

2013-2014
Annual Report



ASSOCIATION OF PROFESSIONAL
ENGINEERS & GEOSCIENTISTS
OF MANITOBA

*My Life's Work
Makes Life Work Better*

*My Life's Work
Makes Life Work Better*

I'm a
P.Eng.



Table of Contents

| | |
|---|----|
| President's Report | 1 |
| About APEGM..... | 3 |
| Council, Staff & Chairs - Boards & Committees | 4 |
| Organizational Chart | 10 |
| Council Governance Policy | 11 |
| Executive Director & Registrar Report | 12 |
| Director of Admissions Report | 14 |
| Director of Professional Standards Report | 16 |
| Membership | 18 |
| Mission & Vision | 21 |
| Revenues vs Expenses..... | 22 |
| Statement of Operations..... | 23 |
| Statement of Financial Position | 24 |
| APEGM Budget..... | 25 |
| Minutes: 2013 Annual General Meeting | 28 |
| Engineers Canada Director Report | 33 |
| Geoscientists Canada Director Report..... | 36 |

President's Report

From girls and boys breaking records at the annual Spaghetti Bridge competition, to networking and learning opportunities for members, to supporting U of M Engineering students, to engineering representation on the delegation of an upcoming provincial trade mission to China, there's so much going on in the APEGM community.

In 2013/2014, the Association experienced ongoing annual growth in membership, with a 3.2% increase in practicing members and 5.6% increase in members-in-training, for an average membership increase of 4.2% in the year ending June 30, 2014. The formation of the Chinese members chapter and the Filipino members chapter, the first non-geographic chapters, are particularly exciting. We also continue to operate from a solid financial position with consistent balanced budgets, strong reserves, a healthy balance sheet.

The Association benefits from the strong leadership and management of its Executive Director, Grant Koropatnick, P.Eng., and the dedicated competence of all of the staff. Additionally, hundreds of volunteers comprise the committees that carry out the association's mandate and create the APEGM community for members.

Under the Carver model, Council's role is focussed on governance rather than Association operations and management, and this report briefly highlights ongoing governance activities.

Strategic Vision

In 2014, Council completed an 18-month process of defining its strategic priorities through 2017. These have already begun to shape the discussions and decisions of APEGM Council, committees, and staff in day-to-day operations. The three priorities are:

- ▲ Recruitment and retention of underrepresented groups to engineering & geoscience studies and engineering & geoscience practice, including but not limited to Aboriginal students, women, internationally-educated engineers, and those transitioning to engineering or geoscience from a different career;
- ▲ Government relations, establishing a proactive presence with various levels of government and shaping a role and reputation for the engineering and geoscience professions as easily understood and reliable resources on issues in the public sphere; and
- ▲ Public perception, building an image and reputation of the engineering and geoscience professions as multi-faceted, exciting, and equitable professions in the eyes of the public.

The Association has been doing many things for many years which support these priorities, and one action is to bring these ongoing activities together under a cohesive vision, and to ensure that staff and volunteers understand how each event or activity plays a part in the whole. New initiatives have also been envisioned and supported, particularly in the area of government relations (GR), where Scott Sarna has joined APEGM for a one-year contract position to guide our GR strategy. My personal aim has also been to ensure the discussions and decisions of Council and committees have reflected the commitments to the three priority areas.

Continuing Professional Development Program

Now known by the moniker ProDev, the Continuing Professional Development program reaches a milestone on January 1, 2015 after which compliance with ProDev reporting becomes mandatory for all members. (Since the program began in 2012, compliance with professional development reporting has been voluntary). While our commitment to the Code of Ethics has always obligated us to maintain and extend our professional knowledge through continuous learning, ProDev requires members to report on their professional development activities through their on-line profile as of January 1, 2015 and to maintain a minimum amount of ongoing learning in an option of areas. Over the past three years and especially the past six months, the Continuing Competency Committee has closely tracked



Marcia R. Friesen, Ph.D., P.Eng., FEC

voluntary compliance and developed various communication tools and reporting resources to ensure members are aware of their obligations. Our ProDev program matches programs in other provincial engineering associations as well as other regulated professions in Manitoba.

Limited Licensee Category of Membership

APEGM continues to develop a framework for a Limited Licensee category of membership in order to comply with interprovincial mobility requirements and align with other engineering associations. A task group has worked for two years to understand other provinces' approaches to this category of membership and to recommend an approach for Manitoba, which Council is now taking forward. Members can expect to receive more communication on this initiative over the next year.

Advocacy and the Profession

At the AGM in 2013, the membership approved a bylaw revision related to the Association's role in potential advocacy on issues where the public interest is at risk. In 2014, the Public Interest Review Committee was created as per the bylaw.

Representing APEGM

A significant part of the role of President is to represent the Association and the profession at events, both locally and nationally. Whether it was a local ACEC event, an Engineers Without Borders symposium, and IEEE meeting, or an annual meeting of one of our sister engineering associations in another province, I heard different issues and views, contributed APEGM's support and perspective to issues, and presented initiatives from Manitoba.

Other Canadian Associations

Many associations in Canada are experiencing healthy growth in membership – so healthy, in fact, that their admissions processes are being stretched to capacity. While it is a good problem to have, it creates a need for new efficiencies in admissions processes while maintaining the regulatory mandate to ensure qualified engineering and geoscience practice.

OIQ, the engineering association in Quebec, continues to wrestle with consequences of corruption allegations in its construction industry in which OIQ members are allegedly involved. The work to restore public trust in the profession is both long-term and requires significant effort, time, and cost. All OIQ members have been affected by the actions of a few, and the lessons are being keenly observed by other provincial associations.

Engineers Canada

The Association is represented on the Engineers Canada board by Dr. Digvir Jayas, P.Eng. Digvir Jayas is also the current president-elect and will be taking on the presidency of Engineers Canada in May 2015 for a one-year term. Grant Koropatnick and I attended the Engineers Canada meetings over the past year, providing input at the meetings of CEOs/Executive Directors and Association Presidents. It serves as an important venue to compare and share practice and insights with other engineering regulators across Canada and note regulatory trends. An ongoing project of Engineers Canada is to delineate the elements of the Canadian Framework for Licensure, an ongoing project to promote consistency in the processes used by the provincial associations in admission for licensure, mobility, and enforcement.

Geoscientists Canada

The Association was represented on the Geoscientists Canada board by Raymond Reichelt, P.Geo. until his term expired in spring 2014, and is currently represented by Dr. Ganpat Lodha, P.Geo. Grant Koropatnick attended the Geoscientists Canada meetings over the past year, providing input at the meetings of CEOs/Executive Directors. Geoscientists Canada is a small association and it is young relative to its 'older sibling', Engineers Canada. For much of the last year, Geoscientists Canada has sought input from the constituent associations, including APEGM, on issues of purpose and structure in light of concerns of relevance expressed by the OIQ. APEGM has publicly committed its ongoing support to Geoscientists Canada as it continues to establish itself relative to its constituent associations.

The APEGM Community Going Forward

I've had the opportunity to write articles in the four issues of the *Keystone Professional* magazine over the past year. In doing so, I've attempted to promote new ways of thinking about ourselves in the profession, both individually and corporately, on the premise that it is healthy to challenge our existing beliefs and to introspect. Only when we are internally healthy will our external priorities and actions be effective and fruitful. While APEGM exists firstly to govern the profession, it also represents the broader community of professionals that provides a home and a personal identity for individual engineers and geoscientists. Don't hesitate to claim it!

Going forward, I welcome Howard Procyshyn, P.Eng., FEC into the role of President in 2014/2015 and I look forward to continuing on the Executive Committee to support Howard's leadership of the Association. Howard exemplifies the attitude that Paul Amyotte, P.Eng., president of Engineers Canada, encourages us all to ponder, namely that "we all have the power to be leaders once we have experienced what it means to provide service".



Marcia R. Friesen, Ph.D., P.Eng., FEC
APEGM President

About APEGM

The Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM) is established under *The Engineering and Geoscientific Professions Act*. Its purposes are:

- ▲ Govern and regulate the practice of professional engineering and professional geoscience in Manitoba
- ▲ Promote and increase, by all lawful means and in the public interest, the knowledge, skill and competency of its members and students in all things relating to the professions of engineering and geoscience
- ▲ Advocate where the public interest is at risk

It is governed by a Council of ten elected professional engineers and professional geoscientists and four public representatives appointed by a committee comprised of the Minister of Labour and Immigration, the Provincial Ombudsman, the Dean of Engineering at the University of Manitoba and the Past President of the Association. The Council has the authority to exercise any and all powers conferred on APEGM by *The Engineering and Geoscientific Professions Act* or any other Act. The Association is a constituent member of both Engineers Canada and the Canadian Council of Professional Geoscientists.

APEGM has a controlled entity, APEGM Foundation Inc., which is a registered charitable organization operating out of the APEGM office. Its purpose is to advance and support the education of students of engineering and geosciences through financial assistance for capital acquisitions and improvements, development and support of library facilities, and facilitating the establishment of scholarships and bursaries.

Council, Staff & Chairs - Boards & Committees

APEGM Council

M. Friesen, P. Eng. (President);
D.J. Nedohin-Macek, P.Eng. (Past President);
H. Procyshyn, P.Eng. (President Elect);
C. Beaumont Smith, P.Geo.;
A.M. Chapman;
J.A. Epp, P.Eng.;
K.C. Fritz, EIT;
W.L. Gendzelevich, P.Eng.;
D.H. Grant, P.Eng.;
R.M. Lemoine, P.Geo.;
S. Mattheos, LLB;
L. McFarlane, P.Eng.;
R. G. Rempel, P.Eng.;
S. Rosenberg, LLB;
G. Schaub, P.Eng.;
D.N. Spangelo, P.Eng.;
S. Vieweg, CMA

Staff

G. Koropatnick, P.Eng., Executive Director & Registrar
S.E. Sankar, P.Eng., P.E., Director of Admissions
M. Gregoire, P.Eng., Director of Professional Standards
W. Boyce, Manager, Operations & Finance
L. Dupas, Professional Standards Coordinator
C. Shymko, Assessment Officer
S. Bruce, Accounting & Membership
A. Moore, Events & Communications Coordinator
M. Polson, Registration Coordinator
C. Cabral, Member in Training Coordinator
D. Vander Aa, Volunteer Coordinator
A. Reddoch, Programmer
D. Kisiloski, Operations Assistant
K. Koop, Receptionist

Chairs – Boards & Committees

R.J.J. Hermann, P.Eng. Aboriginal Professional Initiative
D.S. Jayas, P.Eng. Academic Review
G. Lodha, P.Geo. Awards
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L.M.K. Melvin, P.Eng. Committee for Increasing the Participation of Women in Engineering
A.D. Erhardt, P.Eng. Keystone Professional
D. Stregger, P.Eng. Discipline
E.G. Phillips, P.Eng. Experience Review
D. Chapman, P.Eng. Heritage
A.E. Ball, P.Eng. Investigation
A. Pollard, P.Eng. Legislation
R. Petursson, P.Eng. Sports & Social (MLEC)
D. Nedohin-Macek, P.Eng. Nominating
W.T. Jackson, P.Eng. Professional Development
J. Rooney, P.Eng. Public Awareness
8 "B Yx\]b]A UW žD9b[""Di V]W]hMYg]FY]k
J. Nedohin-Macek, P.Eng. Registration
S. Quigley, P.Eng. Salary Survey
D.S. Jayas, P.Eng. Engineers Canada Director
G. Lodha P.Geo. Geoscience Canada Director
S. Wu, P.Eng. Chinese Members Chapter
A. Velasco, P.Eng. Filipino Members Chapter
J. Hilchey, P.Eng. Thompson Chapter
K.A. Cumming, P.Eng. Westman Chapter

Academic Review

The Academic Review Committee (ARC) is responsible for reviewing the academic credentials of:

- ▲ Applicants who have engineering degrees that are not accredited by the Canadian Engineering Accreditation Board (CEAB)
- ▲ All applicants with geoscience-related degrees

They use the Canadian Engineering Qualification Board (CEQB) and geology/geophysics syllabi to compare with international degree programs, and will assign examinations to cover any deficiencies.

ARC is a committee of the Executive Director and as such, it must follow policy as set by Council, through the Manual of Admissions.

Once the examination process is completed, applicant files are forwarded to the Registration Committee for final ratification.

Awards

The Awards Committee receives recommendations and selects members of the association to be recognized for their excellence by APEGM and by Engineers Canada and Geoscientists Canada.

Communications

The Communications Committee is responsible for *The Keystone Professional*, a magazine intended for members, but which also discusses topics in the public interest. Among other tasks, the committee solicits, writes, and reviews articles.

Continuing Competency

The Continuing Competency Committee (CCC) administers the ProDev program by:

- ▲ Reviewing applications for abatement
- ▲ Making recommendations regarding acceptability and classification of credit hours
- ▲ Reviewing applications for the resumption of unrestricted practice of retired and abated members

The CCC is a committee of Council. All CCC members must be approved by Council. The CCC consists of at least 9 professional members - at least one will be a professional geoscientist and at least one is a member of Council.

Discipline

Once the Investigation Committee charges an Engineer or Geoscientist in Manitoba, the Discipline Committee holds a hearing in accordance with the procedures outlined in part 10 of the Act and part 14 of the By-laws. The committee then decides whether or not the association member is guilty of professional misconduct or unskilled practice, and if appropriate, make orders regarding the member's actions.

As a committee of Council, the Discipline Committee must follow Council policy. Council must approve all Discipline Committee members. The committee consists of at least 10 members, including:

- ▲ 3 non-members appointed by Council
- ▲ 6 or more members of the association

Eng & Geo Week

Committee members help organize Provincial Engineering and Geoscience Week, held annually across Canada as part of the larger National Engineering Month. During March, Canadian youth see what makes engineering or geoscience an exciting and fun career choice. The week is also a chance for them to match their skills and interests with one of the many engineering or geoscience disciplines.

Executive

The Executive Committee deals with matters that arise between Council meetings, which are outside the scope of the Executive Director, but require action before the next Council meeting. The Executive Committee liaises with the APEGM Finance Committee and the Faculty of Engineering at the University of Manitoba.

The Executive Committee is a committee of Council. As such, Council ratifies all actions made by the committee.

Experience Review

The Experience Review Committee verifies the progress of association Members-In-Training (MITs) by reviewing Progress Reports completed by them and their supervisors.

The ERC is a committee of the Executive Director and implements policy as set by the Council, through the Manual of Admissions. The ERC consists of registered professionals from all engineering and geoscience disciplines.

The ERC meets monthly. After each meeting, committee members respond to MITs whose reports were reviewed indicating the number of months experience credited towards their Pre-Registration program requirements. The ERC prepares this information for review by the Registration Committee before registration.

Heritage

The Heritage Committee aims to:

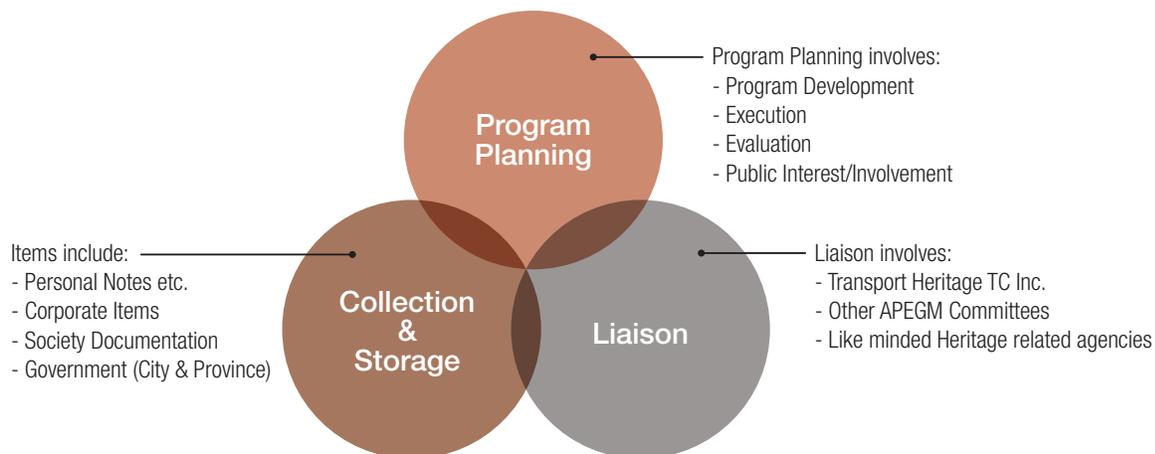
- ▲ Research, recover, preserve and protect the heritage of engineering and geoscience as it relates to Manitoba
- ▲ Present our heritage to APEGM members and to the public of Manitoba
- ▲ Work with other groups and organizations that have common objectives
- ▲ Maintain the Heritage Wiki Site

Requests for Information

The Heritage Committee focuses on the people, work and events related to engineering and geoscience that have a connection with Manitoba. We would like to identify the leaders, the experts, their projects (worldwide) and their legacies. To contribute, please contact: heritage@apegm.mb.ca

Framework

The committee operates within the framework identified below:



Investigation

The Investigation Committee (IC) receives and investigates complaints regarding the conduct of members. The IC's goal is to determine whether or not they believe there is sufficient evidence of Professional Misconduct or Unskilled Practice to warrant laying a charge against a member. If the IC determines that there is sufficient evidence they will forward a charge to the Discipline Committee for consideration by that committee. The IC performs the first stage in the 2-step disciplinary process.

The IC is a committee of Council. As such, it must follow policy as set by Council. Council must approve all IC members. The IC consists of registered professionals from varying engineering and geoscience disciplines, as well as at least one lay member. They typically meet on a monthly basis.

Indigenous People's Initiative

The Indigenous People's Initiative Committee (IPIC) suggests ways to improve opportunities for young indigenous Manitobans to become engineers or geoscientists. The committee develops promotional and educational materials that properly reflect Manitoba's population.

Legislation

For the purpose of clarity and consistency, the Legislation Committee prepares and reviews proposed changes to:

- ▲ *The Engineering and Geoscientific Professions Act*
- ▲ APEGM Bylaws
- ▲ APEGM Code of Ethics

The Legislation Committee also keeps an eye on the changes to legislation provincially, nationally and internationally, which may affect the practice of engineering or geosciences.

Nominations

The Nominating Committee of APEGM asks members and Members-in-Training to recommend nominees who can assist governing APEGM and who are willing to serve the engineering and geoscience professions in Manitoba. If the Committee does not receive enough recommendations, it may forward a slate of candidates for election that is equal to the number of vacant positions.

Council Vacancies for 2014 (as of October)

| Type | Vacancies |
|---------------------------|-----------|
| Professional Engineer | 4 |
| Professional Geoscientist | 1 |
| Members-in-training | 0 |

Professional Development

The Professional Development Committee:

- ▲ assists APEGM members to maintain a high level of competence
- ▲ solicits speakers and arranges presentations on topics that provide professional development for association members

Public Awareness

The Public Awareness Committee enhances the image of the professions. They do this by strategizing and implementing programs that promote the professions to the public, such as through National Engineering and Geoscience Month.

Public Interest Review

The Public Interest Review Committee (PIRC) decides whether an issue is germane to the specialized knowledge and awareness inherent in the professions, and their application, and if such is their determination, whether there is a creditable indication of exposure to a material possibility of danger, loss, injury, or other adverse consequence to the public interest.

When appropriate, they advise APEGM Council on advocating for the public in a timely manner, as required by section 3 (c) of *The Engineering and Geoscientific Professions Act* and in accordance with the terms of reference and policies established by Council.

Registration

The Registration Committee reviews all applications to APEGM. This includes:

- ▲ Members-in-Training
- ▲ Assessment applicants
- ▲ Reinstatement applicants
- ▲ Inter-association mobility applicants
- ▲ Temporary licensees
- ▲ The Registration Committee hears appeals from the Experience Review Committee and the Academic Review Committee

Detailed analyses of applicant files usually take place at the Academic Review or the Experience Review level (or both).

The Registration Committee is a committee of Council. As such, it must follow Council policy, through the Manual of Admissions. Council must approve all RC members. The Registration Committee consists of 8 members of various disciplines and at least 1 appointed lay member.

Salary Survey

The Salary Survey Committee prepares the annual online APEGM Salary Survey, which presents the compensation received by APEGM members, including members-in-training who are employed in Manitoba. The survey reflects members' salaries from the previous year. As such, this report provides information on salaries, education, benefits, and the workplace.

Sports & Social

The Sports and Social Committee organizes and conducts sporting and social events to encourage members to network. The Committee promotes a sense of community and pride in the profession. The annual Making Links Engineering Classic Golf Tournament is the largest event.

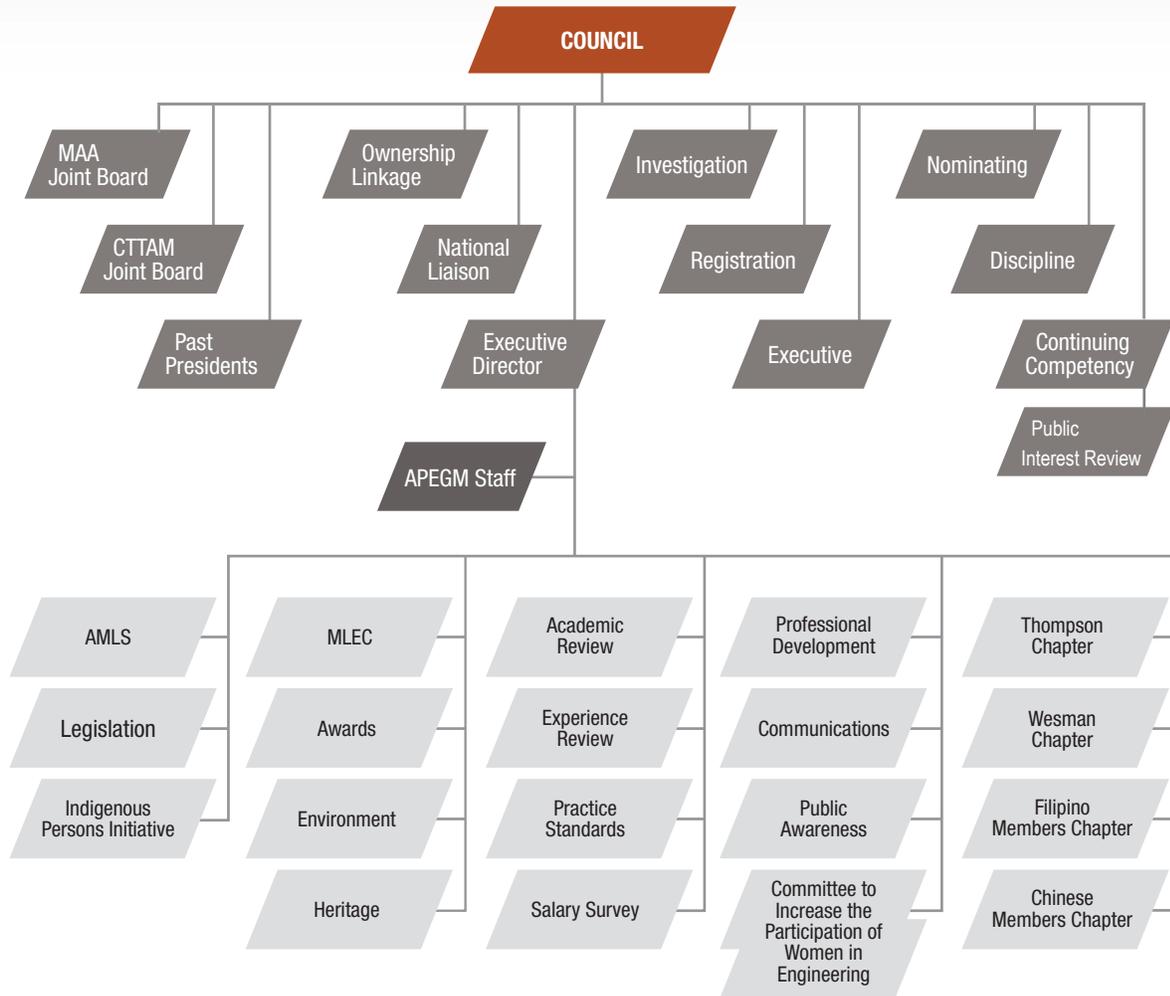
Committee for Increasing the Participation of Women in Engineering

The Committee for Increasing the Participation of Women in Engineering (CIPWIE) monitors and work to increase the participation of women in engineering with respect to recruitment, retention, and equity. CIPWIE builds community and promotes diversity through outreach and development activities, research initiatives, and networking opportunities.

As of June 30, 2012, about 8% of engineering members are women. Women are an untapped resource who can contribute to the engineering profession and to society through engineering.

Professionals and members-in-training of all genders are welcome to serve on this committee and/or volunteer for events. The committee holds monthly meetings from September to May.

Organizational Chart



Council Governance Policy

The APEGM Council operates on the basis of Policy Governance®, also known as the Carver Model. In that context, its “Ends” policies are:

E - 1 APEGM 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 2nd level Ends:

E - 2 Members Practice with Competence and Ethical Conduct

E - 3 Members Work Within and Value a Self-Regulating Profession

E - 4 Government and Regulators Understand and Support the Role of APEGM

E - 5 Under-Represented Groups that Reflect the Whole Diversity of the Public are Valued as Members

E - 6 Educational Institutions Engage in a Mutually Supportive Relationship with APEGM

E - 7 The Public Understands and Values the Contributions of the Professions

Executive Director & Registrar Report

Another Strong Year

It's been another strong year for the Association and the members. As Manitoba grows, it takes more engineers and geoscientists to keep things running smoothly. Our Association is responsible for assisting in the building of society by ensuring that standards are met for the professionals licensed to practice engineering and geoscience. Once more, this annual report presents some highlights from the past year. Detailed statistics are presented in other pages of the annual report booklet.

Name Change

At the council meeting of September 14, 2013 council moved to change the name of the Association from the long name (Association of Professional Engineers and Geoscientists of Manitoba) to the shorter version **Engineers Geoscientists Manitoba**. Many meetings with marketing consultants, graphic artists, videographers and website designers have occurred in the past year to set-up the new name with a new logo, fonts, colors and imagery. We're not done yet, but many "dominoes are standing and ready to fall" in place and time. We hope to see a successful new brand launched in 2015 – stay logged-in.



Grant Koropatnick, P.Eng.

Membership Growth

This past year professional members increased by 3%. The Association currently has 7,195 members and it is anticipated that the membership will continue to grow to an estimated 8,700 by the centennial year 2020.

International Members Keep Coming

Engineers and geoscientists from around the world have settled in Manitoba for decades. This past year the arrivals continued. International applicants went up 12 percent. The top five sending countries were: Philippines, India, Nigeria, Iran and China. A total of 178 new assessment applicants from 46 countries have signed-up to begin the PENG and PGEO registration process with the Association.

Women Leading the Professions

Manitoba member Lindsay Melvin, PEng chairs the Engineers Canada national committee for Women in Engineering. The local committee has a strong group of 15 women comprised of engineers, scientists and women from the technical trades; promoting interaction and dialogue on topics including recruitment, retention, outreach and professional development. They are planning the next MCWESTT – Manitoba Community for Women in Engineering, Science, Trades and Technology conference to be held May 8, 2015 at the Fort Garry Hotel.

ProDev – The Time is Now!

The new continuing professional development program branded "ProDev" started in January and many members have found it easy to fill-in their online log. ProDev requirements are similar to other engineering regulators across Canada: 240 hours over a 3 year period in 6 categories. This format follows the guideline recommended by Engineers Canada. If you haven't done it already, members are invited to start ProDev today – the time is now!

Membership will continue to grow to an estimated 8,700 by the centennial year 2020

The Professions Across Canada

The professions across Canada are strong. Engineers and geoscientists are graduating and finding jobs in the far north, off the east coast of Newfoundland & Labrador, in the oil, gas and potash rich regions of Alberta and Saskatchewan in addition to many provinces where infrastructure renewal is underway. Take a few minutes with your iPad or tablet and visit the two national websites: for engineering: www.engineerscanada.ca/ and for geoscience: geoscientistscanada.ca/

Sons & Daughters Bursary Draw

For the fourth year in a row, the Association gave away five bursary prizes to sons and daughters of members who enrolled in first year engineering or geoscience studies. The purpose of the award is to give a nice gift to students who continue the professional lineage in the family tree. Samuel East, Vanessa Lim, Afsana Saika, Supriti Shobnam, and Lyndon Valiquette each received \$1,000 from the Association. The draw occurs each year following the September 1st application deadline.

Centennial Committee

Only five years to get ready for the big party. In 2020, the association will celebrate its' 100th anniversary. In order to be ready for our centennial year, the Centennial Committee needs more members to brainstorm ideas for a year-long party. To date, 5 members have signed-on for the journey, but we need more. Council has established a "Centennial Fund" to collect money for expenditures on celebratory events. We need your ideas for celebrating the achievements of our members over 100 years. It may seem early to get started, but 2020 will be here before you know it! We need to begin contacting venues, community groups (like the Jets, Bombers, Goldeyes, WSO, etc.) and others to get the logistics nailed-down for a year-long party.

The Office

Long serving Accounting & Membership clerk Shirley Bruce will retire at the end of October. Shirley has served the association for 13 years. Her sweet, quiet spirit was evident as she handled thousands of member (some cranky) calls during renewal times over the years. Chantal Cabral came back from maternity leave and moved over from the administration department to become the new Member-in-Training Coordinator. Lorraine Dupas has been linked with Mike Gregoire in the Professional Standards department and will assist Mike in the administration of the ProDev program and other professional standards committee support. Denise Kisiloski is training under Shirley and will take over as Accounting & Membership clerk in November. More retirements? More babies? More changes? Who knows what 2015 will bring, but we'll be ready.

Volunteers Appreciated

Thank you to the hundreds of volunteers who gave their time and energy in 2014. This year the annual volunteer appreciation ball game at Shaw Park was not rained-out. The barbecue was delicious and many had "seconds." Members and their families enjoyed watching the Goldeyes left-hander Kyle Anderson go 7 1/3 innings, retiring 11 batters but unfortunately the home team lost 2-0. I hope everyone enjoyed a great evening at the ballpark despite the loss.

A Big "Thank You"

Once more, a big "thank you" to everyone who served on a committee this year. I look forward to working with you in 2015. Thank you for the privilege of serving this historic, honorable profession as your executive director and registrar. Your feedback is important. If you have any thoughts on anything, please email me at gkoropatnick@apegm.mb.ca



Grant Koropatnick, P.Eng.
Executive Director & Registrar

Director of Admissions Report

Hello to all the members, members-in-training and assessment applicants. Hope that you all have had a wonderful summer and are looking forward to a nice transition into Fall.

I always struggle to think of something new and innovative to say in these reports. The fact is, we're working very hard in admissions, so even though there haven't been any radical policy changes, we try to make sure that every file gets the care and attention it deserves. With the volume increases, this can be a challenge at times.

We're continuing to see an increase in the number of applicants who, while they may have post-graduate degree(s) in engineering/geoscience, their first degree is not engineering or geoscience. These applicants can pose specific challenges for registration, not through any fault of their own, since each case has to be looked at individually on its own merits. There is no 'one size, fits all'. The fact that we're getting these requests is indicative of the value that P.Eng./P.Geo. has in the engineering and geoscience community, so this is actually a good thing.



Sharon Sankar, P.Eng., P.E.

We're also seeing more applications from abroad. It appears that there is greater awareness among the immigrant communities that there is this thing called 'P.Eng.' or 'P.Geo.' and it's a good idea to get started on it before leaving home. It can be challenging and a little daunting however, because in most countries registration is not self-regulated and self-regulation is completely different from anything back home. Even the US system and European systems are quite different.

This year, we've spent some time trying to make the undergraduate student process a little more efficient. Instead of telling students that they can only get pre-graduate credit for experience earned after the half-way point in their program, we've finalized it at 58 (engineering/geoscience) credit hours or more. This interfaces well with the engineering co-op program and is much easier to both figure out and explain. I've learned from my daughter (who is going into her third year of Civil Engineering), that students rarely go through in discrete 'blocks' like they used to – i.e. 1st year, 2nd year, 3rd year...etc. and that it is now not uncommon to have students in various years of their programs all within the same class. Regarding the new process, we're still going through the 'birthing pains' on this one, but hope to have things going smoother fairly shortly.

One of the changes that is coming up is the change to the Geoscience syllabi that is used for academic qualification. We're going to be standardizing on the new Geoscience Canada knowledge standard and the date for implementation has now been extended from September 2014 to March 31, 2015. Those of you who are geoscientists and GITs are familiar with the webpage here: <http://www.apegm.mb.ca/GeoAssessment.html> where we have been talking about this for some time now. For at least two years, we have accepted compliance with both the 'old' syllabi and the 'new' syllabi, however, starting on March 31, 2015, we will be accepting compliance with the new syllabi only. We have delayed this for a little while in order to allow students time to be able to get their course selections in sync, but eventually, we have to move over in order to keep in sync with our sister provinces.

I would like to welcome our new MIT Coordinator, Chantelle Cabral, who has now taken over from Lorraine Dupas. Lorraine has now transitioned into Professional Standards Coordinator and will be working with Mike Gregoire in her new role --- (though she is still considered the 'go to' person when it comes to corporate memory on admissions issues). While it's hard to see Lorraine go (although she is physically still here...), Chantelle is proving to be very adept at getting the hang of everything in her quick and efficient manner.

That's it for now. We'll see you in the Fall.



Director of Professional Standards Report

The role of the Director of Professional Standards is to provide support to several standing committees overseeing professional practice and to take initiative in areas where standing committees do not exist.

Discipline

The Investigation Committee received 16 new complaints over the past year. All of them resulted in new investigations. Five investigations were completed, two of which were initiated prior to this fiscal year. From the investigations that have been completed, one member was issued a formal caution; one accepted a charge of Unskilled Practice and agreed to a restriction on his practice; and a charge is pending on the third.

During this past fiscal year, on two matters where the Investigation Committee dismissed the complaint, the complainant chose to appeal the decision to Council. Those appeals processes are on-going.

There is currently one matter before the discipline committee. For that case, the hearing has procedurally begun and will continue this fall. On a previous matter, the appeal of a disciplinary order against a member is currently being appealed to Council.



Mike Gregoire, P.Eng.

Practice Standards

Two guidelines were removed from the list of published documents that APEGM provides to members for guiding their practice. The first document was the Technical Review of Work by Other Members. The second document was titled Engineering Requirement for Electrical and Control. Both documents were originally published in October of 2004. These documents had not been approved by Council nor the Investigation Committee and were deemed to have inconsistencies with current standards.

A new practice note was developed regarding clarification of the overlap between the professions of architecture and engineering. This succinct document helps to provide guidance on the types of drawings for which engineers can take responsibility, as well as those where they should not. The document is also intended to provide authorities having jurisdiction with some direction on the types of drawings they should accept from professional engineers and geoscientists. The practice note was developed in conjunction with the Investigation Committee and was approved by the Manitoba Association of Architects.

Another practice note was developed to address the question of whether or not a member may withhold a letter of certification in order to procure payment for a project. This practice note was developed by the Investigation Committee in response to questions that APEGM is asked on a regular basis. For the details on these practice notes, as well as all the current guidance available to members, refer to apegm.mb.ca.

Legislation

The Legislation Committee spent a considerable amount of time developing a change to how bylaws will be modified in the future. The proposed changes would move the vote on bylaw modifications to a period after the AGM. Bylaw changes would also require approval at the AGM prior to proceeding to a vote by the general membership.

Continuing Competency

The Continuing Competency Committee (CCC) met several times to fulfill its obligations under the Continuing Professional Development (ProDev) Program. This has been a busy year as they ramp up for the end of the first reporting period, which is this December. In addition to their on-going duties, which include considerations of applications for abatement and interpretations of the ProDev Program, the committee has worked diligently to make sure that the membership is ready for this landmark year.

Since only 63% of the membership has tried the online ProDev reporting system, the CCC has undertaken several steps to make sure members start reporting now. This has included an overhaul of the ProDev Documentation to make the program requirements clear, a postcard mailout campaign, a special edition of the keystone professional, a poster campaign addressed to employers of professional engineers and geoscientists, and the on-going development of an app for mobile devices. In addition, the CCC is developing a protocol for handling non-compliance by members.

As always, interpretations by the CCC may be found at:

<http://www.apegm.mb.ca/CCCInterpretations.html>

Enforcement

The Out of Province campaign continued this year. Early results indicate that this was another positive outreach to individuals that were licensed in another Canadian jurisdiction and who are living in Manitoba but are not registered with APEGM.

APEGM also continued to communicate with individuals and organizations that appeared to be operating in contravention of the Engineering and Geoscientific Professions Act. Responses from the vast majority of targeted persons were positive.

Liaison

During the year, we have strived to maintain and further relationships with parties that affect and contribute to the regulation of professional engineering and geoscience. APEGM continues to meet with authorities having jurisdiction regarding many issues, including, for example, the implementation of the new Manitoba Energy Code. As well, we continue to liaise with the other regulators in Canada.

The annual meeting of the discipline and enforcement officials for Canadian Engineering regulators occurred in Toronto this year. In addition to the review of statistics from across the country, healthy discussion was had on several matters, including ethical practice, disciplinary processes, and enforcement procedures.

Membership

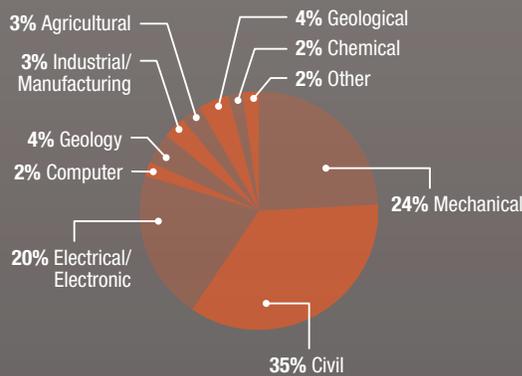
| YEAR ENDING JUNE 30 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|-------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Professional Engineers | 4379 | 4650 | 4885 | 5086 | 5276 | 5502 |
| Professional Geoscientists | 253 | 267 | 274 | 273 | 264 | 259 |
| Life Members | 150 | 158 | 170 | 191 | 218 | 222 |
| Engineers-In-Training | 855 | 894 | 1015 | 1090 | 1151 | 1213 |
| Geoscientists-In-Training | 33 | 30 | 30 | 43 | 47 | 55 |
| Total Registered | 5670 | 5999 | 6374 | 6683 | 6956 | 7251 |
| Certificates of Authorization | 446 | 492 | 585 | 606 | 660 | 741 |

Membership at June 30, 2014

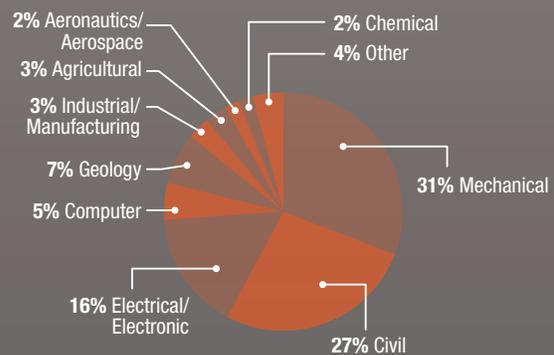
Registered Members Categories



Registered Members by Discipline

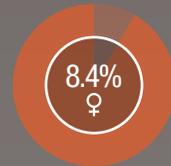


Members-In-Training by Discipline

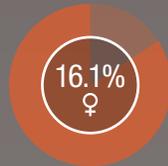


Membership at June 30, 2014

Women



of the registered Engineer membership



of the Engineer-In-Training membership



of the registered Geoscientist membership



of the Geoscientist-In-Training membership

30 by 2030

Engineers Canada has set a goal of women comprising 30% of registered members by the year 2030.

Our numbers show that APEGM has a ways to go.

Geoscientists



4.4% of APEGM's total membership

Growth

Growth in the number of businesses obtaining a Certificate of Authorization to practice in Manitoba has picked up to 12.3% from the average rate of 10.5% for the prior three years.

Membership



Over the last year, APEGM's membership growth has stabilized at 4.2% (averaged 4.4% over the prior three years).



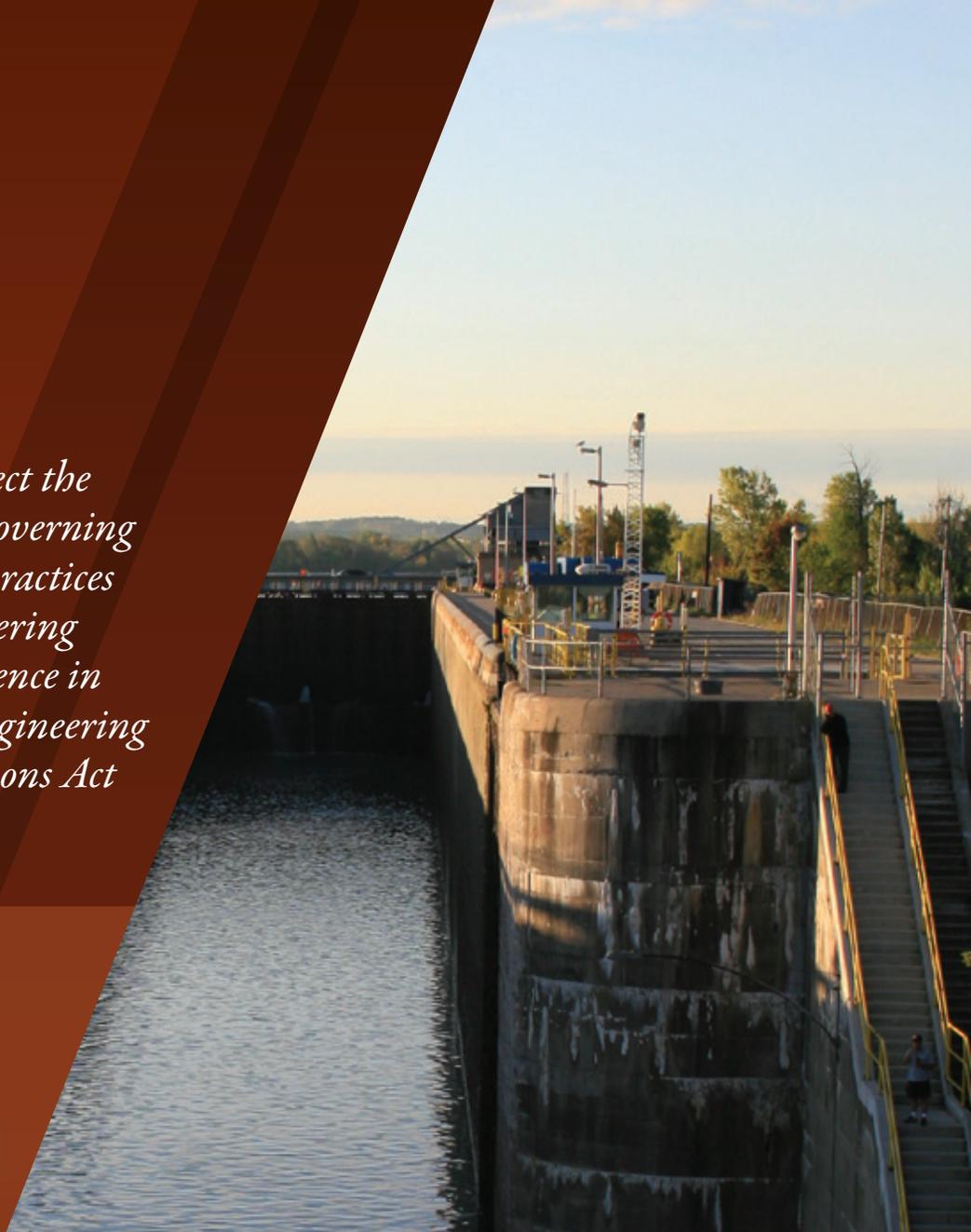
Mission

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.



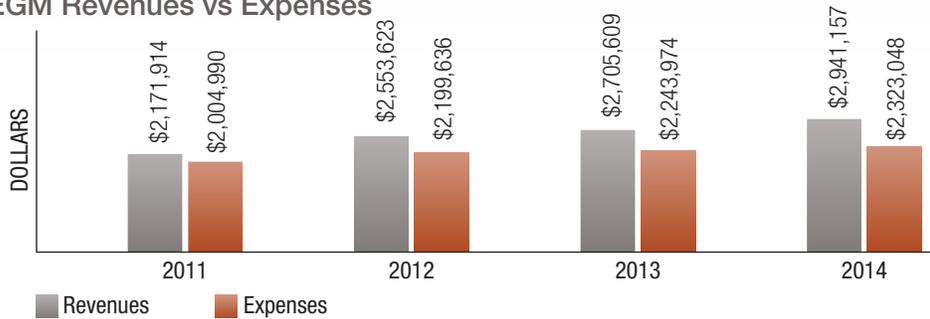
Vision

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

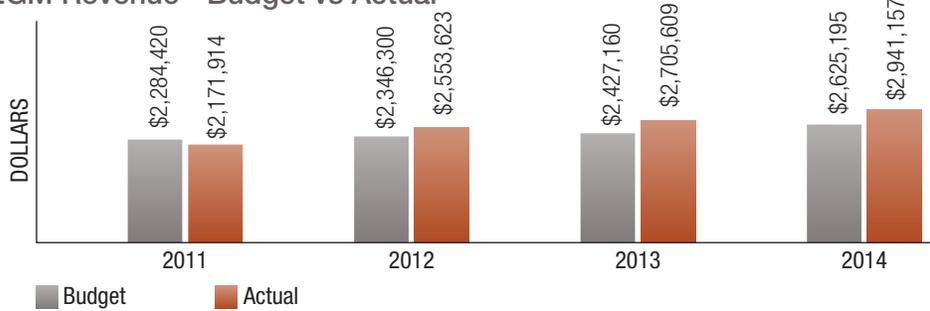


Revenues vs Expenses

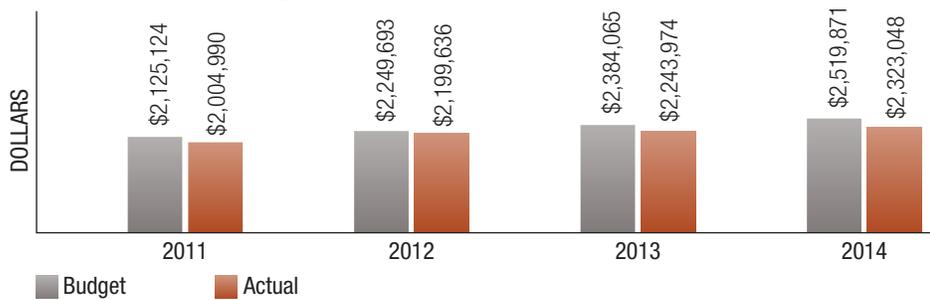
APEGM Revenues vs Expenses



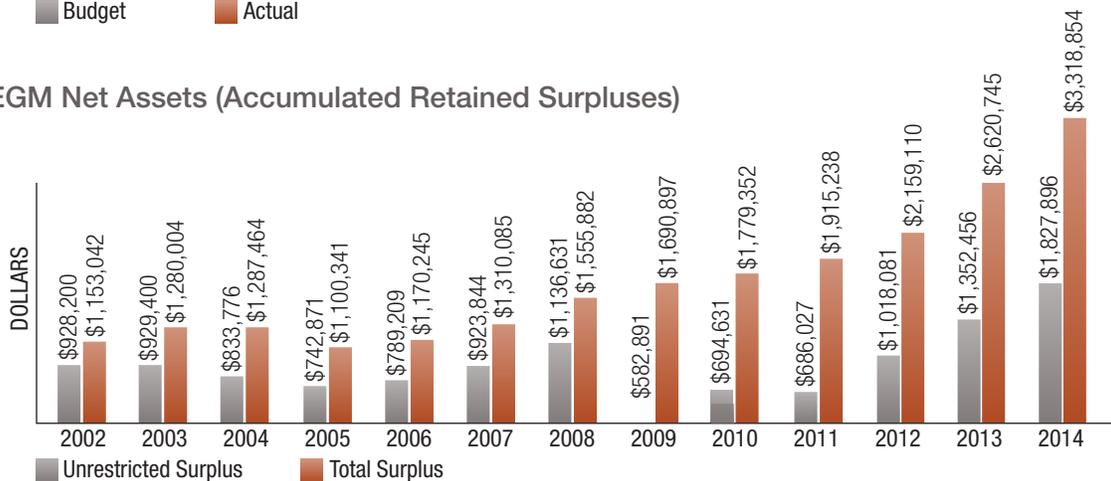
APEGM Revenue - Budget vs Actual



APEGM Expenses - Budget vs Actual



APEGM Net Assets (Accumulated Retained Surpluses)



Statement of Operations

ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOLOGICISTS OF THE PROVINCE OF MANITOBA Summary Non-Consolidated Statement of Operations

| FOR THE YEAR ENDED JUNE 30 | 2014 BUDGET | 2014 ACTUAL | 2013 ACTUAL |
|--|------------------|------------------|------------------|
| Revenue | | | |
| Assessments | \$74,500 | \$76,587 | \$72,046 |
| Certificate of Authorization | 266,665 | 283,690 | 296,262 |
| Exam administration and exam fees | 15,000 | 21,095 | 15,917 |
| Insurance program | 15,000 | 23,484 | 21,253 |
| Investment income | | | |
| Realized | 90,625 | 166,794 | 108,551 |
| Unrealized | 0 | 152,834 | (24,082) |
| Meeting and professional development recoveries | 92,795 | 67,691 | 86,382 |
| Members' annual fees | 1,664,240 | 1,721,914 | 1,660,076 |
| Members in training | 247,550 | 254,598 | 241,463 |
| Other | 81,280 | 89,267 | 151,432 |
| Registration fees | 73,445 | 79,982 | 74,230 |
| Student memberships | 4,095 | 3,221 | 2,080 |
| | 2,625,195 | 2,941,157 | 2,705,610 |
| Expenditures | | | |
| Administration | 1,926,155 | 1,822,953 | 1,717,540 |
| Amortization of capital assets | 96,000 | 74,016 | 84,314 |
| Appropriation to the APEGM Foundation Inc. | 50,000 | 50,000 | 50,000 |
| Awards Program | 14,450 | 4,013 | 0 |
| CCPE and CCPG | 81,329 | 79,640 | 76,310 |
| Certificates and seals | 22,450 | 27,422 | 24,330 |
| Meeting expenses | 200,600 | 157,318 | 192,743 |
| Secondary professional liability insurance | 40,028 | 39,406 | 37,846 |
| Student support and scholarships | 31,099 | 19,831 | 21,072 |
| Travel | 57,760 | 48,449 | 39,820 |
| | 2,519,871 | 2,323,048 | 2,243,975 |
| Excess (deficiency) of revenue over expenditures for the year | | | |
| | \$105,324 | \$618,109 | \$461,635 |

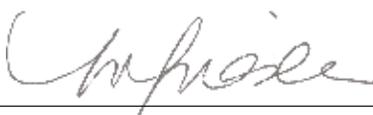
All figures from audited financial statements.

Statement of Financial Position

**ASSOCIATION OF PROFESSIONAL ENGINEERS AND
GEOLOGICISTS OF THE PROVINCE OF MANITOBA**
Summary Non-Consolidated Statement of Financial Position

| | June 30 2014 | June 30 2013 |
|--|--------------------|-----------------|
| Assets | | |
| Current Assets | | |
| Cash and bank | \$415,257 | \$36,716 |
| Accounts receivable | 48,656 | 78,874 |
| Prepaid expenses | 50,497 | 51,044 |
| | 514,410 | 166,634 |
| Investments | 3,613,736 | 3,204,871 |
| Capital assets | 570,548 | 643,289 |
| | \$4,698,694 | \$4,014,794 |
| Liabilities and Net Assets | | |
| Current Liabilities | | |
| Accounts payable and accrued liabilities | \$161,276 | \$135,240 |
| Due to APEGM Foundation Inc. | 30 | 54,809 |
| | 161,306 | 190,049 |
| Deferred revenue | 1,218,534 | 1,204,000 |
| | 1,379,840 | 1,394,049 |
| Net assets | | |
| Unrestricted | 1,827,896 | 1,352,456 |
| Invested in capital assets | 570,548 | 643,289 |
| Internally restricted | 920,410 | 625,000 |
| | 3,318,854 | 2,620,745 |
| | \$4,698,694 | \$4,014,794 |

Approved on behalf of the Council:



PRESIDENT



EXECUTIVE DIRECTOR

All figures from audited financial statements.

APEGM Budget

THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOLOGICISTS OF THE PROVINCE OF MANITOBA Budget for the Year Ending June 30, 2015

| SCHEDULE OF FEES AND DUES | | | |
|---|----------------------------|----------------------------|--|
| TYPE | Y/E 2014 AMOUNT | Y/E 2015 AMOUNT | Y/E 2015 AMOUNT WITH 5% GST |
| Administration Fee | \$119.05 | \$119.05 | \$125.00 |
| Annual Dues - Members | 342.86 | 352.38 | 370.00 |
| Annual Dues - Retired | 104.77 | 104.77 | 110.00 |
| Late Payment Fee | 50.00 | 50.00 | 52.50 |
| Deregistration Fee - Members | 0.00 | 0.00 | 0.00 |
| Deferred Dues Members | 171.43 | 176.19 | 185.00 |
| Temporary Licences | 461.91 | 471.43 | 495.00 |
| Annual Dues - EITs/GITs | 171.43 | 176.19 | 185.00 |
| Deregistration Fee - EITs/GITs | 0.00 | 0.00 | 0.00 |
| Deferred Dues - EITs/GITs | 85.72 | 88.10 | 92.50 |
| Student Membership | 19.05 | 19.05 | 20.00 |
| Assessment Fee (Academic Qualifications) | 419.05 | 419.05 | 440.00 |
| Re-Assessment Fee (Academic Qualifications) | 119.05 | 119.05 | 125.00 |
| Exam Program Administration Fee | 0.00 | 0.00 | 0.00 |
| Exam Fee (Exam Program) | 300.00 | 300.00 | 300.00 |
| Discipline By-law Assessment | 0.00 | 0.00 | 0.00 |

INCOME SUMMARY

| | Y/E 2014 BUDGETED INCOME 12 MONTHS ENDING JUNE 30, 2014 | Y/E 2014 ACTUAL INCOME 12 MONTHS ENDING JUNE 30, 2014 | Y/E 2015 BUDGETED INCOME 12 MONTHS ENDING JUNE 30, 2015 |
|---|--|--|--|
| Assessments | \$74,500 | \$76,587 | \$79,215 |
| Certificate of Authorization fees | 266,665 | \$283,690 | 302,380 |
| Discipline by-law | 0 | 0 | 0 |
| Examination fees | 15,000 | 21,095 | 16,875 |
| Insurance program | 15,000 | 23,484 | 27,000 |
| Investment income | | | |
| Realized | 90,625 | 166,794 | 92,500 |
| Unrealized | 0 | 152,834 | 0 |
| Meeting and professional development recoveries | 92,795 | 67,691 | 54,900 |
| Member annual fees | 1,664,240 | 1,721,914 | 1,815,905 |
| Member-in-training annual fees | 247,550 | 254,598 | 277,135 |
| Miscellaneous income | 81,280 | 89,267 | 122,660 |
| Registration Fees | 73,445 | 79,982 | 80,145 |
| Student memberships | 4,095 | 3,221 | 3,295 |
| Deferred Revenue | (75,000) | (94,534.00) | (30,000) |
| TOTAL | \$2,550,195 | \$2,846,623 | \$2,842,010 |

EXPENSES SUMMARY

| | Y/E 2014 BUDGETED EXPENSE 12 MONTHS ENDING JUNE 30, 2014 | Y/E 2014 ACTUAL EXPENSE 12 MONTHS ENDING JUNE 30, 2014 | Y/E 2015 BUDGETED EXPENSE 12 MONTHS ENDING JUNE 30, 2015 |
|--|---|---|---|
| Advertising | \$172,500 | \$64,929 | \$180,450 |
| Auditors Fees | 13,500 | 10,988 | 17,000 |
| Bank Charges | 67,200 | 83,672 | 87,000 |
| Car Allowance | 1,400 | 1,400 | 1,400 |
| CCPE/CCPG Assessment | 81,329 | 79,640 | 81,329 |
| Certificates & Seals | 22,450 | 27,422 | 28,850 |
| Courier Services | 5,700 | 4,985 | 6,300 |
| Depreciation | 96,000 | 74,016 | 81,000 |
| Dues and Subscriptions | 1,250 | 1,314 | 1,450 |
| Governance | 27,000 | 15,670 | 20,000 |
| Hearings | 500 | 0 | 1,250 |
| Insurance | 19,600 | 16,696 | 22,050 |
| Secondary Professional Liability Insurance | 40,028 | 39,406 | 41,796 |
| Internet - Web Site | 10,200 | 11,241 | 11,340 |
| Leasehold Expenses | 3,600 | 5,111 | 5,100 |
| Legal Fees | 57,250 | 59,179 | 59,000 |
| Mailing Services | 3,000 | 3,269 | 3,000 |
| Meeting Expenses | 215,050 | 161,331 | 203,750 |
| Miscellaneous & Contingencies | 60,250 | 35,323 | 70,000 |
| Office Rent | 194,745 | 194,266 | 205,660 |
| Outside Services | 47,200 | 56,052 | 236,950 |
| Personnel Administration & Staff Training | 10,175 | 5,372 | 5,000 |
| Postage | 18,850 | 21,537 | 22,750 |
| Printing | 58,650 | 52,897 | 50,000 |
| Office Supplies | 15,100 | 16,768 | 18,100 |
| Office Equipment | 45,200 | 38,193 | 55,150 |
| Rental Equipment | 4,550 | 3,731 | 14,300 |
| Salaries, Benefits & Costs | 1,012,635 | 1,026,020 | 1,072,276 |
| Sponsorships/Funding | 111,200 | 132,172 | 138,000 |
| Student Support & Scholarships | 31,099 | 19,831 | 27,298 |
| Telephone | 14,900 | 12,169 | 14,900 |
| Travel | 57,760 | 48,449 | 47,755 |
| TOTAL | \$2,519,871 | \$2,323,048 | \$2,830,204 |

Minutes: 2013 Annual General Meeting

Minutes of the **ANNUAL GENERAL MEETING** of the Association of Professional Engineers and Geoscientists of Manitoba, held at The Fort Garry Hotel, Winnipeg, Manitoba on **FRIDAY, October 25, 2013**.

Call To Order and Official Opening

Those present stood for the playing of the National Anthem.

President Dawn Nedohin-Macek called the meeting to order at 8:40 a.m. and welcomed everyone to the 94th Annual General Meeting of the Association of Professional Engineers and Geoscientists of Manitoba. She confirmed that 69 members were present - which constituted quorum.

Ms Nedohin-Macek stated that APEGM will be presenting seven awards at the Awards Gala and Dinner to be held this evening.

Ms Nedohin-Macek advised that the meeting was being recorded.

Moment of Silence for Deceased Members

Ms Nedohin-Macek read the names of the members deceased during the year.

A moment of silence was observed in their memory.

Notice of Meeting

The Notice of Meeting, which had been included in the Summer 2013 edition of The Keystone Professional, was read by the Secretary, Mr. Grant Koropatnick.

Approval of the Agenda

It was **MOVED** by Mr. Allan Silk and **SECONDED** by Dr. Doug Chapman that the agenda be approved with the following addition:

- ▲ Appointment of two members to the Public Interest Review Committee, which will be discussed under “Other Business”.

CARRIED

Introduction of the Council and Staff

The members of Council and the APEGM staff were introduced.

Ms Nedohin-Macek also introduced Raymond Reichelt, the APEGM Director on the Board of Geoscientists Canada; Thomas Reimer, the Association’s legal counsel; and Pamela Dupuis, from the firm BDO Canada – the Association’s Auditors.

Introduction of Committee Chairs

Ms Nedohin-Macek introduced the Chairs of the Committees and Chapters who were in attendance.

Recognition of Guests and Association Representatives

Ms Nedohin-Macek recognized the invited guests from outside of Manitoba, most of whom were representing other engineering or geoscience organizations:

- ▲ Paul Amyotte - President Elect - Engineers Canada
- ▲ Kathryn Sutherland - Legal Counsel - Engineers Canada
- ▲ Stephane Bilodeau - Vice President of Public Affairs - OIQ
- ▲ Dave Adams - President-Elect - PEO
- ▲ Andrew Loken - President-Elect - APEGS
- ▲ Bob McDonald - Director of Membership and Legal Services - APEGS
- ▲ Colin Yeo - President - APEGA

Ms Nedohin-Macek recognized the representatives of the other related Manitoba organizations:

- ▲ Steve Reaburn - President, ACEC MB
- ▲ Kent Woloschuk - President, MAA
- ▲ Judy Pestrak - Executive Director, Manitoba Association of Architects
- ▲ Terry Gifford - Executive Director, CTTAM
- ▲ Andrew Grossart - UMES
- ▲ Veronica Marriott - UMES

Ms Nedohin-Macek introduced Paul Amyotte, P.Eng., FEC, who brought greetings from Engineers Canada.

Ms Nedohin-Macek then introduced Raymond Reichelt, P.Geo. who brought greetings from Geoscientists Canada.

Ms Nedohin-Macek transferred the Chair to Past President Adam Pawlikewich.

Report of the President

Ms Nedohin-Macek drew the meetings attention to her report printed in the 2012-2013 Annual Report and spoke to some of the highlights which included:

- ▲ Council has worked on developing a strategic plan for the upcoming years. It has defined the top three issues facing the professions as: government relations, public perception, and recruitment and retention.
- ▲ Council also identified other strategic issues, one of which is aging infrastructure.
- ▲ Dawn acknowledged the 200+ volunteers who give of their time to the Association.

Dawn stated that she was very proud to serve as APEGM president. She thanked Executive Director Koropatnick, Council, and all the volunteers for their support.

She also expressed thanks to Julian Nedohin-Macek, P.Eng., for his support during this busy year.

Ms Nedohin-Macek concluded her report by welcoming Dr. Marcia Friesen as the new President of APEGM.

Mr. Pawlikewich called for questions.

It was MOVED by Mr. Allan Silk and SECONDED by Mr. Julian Nedohin-Macek that the President's report be accepted as presented.

CARRIED

Ms Nedohin-Macek returned to the Chair.

Minutes of the Annual General Meeting of October 26, 2012

It was MOVED by Mr. Charlie Bouskill and SECONDED by Mr. Dave Ennis that the minutes of the Annual General Meeting of October 26, 2012 be accepted as read and adopted.

CARRIED

Report of the Scrutineers - Councillors Elected for 2011-2013

Ms Nedohin-Macek read the report of the Scrutineers.

She announced that, in accordance with section 8(1) of The Engineering and Geoscience Professions Act, the following were elected to Council for a two year term:

Engineers:

- ▲ Jonathan Epp
- ▲ Warren Gendzelevich
- ▲ David Grant
- ▲ Lesley McFarlane

The following two individuals were elected by acclamation:

Geoscientist:

▲ Rick Lemoine

MIT Representative:

▲ Kaitlin Fritz

It was MOVED by Mr. Julian Nedohin-Macek and SECONDED by Mr. Don Spangelo that the report of the scrutineers on the result of the voting for the 2013 election to the Council be received. CARRIED

Ms Nedohin-Macek congratulated those who had been elected.

Ms Nedohin-Macek announced that, in accordance with By-law No.4.2.1.1 of the Association, Marcia Friesen, P.Eng. would become the President of the Association at the close of the meeting and that her term of office would continue until the end of the 2014 Annual General Meeting.

Report of the Scrutineers - Proposed By-Law Changes

Ms Nedohin-Macek advised the meeting that Council proposed to amend one by-law.

She noted that this by-law change was received and approved by Council at the meeting of 12 September 2013.

Copies of the proposed by-law change was sent to all members for voting.

The ballots were counted at 9:00 a.m. on Friday 18 October 2013.

Proposed By-Law Changes for PIRC Committee Pass

It was MOVED by Ms Robyn Koropatnick and SECONDED by Mr. Michael Gregoire that the report of the scrutineers on the result of the voting for the 2013 By-law vote be received. CARRIED

Auditors' Report and the June 30, 2013 Financial Statement

Ms Nedohin-Macek referred the meeting to the Auditor's Report.

She noted that Council had approved the report as part of its governance policies and process.

It was MOVED by Mr. Arnold Permut and SECONDED by Dr. Garland Laliberte that the Auditors' Report for the year ending June 30, 2013 be received. CARRIED

Appointment of Auditors

It was MOVED by Mr. Julian Nedohin-Macek and SECONDED by Mr. Raymond Reichelt that BDO Canada LLP be appointed as the Association's auditors for the 2013-2014 fiscal year. CARRIED

2013/2014 Budget and Schedule of Dues and Fees

Ms Nedohin-Macek referred the meeting to the 2013/2014 Budget and the 2014 Schedule of Dues and Fees.

Ms Nedohin-Macek announced that both the Budget and Fee Schedule had been previously approved by Council in accordance with the By-laws and were on the agenda to provide an opportunity for questions and comments to the Council.

There being no comments or questions, Ms Nedohin-Macek requested the Secretary to record that the 2013/2013 Budget and the 2014 Schedule of Dues and Fees were considered and received as information.

Nominating Committee Appointments

Ms Nedohin-Macek informed the meeting that this item was on the agenda to select five members to serve on the Nominating Committee.

Ms Nedohin-Macek reviewed the composition of the Committee, as set out in its Terms of Reference, and invited nominations for the five positions to be filled at the Annual Meeting.

- ▲ Dave Ennis nominated Garland Laliberte. Dr. Laliberte accepted the nomination.
- ▲ Doug Chapman nominated Alan Pollard. Mr. Pollard accepted the nomination.
- ▲ Don Himbeault nominated Said Kass. Mr. Kass accepted the nomination.
- ▲ Sharon Sankar nominated Dave Cross. Mr. Cross accepted the nomination.

It was MOVED by Mr. Bob McKibbin and SECONDED by Mr. Alan Pollard that nominations close. CARRIED

The matter of filling the additional one appointment to the Nominating Committee will be placed on the agenda for consideration by Council at its December meeting.

Reports of the Committees and Staff

Ms Nedohin-Macek referred the meeting to the 2012-2013 Annual Report.

It was MOVED by Mr. Howard Procyshyn and SECONDED by Mr. Jon Reid that the Committee and Staff reports, as published in the 2012-2013 Annual Report, be accepted. CARRIED

Resolutions

Ms Nedohin-Macek announced that By-law 5.1.4 provided for resolutions to be put forward and voted upon at the Annual General Meeting.

Ms Nedohin-Macek advised that no resolutions had been received.

Recognition of Retiring Councillors

Ms Nedohin-Macek recognized the contributions of the following retiring Councillors:

- ▲ Luis Escobar for two years on Council
- ▲ Jim Nicholson for two years on Council

Other Business

Populating the Public Interest Review Committee.

Councillor Roger Rempel reviewed the composition of the Committee, as set out in its Terms of Reference, and invited nominations for the two positions to be filled at the Annual Meeting.

- ▲ Roger Rempel nominated Arnold Permut. Mr. Permut accepted the nomination.
- ▲ John Woods nominated Peter Washchshyn. Mr. Washchshyn accepted the nomination.

It was MOVED by Mr. Roger Rempel and SECONDED by Mr. Dick Johnson that nominations close. CARRIED

Gavel Ceremony

The Scott gavel was passed from Ms Dawn Nedohin-Macek to Dr. Marcia Friesen in accordance with the official ceremony for turning over the gavel to the incoming president. Dr. Friesen signed the scroll, which was then returned to its place in the gavel.

Incoming President's Address

Dr. Friesen expressed her thanks to Council for electing her as Vice-President.

Dr. Paul Amyotte, President-Elect of Engineers Canada, presented Dr. Friesen with the fellowship of Engineers Canada.

Closing Announcements and Adjournment

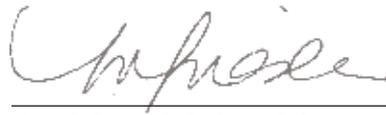
Ms Nedohin-Macek announced that:

- ▲ Nominations for member recognition awards are accepted through the APEGM office at any time. Details are available at the APEGM website.
- ▲ Remember APEGM's new slogan "My Life's Work, Makes Life Work Better".

The meeting adjourned at 9:54 a.m. on a Motion by Mr. Julian Nedohin-Macek.



G. Koropatnick, P.Eng.
Executive Director & Registrar



Marcia R. Friesen, Ph.D., P.Eng., FEC
President

L Dupas - recording secretary
Ld/2013AGM minutes

Engineers Canada Director Report

Over the past year, Engineers Canada worked closely with APEGM and the other constituent associations to deliver national programs that advance the competency, integrity and public accountability of the engineering profession.

New Executive

Engineers Canada welcomed its new executive at the annual meeting held in Saint John, New Brunswick in May 2014.

- ▲ Paul Amyotte, FEC, P.Eng. (President)
- ▲ Digvir Jayas, FEC, P.Eng. (President-Elect)
- ▲ Diane Freeman, FEC, P.Eng. (Member)
- ▲ Stéphane Bilodeau, ing. (Member)
- ▲ Catherine Harwood, FEC, P.Eng. (Member)

Read about the 2014–2015 Engineers Canada Board:

www.engineerscanada.ca/engineers-canadas-board



D.S. Jayas, P.Eng.

Policy Governance

Engineers Canada adopted a Policy Governance model at its June 2013 annual general meeting and established comprehensive policies in Ends, Governance Process, Board-Management Delegation, and Executive Limitations categories. The policy governance manual and other governing documents are available on the Engineers Canada website here: www.engineerscanada.ca/governing-documents

Linkages Task Force

The Linkages Task Force held its first meeting in August. The Task Force was formed to enhance the Board's effectiveness and efficiency by creating a program of Board dialogue and deliberation with constituent associations to inform Board policy development with particular emphasis on Ends policies. As president-elect, I serve as the Task Force chair. The Task Force will complete its work by the 2015 annual general meeting and report to the Board.

Organizational Realignment

To better achieve the Ends policies, Engineers Canada was realigned into two divisions: *Regulatory Affairs and Business Development and Services*. This resulted in the appointment of Kathryn Sutherland, P.Eng., FEC, LL.B., as Vice-President, Regulatory Affairs, and Guy Legault, MBA, FCPA, FCGA, CAE, as Vice-President, Business Development and Services.

Ms. Sutherland joined Engineers Canada as Legislative Counsel in 2013. Prior to joining Engineers Canada, she provided legal services to clients across Ontario. Ms. Sutherland also sits as the chair of PEO's Registration Committee and Fees Mediation Committee, and is a member of PEO's National Framework Task Force. As the Vice-president of Regulatory Affairs, she leads a team of professionals in assisting the engineering regulators in developing and using the best regulatory practices to protect and serve the public interest.

Mr. Legault has over 20 years of strategic and operational leadership experience in regulated professional and industry associations, including the Canadian Payments Association and the Certified General Accountants Association of Canada. He brings expertise in strategy and policy development, governance, member and stakeholder outreach, communications, project management, and operational excellence, including financial, human resources, information technology and risk management. He leads a team of professionals in promoting public awareness that engineers practise with competency and integrity, that their work benefits society, that engineering is an attractive profession and in providing support services to Engineers Canada programs and processes, constituent associations and partners.

New Business Name

In Fall 2013, Engineers Canada became one of the first not-for-profit organizations to transition to the new *Canada Not-for-profit Corporations Act*. As part of this transition, the name Engineers Canada was adopted as the legal business name of the organization. The previous name (Canadian Council of Professional Engineers) is no longer used.

Government Relations

In Fall 2013, the Bridging Government and Engineers Committee met with 31 members of Parliament at Engineers Canada's annual contact day on Parliament Hill. The meetings were an opportunity to promote Engineers Canada's key messages and national positions. National Position Statements are available on Engineers Canada's website:

www.engineerscanada.ca/national-position-statements

Engineers Canada Board members and staff have been actively involved in discussions with the federal government, both with politicians and senior public servants, on infrastructure, climate change, railway safety, immigration, skills and labour-related issues and trade policy.

On May 8, 2014, Engineers Canada co-hosted a breakfast with Industry Canada for Assistant Deputy Ministers from Public Safety Canada, Infrastructure Canada, Industry Canada, and Environment Canada, and discussed a range of issues including the role of engineers in the federal public service, the licensing of engineers working in government and in federally regulated industries, and diversity in the public service and engineering.

Planning for our next contact day on Parliament Hill is well underway, and Engineers Canada staff and volunteers are gearing up for a busy pre-federal election year, showcasing the expertise of the engineering profession to decision-makers and ensuring that the public policy issues that matter to the engineering profession are addressed.

Projects

Engineers Canada continues to work on projects that advance the competency, integrity and public accountability of the engineering profession.

The Framework for Regulation (formerly the Canadian Framework for Licensure) has undergone an internal review and is in the process of being streamlined.

We are awaiting funding from the federal government for the Online Competency Assessment Project. It is anticipated that work will start in 2015.

We are in discussion with Citizenship and Immigration Canada around becoming the sole assessor of engineering credentials for immigration purposes. Engineers Canada would act as the clearing house and assessments would be done by the constituent associations.

Engineers Canada Fellowships

Engineers Canada bestowed fellowships on Basil Wakelin, chair of the International Engineering Alliance Governing Group, and Patty Momola, past-president of National Council of Examiners for Engineering and Surveying, for their efforts to advance international mobility.

Engineers Canada also honoured a number of APEGM members with fellowships over the past year, including Executive Director Grand Koropatnick, FEC, P.Eng., and past-president Dawn Nedohin-Macek, FEC, P.Eng. View the complete list of fellows from APEGM: http://www.engineerscanada.ca/awards-results/field_type_of_award/fellowship-recipients-43/field_type_of_award/association-of-professional-engineers-and-geoscientists-of-the-province-of-manitoba-49

Engineers Canada Awards and Scholarships

In October 2013, in Ottawa, Engineers Canada presented scholarships to six outstanding professional engineers who are building on their engineering backgrounds by pursuing advanced degrees in a variety of fields. Read more about our scholarship recipients:

http://www.engineerscanada.ca/sites/default/files/news/pam_e_nr_scholarships2013_final_en.pdf

In May 2014, at an Awards Gala at our annual general meeting in Saint John, New Brunswick, Engineers Canada honoured the accomplishments of remarkable engineers, engineering students, projects, and engineering journalism. Read more about our award recipients:

http://www.engineerscanada.ca/sites/default/files/news/news_release_awards_2014_final.pdf

For More Information

Visit www.engineerscanada.ca for more information on the activities of Engineers Canada and to sign up for the weekly newsletter.

Please feel free to contact me through the APEGM office.

Geoscientists Canada Director Report

Introduction

This report covers the period of my last term as Manitoba Director for Geoscientists Canada (GC), June 2013 to June 2014.

Meetings

The GC Board of Directors held meetings as follows:

- ▲ June 1, 2013 – Winnipeg
- ▲ November 2, 2013 – Toronto
- ▲ March 26 2014 – on line
- ▲ April 5, 2014 – Toronto (special meeting to discuss Strategic Planning)
- ▲ June 6 – 7, 2014 - Regina

Financial Issues

As Treasurer for GC, I attended monthly on-line meetings of the Executive Committee. As well, the Executive Committee held a face-to-face meeting in Vancouver February 1, 2014. GC is doing well financially, is keeping within its budget both in terms of expenditures and receivables, and has accumulated a prudent reserve of approximately \$342,500.



R. Reichelt, P. Geo.

AST Project

A major project that GC has undertaken this year is the Assessment Support Tools (AST) project funded by Human Resources & Development Canada (HRDC). The end product is to provide the Constituent Associations of GC with tools that they may use to assess the credentials of foreign trained geoscientists applying for registration as Professional Geoscientists. The AST team is currently developing a competency profile for geoscience practice based upon consultations with the Constituent Associations and the Canadian Geoscience Standards Board (CGSB). Manitoba's representative at the CGSB is Dr. Jim Teller, P. Geo. of the University of Manitoba. The AST project is expected to finish in the 2015.

Not-for-profit Corporations Act

GC is required under the Canada Not-for-profit Corporations Act to amend its governance practices and bylaws to bring GC into compliance with the Act. A letter discussing the proposed bylaws was sent to APEGM in April 22, 2014 (attached). Before they can come into force, the Constituent Associations of GC approved the proposed bylaws at the AGM on June 7, 2014.

Strategic Planning Committee

The Strategic Planning Committee of GC met in Calgary March 15 and developed a draft Strategic Plan for GC that was further developed at a special meeting of the Board of Directors April 5, 2014 held in Toronto. The final proposed plan, called the "Value Proposition for Constituent Associations" is also attached for your consideration. Before it can come into force, the Constituent Associations of GC discussed the Strategic Plan at the AGM on June 7, 2014 and agreed to move forward to a final Strategic Plan at the November 2014 meeting.

Final Note

As a final note, it has been a pleasure to serve APEGM as Manitoba Director for Geoscientists Canada. My current term expired in June and Dr. Ganpat Lodha is your new Director.

A handwritten signature in black ink that reads "Raymond Reichelt". The signature is written in a cursive, flowing style.

Raymond Reichelt, P. Geo.

Current Board Membership

As of August 2014, the GC Board of Directors has the following members:

- ▲ President: Paul Rennick, P.Geo., Energy and Mines, Fredericton, NB
- ▲ President-Elect: George Eynon , P.Geo., geos – eynon & associates. Calgary, AB
- ▲ Past-President: Greg Vogelsang, P.Geo., Western Potash, Regina, SK
- ▲ Treasurer: Jeff O’Keefe , P.Geo., Canada-Newfoundland and Labrador Offshore Petroleum Board, St. John’s, NL
- ▲ Director-Alberta: John Harper, P.Geo., Geo-Reservoir Solutions Ltd, Calgary, AB
- ▲ Director-British Columbia: John Clague , P.Geo., Department of Earth Sciences, Simon Fraser University, Burnaby, BC
- ▲ Director-Manitoba: Ganpat Lodha, P.Geo., Winnipeg, MB
- ▲ Director-New Brunswick: Steve McCutcheon , P.Geo., McCutcheon GeoConsulting, Bathurst, NB
- ▲ Director- Newfoundland & Labrador: Jeff O’Keefe , P.Geo., Canada-Newfoundland and Labrador Offshore Petroleum Board, St. John’s, NL
- ▲ Director-Northwest Territories and Nunavut: Hendrik Falck, P.Geo., NWT Geoscience Office, Yellowknife, NT
- ▲ Director- Nova Scotia: Jeffery Parks, P.Geo., Consetoga-Rovers & Associates, Dartmouth, NS
- ▲ Director- Ontario: Alan Aubut, P.Geo., Sibley Basin Group Geological Consulting Services Ltd., Nipigon, ON
- ▲ Director- Québec: Louis R. Bernier, géo., Services Géoscientifiques Labtem inc., QC
- ▲ Director- Saskatchewan: John Pearson, P.Geo., Pearson Exploration Ltd., Saskatoon, SK.



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& Certificate Presentation**

WED | 22

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THU | 23

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Partners Program

FRI | 24

95th Annual General Business Meeting

Partners Program

Awards Gala Dinner & Dance



*My Life's Work
Makes Life Work Better*

I'm a
P.Geo.





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