue over the course of the membership year. Deferred exam fees or fees collected for exams that will occur in the future. Deferred revenue is comprised of the following:

Deferred annual dues	\$ 2,307,559	2,244,127
Deferred exam fees	<u>20,020</u>	<u>18,200</u>
	<u>\$ 2,327,579</u>	<u>2,262,327</u>

7. ANNUAL DUES

Annual dues are made up of the following:

Interns	\$ 596,464	498,627
Practicing	3,156,088	3,108,698
Seniors	2,723	1,702
Students	<u>13,206</u>	<u>15,230</u>
	<u>\$ 3,768,481</u>	<u>3,624,257</u>

8. COMMITMENTS

The Association has entered into lease agreements for its office premises, photocopiers, postage equipment and internet services which have expiry dates up to January 2027. Commitments for the next 5 years are as follows:

2024	\$ 262,891
2025	260,009
2026	260,009
2027	154,822
2028	<u>3,240</u>
	<u>\$ 940,971</u>

9. FINANCIAL RISK MANAGEMENT

(A) CREDIT RISK

Credit risk is the risk that the Association will incur a loss due to the failure by its debtors to meet their contractual obligations. Financial instruments that potentially subject the Association to significant concentrations of credit risk consist primarily of cash and cash equivalents, restricted cash, receivables, loan receivable and investments. The Association is not exposed to significant credit risk as cash and cash equivalents are held in operating accounts, receivables are typically paid when due, and investments at June 30, 2023, are managed with a major Canadian financial institution.

(B) LIQUIDITY RISK

Liquidity risk is the risk that the Association will not be able to meet its obligations as they fall due. The Association maintains adequate levels of working capital to ensure all its obligations can be met when they fall due by maintaining a portion of its investments in highly liquid investments.

(C) INTEREST RATE RISK

Interest rate cash flow risk is the risk that changes in market interest rates may have an effect on the cash flows associated with some financial instruments. Interest rate price risk is the risk that changes in market interest rates may have an effect on the fair value of other financial instruments. It is management's opinion that the Association is exposed to interest rate risk associated with its cash and investments; however, this risk is low.

(D) FOREIGN EXCHANGE RISK

Foreign exchange risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Association is exposed to foreign exchange risk since it holds a portion of its investments in foreign equities. The Association does not use derivative instruments to reduce its exposure to foreign exchange.

(E) OTHER PRICE RISK

Other price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk of currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in equities for which the value fluctuates with the quoted market price. The Association mitigates this risk by investing in diversified, low volatility bond and equity funds.

10. COMPARATIVE FIGURES

Certain of the comparative figures have been reclassified to reflect the financial statement presentation adopted for the current year.

CHANGES IN MEMBERS' ROLL AND MEMBERS IN TRAINING

MEMBERS ON ROLL

Members on Roll, June 30, 2022		6,746
Reinstatements	10	
Reinstatements - mobility	44	
Registration - mobility	318	
Transferred from temporary licensees	1	
Transferred from intern	<u>187</u>	<u>560</u>
		7,306
Deceased	10	
Withdrawn	305	
Written-off	<u>151</u>	<u>466</u>
Members on Roll, June 30, 2023		<u>6,840</u>

INTERNS ON ROLL

Interns on Roll, June 30, 2022		2,177
Reinstatements	19	
New from applications	230	
Transferred from assessment program	<u>407</u>	<u>656</u>
		2,833
Deceased	2	
Transferred to member	187	
Withdrawn	55	
Written-off	<u>84</u>	<u>328</u>
Interns on Roll, June 30, 2023		<u>2,505</u>

TEMPORARY LICENSES ON ROLL

Licensees on Roll, June 30, 2022		14
New from applications	12	<u>12</u>
		26
Expired	13	
Transferred to member	1	
Withdrawn	<u>-</u>	<u>14</u>
Licensees on Roll, June 30, 2023		<u>12</u>

SPECIFIED SCOPE OF PRACTICE LICENSEES (SSPL) ON ROLL

Specified Scope of Practice Licensees on Roll, June 30, 2022			24
Reinstatements	1		
New from applications	3		
New from applications - mobility	<u>2</u>	<u>6</u>	
			30
Withdrawn	-		
Written-off	<u>1</u>	<u>1</u>	
Specified Scope of Practice Licensees on Roll, June 30, 2023			<u>29</u>

CHARITABLE GIVING

CANCERCARE MANITOBA FOUNDATION

"Ride Inside" donation	\$5,000.00
Guardian Angel Benefit	\$3,500.00
Donation in memory V. Tanner	\$500.00
Donation in lieu of S. Verma honorarium	\$500.00

CHRISTMAS CHEER BOARD

Donation on behalf of A. Pollard gift	\$75.00
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HARVEST MANITOBA

Spaghetti Bridge Donation	\$18,662.00
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CHARITABLE GIVING TOTAL

\$28,237.00

CHAPTER SUPPORT

Arab Members Chapter	\$3,242.00
Chinese Members Chapter	\$5,121.00
Ethio-Eritrean Members Chapter	\$774.00
Filipino Members Chapter	\$8,400.00
India Members Chapter	\$6,116.00
Indigenous Members Chapter	\$1,953.00
Israeli Members Chapter	\$1,532.00
Nigerian Members Chapter	\$2,911.00
STEP Chapter	\$332.00
Westman Members Chapter	\$3,758.00

CHAPTER SUPPORT TOTAL

\$34,139.00

EDUCATIONAL SUPPORT

BRANDON UNIVERSITY GEOLOGY CLUB (STUDENT DUES AND BASE FUNDING)	\$494.00
UOFM GEOCLUB STUDENT ASSOCIATION (STUDENT DUES AND BASE FUNDING)	\$2,273.00
UNIVERSITY OF MANITOBA ENGINEERING SOCIETY (STUDENT DUES AND BASE FUNDING)	\$23,050.00

UNIVERSITY OF MANITOBA

Digvir and Manju Jayas Scholarship	\$1,000.00
ENGAP Bursary	\$9,000.00
Donation of net proceeds from MLEC	\$23,782.00
Donation of net proceeds from Curling Funspiel (GeoClub Student Association)	\$4,882.00
WISE Kid-Netic Energy Sponsorship	\$10,000.00

UNIVERSITY OF MANITOBA ENGAP

2022-2023 Scholarship/Bursary initiative	\$1,800.00
ENGAP Graduation Dinner Sponsorship	\$450.00

UNIVERSITY OF WINNIPEG

.calSES: Student travel costs	\$1,819.00
ENGAP Graduation Dinner Sponsorship	\$450.00

EDUCATIONAL SUPPORT TOTAL

\$73,668.00

SPONSORSHIPS AND FUNDING

ASSOCIATION OF CONSULTING ENGINEERING COMPANIES MANITOBA

ACEC-MB Awards of Excellence:	\$3,500.00
Engineering Action Sponsor	

CENTRAL CANADA MINERAL EXPLORATION CONVENTION

2022 CCMEC: Lithium Sponsorship	\$1,500.00
2023 Mining & Mineral Convention: Copper Sponsor	\$2,500.00

CERTIFIED TECHNICIANS AND TECHNOLOGISTS ASSOCIATION OF MANITOBA

2023 Annual Goft Tournament: Hole Sponsorship	\$350.00
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MANITOBA BUILDING OFFICIALS ASSOCIATION

2022 Fall Seminar: Refreshment Sponsor	\$150.00
2023 Spring Training Event: Supporting Sponsor	\$500.00

MANITOBA ROBOT GAMES

Manitoba Robot Games Sponsorship	\$1,500.00
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WESTERN MANITOBA SCIENCE FAIR

2023 Western Manitoba Science Fair: Gold Sponsorship	\$500.00
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SPONSORSHIPS AND FUNDING TOTAL **\$10,500.00**

FAMILY LEGACY BURSARY

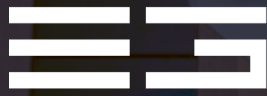
A. Manigbas	\$1,000.00
H. Sharp	\$1,000.00
K. Paliwal	\$1,000.00
P. Kotelko	\$1,000.00
S. Saggi	\$1,000.00

FAMILY LEGACY BURSARY TOTAL **\$5,000.00**

MSSS PRIZE RECIPIENTS

A. Kaur Gill	\$100.00
A. Kaur Kooner	\$100.00
A. Singh Kang	\$150.00
A. Guan	\$200.00
C. Arugampalayam Kullapan	\$100.00
D. Nashed	\$150.00
E. Perez Lara	\$150.00
J. Wood Jr	\$200.00
K. Brar	\$150.00
K. Johnson	\$100.00
L. Tran	\$150.00
M. Magsino	\$525.00
N. Betts	\$325.00
N. Martin	\$200.00
R. Singh Brar	\$100.00

MSSS PRIZE RECIPIENTS TOTAL **\$2,700.00**



**ENGINEERS
GEOSCIENTISTS
MANITOBA**

CONTACT US

Engineers Geoscientists Manitoba
870 Pembina Highway
Winnipeg, MB R3M 2M7
204-474-2736 1-866-227-9600
Info@EngGeoMB.ca