



ENGINEERING CHANGE

# — ANNUAL REPORT 2014/2015



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ENGINEERS GEOSCIENTISTS MANITOBA

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**MY LIFE'S WORK  
MAKES LIFE  
WORK BETTER.**

— I am a Professional Engineer.



## PRESIDENT'S REPORT

It has been an honour and privilege to serve as President for the 2015 term. All the previous Presidents have said how quickly the year passes and how the process and position becomes clearly understood at or near the end of the term. It has been a very busy year and has passed quickly. Reaching this point that each of the previous Presidents have, is to say the experience has been rewarding and enriching.

The Council year started in November 2014 with a retreat, focused on embracing the Carver Governance model. As the Governance role and function is regulatory, it is counter intuitive to traditional boards where councillors have served, requiring the need for continuing education. Members elect councillors to represent them and act as advocates to the general public, and not to serve members 'specifically,' or address individual needs.

The CEO and staff who run the day to day operations of the Association are to be commended. The expertise and experience of each individual make the Association run very smoothly. The volunteers in the Association do all the heavy lifting and the success of the Association relies on these hundreds of volunteers whose contributions are so very much appreciated.

The President's duties this year have included chairing Council Meetings, Executive Committee Meetings, Ownership Linkage Committee, signing certificates and attending new members luncheons, past Presidents luncheon, AGM's of other Associations such as the ACEC, MAA, MALA, Iron Ring Ceremony, several banquets such as the UMES graduation dinner, ENGAP Awards banquet, YMCA/YMHA Women of distinction Awards banquet, ACEC Awards banquet, the Association's Past Presidents Medal Ceremony, Ingenium Awards Gala Dinner and Dance, the first MLA Government Relations Wine and Cheese, and to attend the General Meetings of other Associations in several Provinces in Canada, including Engineers Canada and Geoscientists Canada. It was a privilege to represent the Association at each and every event.

## **PRESIDENT'S REPORT**

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Here are a few of the highlights from the year:

### **ACT CHANGES**

There is an ongoing need for act changes. The last change was more than ten years ago. Three information sessions were held at the Association office. Dozens of members and a few online members attended to provide feedback and dialogue on the proposed changes. The summary of the changes are:

- The CPD program has prompted the need for an act change to add some enforcement strength as part of the Act already exists in other provinces.
- The limited license proposed change will enable the Association to be in step with other Provinces permitting Technologists to practice within an area of expertise and enable mobility between provinces.
- We have been voting online for years as per the by-laws, however, the Act needs to change to accommodate this.
- Permit charitable donations.
- Several administrative updates.

All of the proposed assist in supporting the strategic plan as part of public perception. The changes have moved to third reading with the support of Government.

### **STRATEGIC VISION**

Council has worked in previous years to define a strategic plan for the upcoming years in terms of what the priorities are for Council, for regulation, and for our profession. The top three issues are: Public Perception, Government Relations, and Recruitment and Retention. Council receives update reports that serve these ends. The focus this year has been on Public Perception and Government Relations which has seen tremendous progress, especially with the proposed Act changes.

### **CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM**

Year ending December 31, 2014, marked the end of the first required term of CPD reporting. Most members have been compliant but many did not even open up the link to the CPD file. This created an administrative problem that is still being resolved to help get members compliant. This program is one of the best in the country and the ease of the online system is an envy of other associations in Canada.

### **ENGINEERS CANADA**

Council and I would like to thank Dr. Digvir Jayas, P.Eng. for his continuing hard work in the role of Association's representative on the Engineers Canada Board of Directors during the past year, and induction as President of Engineers Canada in May 2015. Congratulations Digvir!

## PRESIDENT'S REPORT

Two Engineers Canada meetings for Constituent members were held. One in Calgary in May attended by CEO Grant Koropatnick and myself, and the other in Ottawa in September attended by Grant Koropatnick, myself and Vice President Lesley McFarlane.

Engineers Canada is working to strengthen the ability to regulate with a framework of governing with excellence. The goal is to strengthen the specialties of engineering through standards and guidelines. For engineering problems in Canada, Engineers Canada wants to be seen as acting quickly and get the news out first.

Ends are being developed to provide regulatory excellence, confidence in the profession, and sustainability to enable stakeholders to regulate. The mandate is to make sure the ends match, enhance linkage with the Constituent members, and eliminate frustrations of governance.

Engineers Canada has also been working through some Act changes. The short summary of these are:

- Remove unnecessary definitions and retained definitions already in the Act.
- Change the process for nominating directors as required by the Act.
- Add a provision that the Director of Industry Canada may appoint a director.
- Change the by-laws to provide for proxy voting at a meeting of members.
- Change the right to remove a director by a constituent association.
- Remove reference to the Canadian Engineering Leadership Forum.

### **GEOSCIENTISTS CANADA**

Council and I would like to thank Ganpat Lodha, P.Geo., for his continuing role as Association's representative on the Geoscientists Canada Board of Directors during the past year.

The Geoscientists Canada meeting in June 2015 in Saint John, New Brunswick was attended by CEO Grant Koropatnick and myself.

A strategic plan is being discussed and developed. Some of the issues are: to make sure Canadian students are trained, develop of a knowledge and experience requirements program, consider a re-entry program for those who have been away from the practice for more than 5 years, proper regulation licensing, create outreach tools showing Geoscience as an option for a career, and look into the professional and ethics components as part of the GIT program.

A new book published in October 2014 called: "Four Billion Years and Counting — Canada's Geological Heritage" was highly recommended by the members of Geoscientists Canada.

### OTHER CANADIAN ASSOCIATIONS

It was a pleasure to represent the Association with CEO Grant Koropatnick at a few of the other Associations' general meetings. All association meetings were well attended by registered members and Presidents from other provinces. My representation has included: APEGA in Calgary, APEGS in Regina, and APENS in Halifax. All other associations' representatives remarked on how much they enjoy attending our annual meeting, a continued credit to Manitoba hospitality.

Policies and procedures are not the same across Canada and the Association is proud to be amongst the leaders related to many initiatives such as the ProDev Program and online reporting for Members-in-Training. The Association software was of interest to many Associations. Not all provinces have the limited licenses yet. Some provinces still do not have a CPD program.

Some discussion took place about the possibility of registering in multiple provinces at the same time. The dialogue had concerns about fee allocations and threats of wanting a discount from the applicant. Stay tuned.

Many provinces are going through act changes as well and some associations are forecasting this process taking several years to complete.

Interacting with other incoming and outgoing Presidents was a valuable experience. We have much in common and there is good work being done coast to coast.

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In closing, I am deeply honored to have represented the Association as President this last year. The year has had many challenges, and all solutions made possible by the efforts, guidance, and support from CEO Grant Koropatnick and the Association staff. Everyone at the office truly is a joy to interact and deal with.

I am pleased to offer my support to the incoming President, Lesley McFarlane, P.Eng., who will do a great job!

Thanks to all who have helped to contribute to a successful year.

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**Howard N. Procyshyn, P.Eng.**  
Engineers Geoscientists Manitoba President

ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

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**WE ENSURE EXCELLENCE  
IN ENGINEERING, GEOSCIENCE,  
AND APPLIED TECHNOLOGY.**

# ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

## THE ASSOCIATION

Engineers Geoscientists Manitoba 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 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 the Geoscientists Canada.

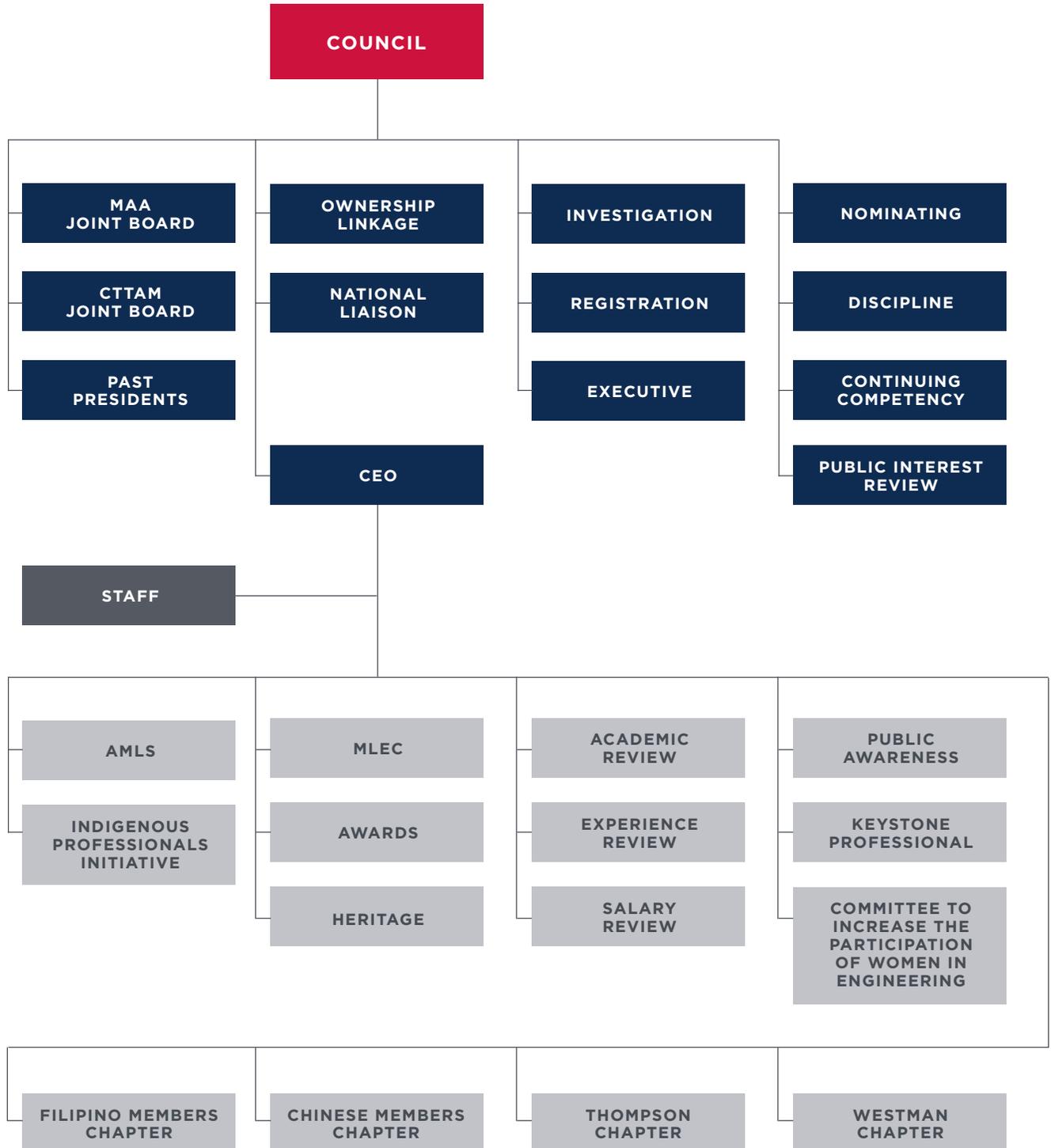
## MISSION

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.

ORGANIZATIONAL CHART



### ENGINEERS GEOSCIENTISTS MANITOBA COUNCIL

- › H. Procyshyn, P. Eng. (President)
- › M. Friesen, P.Eng. (Past President)
- › L. McFarlane, P.Eng. (President Elect)
- › C. Beaumont Smith, P.Geo.
- › A.M. Chapman
- › F. Cross, P.Eng.
- › R. Eden, P.Eng.
- › J.A. Epp, P.Eng.
- › K.C. Fritz, EIT
- › P. Fulton-Regula, P.Geo.
- › W.L. Gendzelevich, P.Eng.
- › D.H. Grant, P.Eng.
- › S. Mattheos, LLB
- › R. G. Rempel, P.Eng.
- › S. Rosenberg, LLB
- › B. Todd, P.Eng.
- › S. Vieweg, CMA

### ASSOCIATION 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)
- › A. Moore (Manager of Operations)
- › I. Wiebe (Manager of Finance)
- › L. Dupas (Professional Standards Coordinator)
- › C. Shymko (Assessment Officer)
- › D. Kisiloski (Accounting & Membership Coordinator)
- › M. Polson (Registration Coordinator)
- › C. Cabral (Member-in-Training Coordinator)
- › D. Vander Aa (Volunteer & Certificate of Authorization Coordinator)
- › A. Reddoch (System Analyst/Programmer)
- › G. Keatch (Operations and Events Assistant)
- › S. Baragar (Administrative Assistant, Government Relations)
- › D. Unett (Administrative Assistant, Hospitality and Reception)

## COMMITTEES

Thank you to those volunteers who served the 2014-2015 year on all Association Boards, Committees, and Task Groups.

### Academic Review

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#### Members:

- |                               |                                 |
|-------------------------------|---------------------------------|
| › D. S. Jayas, P.Eng. (Chair) | › M.R. Ahsan, P.Eng.            |
| › V. Banthia, P.Eng.          | › T. Gaamangwe, P.Eng.          |
| › R.M. Godse, P.Eng.          | › D.D.J. Himbeault, P.Eng., FEC |
| › D.M.C. Huminicki, P.Geo.    | › A.N.S. Islam, P.Eng.          |
| › J.J. Malenchak, P.Eng.      | › N. Sepehri, P. Eng.           |

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 CEO 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

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#### Members:

- |                              |                                      |
|------------------------------|--------------------------------------|
| › A. Aftanas, P.Eng. (Chair) | › G. Lodha, P.Geo., FGC (Past-Chair) |
| › N. Dhruve, EIT (Secretary) | › E. Armitt, P.Eng.                  |
| › J. Blatz, P.Eng., FEC      | › N. Chandler, P.Eng.                |
| › A. Nagy, P.Eng.            | › H. Turanli, P.Eng., FEC            |

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

## — Continuing Competency

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### Members:

› J. Gunning, P.Eng., FEC (Chair)	› R. Eden, P.Eng.
› B. Flisak, P.Eng.	› R. Harrison, P.Eng.
› P. Janzen, P.Eng., FEC	› D. Johnson, P.Eng., FEC
› M. Nicolas, P.Geo., FGC	› J. Pillipow, P.Eng.
› A. Poetker, P.Eng., FEC	› D. Spangelo, P.Eng., FEC
› S. Walrond, P.Eng.	› K. Wong, P.Eng.
› D. Zubert, P.Eng.	

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

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### Members:

› D. Stregger, P.Eng. (Chair)	› R. Britton, P.Eng., FEC
› G. Greasley, CAE	› C. Hewitt, P.Eng.
› R. Hoemsen, P.Eng., FEC	› R. Janz
› C. Kopynsky, QC	› K. Mathers, P.Geo., FGC
› G. Morris, P.Eng., FEC	› K. Mruss, P.Eng.
› R. O’Toole, P.Eng.	› P. Reynolds, M.A.A.

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, makes 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

— **Provincial Engineering and Geoscience Week (PEGW)**

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**Members:**

- |                             |                     |
|-----------------------------|---------------------|
| › T. Gitzel, P.Eng. (Chair) | › P. Cherukuri, EIT |
| › C.J.N. Musoke, EIT        | › N. Patel, EIT     |
| › M. Qually, EIT            | › J. Salanguit, EIT |
| › M. Singer, P.Eng.         | › C. Watters, GIT   |
| › G. Whiffen, P.Eng.        |                     |

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**

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The Executive Committee deals with matters that arise between Council meetings, which are outside the scope of the CEO, but require action before the next Council meeting.

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

— **Experience Review**

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**Members:**

- |                             |                            |
|-----------------------------|----------------------------|
| › J. Paliwal, P.Eng (Chair) | › J. Bell, P.Eng.          |
| › A. Birur, P.Eng.          | › J. Bouchard, P.Eng.      |
| › D. Busch, P.Geo.          | › H. C. Canas, P.Eng.      |
| › G. Ciro, P.Eng.           | › C. Clary-Lemon, P.Eng.   |
| › A. Coolidge, P.Eng.       | › M. DeWiele, P.Eng., FEC  |
| › N. Douville, P.Eng.       | › N. Ferreira, P.Eng.      |
| › R. Fitzpatrick, P.Eng.    | › T. Freihammer, P.Eng.    |
| › A. Gies, P.Eng.           | › R. Hutchinson, P.Eng.    |
| › H. Jhinger, P.Eng.        | › G. King, P.Eng.          |
| › J. Kuyp, P.Eng.           | › K. Lenton, P.Eng.        |
| › G. Maher, P.Eng.          | › T. Malkiewicz, P.Eng.    |
| › A. Margolese, P.Eng.      | › B. Phillips, P.Eng., FEC |
| › J. Y. Qu, P.Eng.          | › J. Rempel, P.Eng.        |
| › R. Romanetz, P.Eng., FEC  | › T. Schwartz, P.Geo.      |
| › N. Smith, P.Eng.          | › J. St. Laurent, P.Eng.   |
| › P. Taiarol, P.Eng.        | › W. Turchyn, P.Eng.       |
| › H. Waedt, P.Eng., FEC     |                            |

## ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

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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 CEO 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

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#### Members:

› D.G. Chapman, P.Eng., FEC (Chair)	› A.M. Aftanas, P.Eng.
› J. D. Bamburak, P.Geo.	› L.A. Bateman, OM P.Eng., FEC
› R.G. Bernier, P.Eng.	› A.M. Brawerman, P.Eng.
› M.G. Britton, P.Eng., FEC	› G.N. Cook, P.Eng.
› D.A. Ennis, P.Eng., FEC	› L.G. Goldsborough (Lay Member)
› R.M. Jones, P.Eng.	› S.M. Kovnats, P.Eng.
› A.K. Letts, P.Eng.	› R.W. Menzies, P.Eng., FEC
› A.D. Myska, P.Eng.	› A.J. Pollard, P.Eng., FEC

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 Association 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

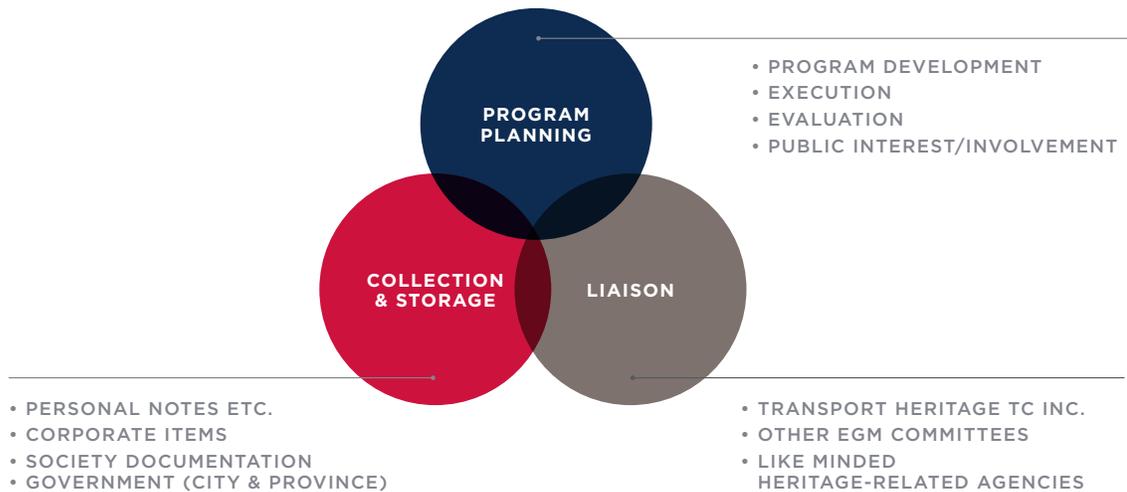
The Heritage Committee focuses on the people, work and events related to engineering and geoscience that have a connection with Manitoba. We would like to identify the leaders, the experts, their projects (worldwide) and their legacies.

— **Heritage, continued**

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**Framework**

The committee operates within the framework identified below:



— **Investigation**

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**Members:**

- |                              |                              |
|------------------------------|------------------------------|
| › A. Ball, P.Eng FEC (Chair) | › K. Atamanchuk, P.Eng.      |
| › D. Chapman, P.Eng., FEC    | › A. Chrobak (Lay Member)    |
| › D. Cross, P.Eng., FEC      | › J. Doering, P.Eng., FEC    |
| › A. Eshmade, P.Eng., FEC    | › D. Hodgkinson, P.Eng., FEC |
| › L. Kavanagh, P.Eng.        | › L. Korenbaum, P.Eng.       |
| › E. Lexier, P.Eng., FEC     | › R. Matthews, P.Geo., FGC   |
| › I. McKay, P.Eng, FEC       | › A. Pollard, P.Eng., FEC    |
| › J. Reinsch (Lay Member)    | › B. Smith, P.Eng., FEC      |
| › V. Tanner, P.Eng., FEC     | › S. Walkes, P.Eng.          |

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.

## ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

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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

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#### Members:

- |                                    |                       |
|------------------------------------|-----------------------|
| › R. Herrmann, P.Eng., FEC (Chair) | › A. Azmat, P.Eng.    |
| › M. Ducharme, P.Eng., FEC         | › R. Elders, EIT      |
| › D. Ennis, P.Eng., FEC            | › A. Evans, P.Eng.    |
| › A. Forward, EIT                  | › N. Handa, EIT       |
| › A. Karagiannis, P.Eng.           | › B. McIntosh, P.Eng. |
| › T. Oullette, P.Eng.              | › G. Page, P.Eng.     |
| › S. Peter, P.Eng., FEC            |                       |

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.

### Keystone Professional

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#### Members:

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| › D. Strang, P.Eng., FEC (Chair) | › C. Cousin, P.Eng. (Vice-Chair)  |
| › A. Smith, EIT (Secretary)      | › A. Erhardt, P.Eng. (Past Chair) |
| › E. Hancox, P.Eng., FEC         | › A. Kempas, P.Eng., FEC          |
| › P. Lacoursiere, P.Eng.         | › L. Robinson, P.Eng.             |
| › C. Watters, GIT                |                                   |

The Keystone Professional 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.

— **Nominations**

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**Members:**

- › M. Friesen, P.Eng., FEC (Chair)
- › R. Cairo, P.Eng.
- › F. Cross, P.Eng.
- › D. Nedohin-Macek, P.Eng., FEC
- › J. Smith, P.Eng.
- › A. Ball, P.Eng., FEC
- › A. Chadha, P.Eng., FEC
- › P. Fulton-Regula, P.Geo., FGC
- › H. Procyshyn, P.Eng., FEC

The Nominating Committee of Engineers Geoscientists Manitoba asks members and Members-in-Training to recommend nominees who can assist governing the association 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.

2016 COUNCIL ELECTION		
TYPE	VACANCIES	CONDITIONS
Professional Engineer	4	Only professional members may nominate, vote, or be elected to Council.
Professional Geoscientist	1	
Members-in-Training	0	Only members-in-training may nominate, vote, or be elected to Council.

— **Public Awareness**

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**Members:**

- › T. Gitzel, P.Eng. (Chair)
- › C. Rosolowich, P.Eng.
- › C. Skene-Hamilton, P.Eng.
- › T. Lytwyn, P.Eng.
- › Y.L. Shi, P.Eng., FEC
- › R. Taylor, P.Eng.

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

### Public Interest Review

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#### Members:

› D. Nedohin-Macek, P.Eng., FEC (Chair)	› A. Permut, P.Eng., FEC (Vice-Chair)
› E. Armitt, P.Eng.	› R. Cameron, P.Eng.
› D. Harris (Layperson)	› D. Jayas, P.Eng., FEC
› G. Koropatnick, P.Eng., FEC	› S. Moffatt, P.Eng.
› R. Rempel, P.Eng., FEC	› P. Washyshyn, P.Eng., FEC

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 the 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

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#### Members:

› J.P.Z. Nedohin-Macek, P.Eng. (Chair)	› D.D. Bell, P.Geo., FGC
› I.A. Cohen, P.Eng.	› N.S. Gonzalez, P.Eng.
› J.H. Guenther, P.Eng.	› M. Kirton, MAA (Lay Member)
› W. Wu, P.Eng	

In addition to hearing appeals from the Experience Review Committee and the Academic Review Committee, the Registration Committee reviews all applications to Engineers Geoscientists Manitoba. This includes:

- Members-in-Training
- Assessment Applicants
- Reinstatement Applicants
- Inter-Association Mobility Applicants
- Temporary Licensees

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 professional members of various disciplines and at least one appointed lay member.

### — Salary Survey

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**Members:**

- |                                   |                           |
|-----------------------------------|---------------------------|
| › S. Quigley, P.Eng., FEC (Chair) | › P. Chan, P.Eng.         |
| › W. Czynnyj, P.Eng., FEC         | › I. Mikawoz, P.Eng., FEC |
| › J. Payne, P.Geo.                |                           |

The Salary Survey Committee prepares the annual online Engineers Geoscientists Manitoba Salary Survey, which presents the compensation received by Association 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 (MLEC)

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**Members:**

- |  |                           |
|--|---------------------------|
| › R. Petursson, P.Eng. (Chair)                       | › K. Neufeld, EIT         |
| › J. Ashdown, EIT                                    | › T. Christiansen, P.Eng. |
| › A. Skrabek (University of Manitoba Representative) |                           |

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.

### — Women in Engineering

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**Members:**

- |                                  |                         |
|----------------------------------|-------------------------|
| › L. Melvin, P.Eng., FEC (Chair) | › K. Atamanchuk, P.Eng. |
| › N. Batstone, P.Eng.            | › I. Kalinovich         |
| › K. Poff, P.Eng.                | › D. Salem, EIT         |
| › M. Wadelius, P.Eng.            | › A. Watts, P.Eng.      |
| › T. Wasylyk, EIT                | › L. Yusim              |

The Committee for Increasing the Participation of Women in Engineering (CIPWIE) monitors and works 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.

— **Chinese Members Chapter Executive**

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- › S. Wu, P.Eng. (President)
- › W.K. Wong, P.Eng.
- › Z. Pan, P.Eng.
- › B. Zhao, P.Eng.
- › X. Hao, P.Eng.
- › J. Li, EIT
- › J. Qu, P. Eng.

— **Filipino Members Chapter Executive**

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- › A. Velasco, P.Eng. (Chair)
- › E. Duroni, P.Eng. (VP Technical)
- › E. Fernandez, P.Eng. (VP Finance)
- › E. Yazon, EIT (VP Communications)
- › N. Garcia, P.Eng.
- › M. Jonson, EIT
- › L.A. Joson, EIT
- › C.N. Santoyo, P.Eng.
- › E. Sapnu, P. Eng. (Ex Officio)

— **Thompson Chapter Executive**

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- › J. Hilchey, P.Eng. (Chair)
- › R. Cherevaty, P.Eng.
- › N. Handa, EIT

— **Westman Chapter Executive**

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- › S. Whaley, P.Eng. (Chair)
- › K. Cumming, P.Eng. (Treasurer)
- › D. Ford, P.Eng., FEC (Secretary)
- › R. Johnston, EIT (Member-at-Large)
- › M. Maendel, P.Eng. (Member-at-Large)
- › C. Vitt, P.Eng. (Member-at-Large)

**COUNCIL GOVERNANCE POLICY**

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

E-1 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-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 Engineers Geoscientists Manitoba.

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 Engineers Geoscientists Manitoba.

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

ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

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**TO SERVE AND PROTECT  
THE PUBLIC INTEREST.**



ENGINEERS GEOSCIENTISTS MANITOBA

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**MY LIFE'S WORK  
MAKES LIFE  
WORK BETTER.**

— I am a Professional Geoscientist.



## CEO & REGISTRAR'S REPORT

It has been a hugely successful year for many reasons. The strategic priorities of the Association were advanced and many “wins” were posted in 2015. Many changes have taken place this year too. If you’ve been following closely, you’ll recognize them. Change is good.

The next year is beginning with a sense of energy derived from the following changes:

### NAME CHANGES

In 2013, Council began the long journey to rebrand the Association as Engineers Geoscientists Manitoba. It took two years, one hiccup, and a lot of hard work from staff, members, and two marketing companies to launch the new name, new look, and new logo in 2015. Along with the name change of the Association, a by-law was passed changing my job title from Executive Director to CEO – Chief Executive Officer and Registrar. It will take some time for all of us to get used to these name changes.

### ACT CHANGES

A lot of hard work was done this year on GR – Government Relations. Through consultations with the government, members, other professions, and stakeholders, Bill 21 was introduced to the Manitoba legislature last spring. The legislative session resumes October 20, 2015 and changes to The Engineering & Geoscientific Professions Act are underway thanks to Minister Erna Braun and the MLAs who have passed Bill 21 through two readings. Stay connected for more news on this one.

### MEMBERSHIP CHANGES

This past year, Professional Members grew by 3.8 per cent. The Association currently has 7,676 members and it is anticipated that the membership will continue to grow to an estimated 8,700 by the centennial year 2020. Members-in-Training are growing too. More graduates are staying in Manitoba and this is reflected in the all-time high number of 1,391 engineering and geoscience interns registered.

### NEW CHAPTERS

In addition to the Filipino Members Chapter, the Chinese Members Chapter got started this year and hosted a professional development seminar and summer picnic. Other groups are encouraged to organize and form more chapters. The membership is rich in diversity and these new chapters are helping to celebrate our diverse backgrounds within the common bonds of engineering and geoscience.

### STAFF CHANGES

Several staff changes took place this year: two retirements, 1 maternity leave, and 4 new employees were hired into new and existing positions. The staff profile has shifted in recent years and is now represented mostly by employees with young families. It will be bedlam at our annual Christmas staff potluck lunch this year with the addition of our new families and two new babies.

### CHANGE HAPPENS

Change can be difficult for some. It can cause irritation, anxiety, and a sense of loss. This is a normal human reaction. We're "creatures of habit" that prefer homeostasis — not change. I'm told that if you incorporate small changes into your daily routine, you'll be better prepared to cope with big changes when they occur. Perhaps the name change is hard to accept. Or the new logo? You might find it hard to say "so long" to those stalwart employees who have served for many years but retired. If any of these changes have come as a surprise, I ask that you embrace them. Change happens. Nothing stays the same. The next year is beginning with a sense of energy and I encourage you to contribute your energy as we support, promote, and grow these historic professions.

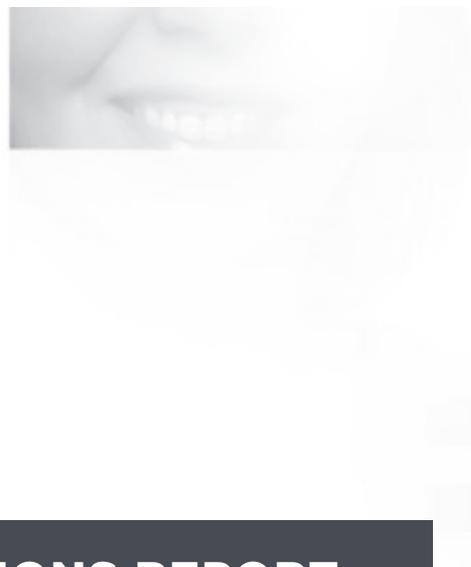
Please take a moment to read the other pages of this annual report for more detailed statistics and data on admissions, international applicants, MITs, the ProDev Program, and other professional practice topics.

### A BIG "THANK YOU"

Finally, a big "thank you" to everyone who served on a committee or task group this year. I look forward to working with you in 2016. Thank you for the privilege of serving this historic, honorable profession as your CEO and Registrar. Your feedback is important. If you have any thoughts on anything, please email me at [gkoropatnick@apegm.mb.ca](mailto:gkoropatnick@apegm.mb.ca)

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**Grant Koropatnick, P. Eng., FEC**  
Engineers Geoscientists Manitoba  
CEO & Registrar



## DIRECTOR OF ADMISSIONS REPORT

**Greetings to all members, members-in-training, assessment applicants and student members.**

We continue to work hard in Admissions. The number of people starting the process with the Association and enrolling as MITs is increasing constantly, and the number of reports that we're receiving seems to be going up exponentially. In fact, due to the large volume of progress reports, the Experience Review Committee is now one of the largest committees of the Association, at 36 very dedicated volunteer members.

We've had a few changes and one of the most exciting for me is the fact that the Association is now going to be able to offer the National Council of Engineering Examiners (NCEES) Fundamentals of Engineering (FE) as an alternative to confirmatory exams for our Academic Assessment applicants. This is something I've been thinking about since I started in 2003.

So why wasn't it done earlier, you ask?

It wasn't done earlier because it wasn't offered online, and the liability and administrative costs associated with offering the paper-based exam were out of our reach.

Since it is now an online exam, the logistics are simpler, and several weeks ago we signed an agreement with NCEES to offer it to selected assessment applicants. If you go to the NCEES website, you'll note that the Association is now classified as a 'State board' in the dropdown box (though we're not a State board of course). We are the second province, after APEGA, the Alberta engineering and geoscience regulatory body, to sign on. APEGA, and particularly Mike Neth, P.Eng., the Deputy Registrar of APEGA, provided us much needed assistance in setting this up.

We've since found out from NCEES that another association, APEGBC, (the British Columbia association) is planning to follow our lead. Who says that the 'smaller' provinces can't sometimes be the leaders!

On July 28, 2015 a bulk email was sent to our 450 assessment applicants informing them of this new initiative and we're starting to field questions and receive applications already.

We will keep you and especially the assessment applicants, posted on any future endeavors in this regard.

Some other things that may be of interest and which have been conveyed to the relevant stakeholders:

1. Canadian Master's experience work will no longer require progress reports. Engineers Geoscientists Manitoba has brought itself in line with the other associations who ask simply for proof of Master's and transcripts in order to award 12 months of pre-graduation credit.
2. Pre-graduation credit will be awarded only if submitted 18 months (or less) after the date of graduation. This has been at the request of the Experience Review Committee who do not want to see applicants who are at 36 months of experience suddenly submit a report of 12 months for experience earned when they were at a considerably more junior stage of their career.
3. The National Professional Practice Examination (NPPE) will now be offered online at dedicated test centres. Greg Pope, the new Manager of Examinations of APEGA, has been instrumental in developing and guiding us in the new procedure. On our side, registration is now through the MIT's online login profile — no longer through APEGA — so 'new' MITs who have not yet written the PPE, please don't ask 'old MITs' (who have already written the PPE) what to do to sign up. It has now changed and old applications are no longer valid if you happen to find any which some of you apparently have. Anyone who is uncertain, should contact Chantelle, as she is handling the registration from the Association side.

I would like to give a big thank you to the Association staff and also the very dedicated volunteers on the Academic Review Committee, the Experience Review Committee, and the Registration Committee who work diligently to 'make members'. While most files are easy, we struggle with some in order to make reasonable decisions on what can be difficult situations. Without your dedication, it would be impossible.

## DIRECTOR OF ADMISSIONS REPORT

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On the staff side, we have some changes. Claudia, our very capable assessment officer, is going on maternity leave in the fall and her duties will be taken over for that time by Fiona Hillier. Fiona will be coming onboard in September in order to 'learn the ropes'. We look forward to getting her involved in the process. We're also going to be using the services of our current Volunteer Coordinator, Diana Vander Aa, who will be going full-time in September. Part of her time will be spent with her existing duties as Volunteer Coordinator, and part of her time will be on the Admissions side with myself, Chantelle, Marlene, and Claudia/Fiona. Diana, among other duties, will be dedicated to student memberships as well as Certificates of Authorization and whatever other duties we can convince her to take on. Her assistance will be greatly appreciated.

Anyway, that is it for now. We continue to work hard and are looking forward to talking to you and emailing you in the Fall.

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

Engineers Geoscientists Manitoba  
Director of Admissions



## 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 considered 16 new matters over the past year. Fourteen of these resulted in new investigations. Sixteen investigations were completed, many of which were initiated prior to this fiscal year. From the investigations that have been completed, six resulted in a dismissal; six members were issued formal cautions; one accepted a charge of Unskilled Practice and agreed to a restriction on his practice; one accepted a charge of Conduct Unbecoming; and a charge is pending on another.

During this past fiscal year, on one matter where the Investigation Committee dismissed the complaint, the complainant chose to appeal the decision to Council. That appeals process is ongoing, as is another appeal to Council from the fiscal year ending June 30, 2014.

There is currently one matter before the discipline committee. Continuation of that hearing has been postponed twice and is to recommence this fall. On a previous matter, the appeal of a disciplinary order against a member was appealed to Council. The appeal panel of Council upheld the decision of the Discipline Committee and the member has now filed for an appeal to the court.

In addition to the numbers above, the Investigation Committee has also begun to process complaints made by the CCC regarding members who are not in compliance with the ProDev Program. The Investigation Committee has decided that the first step will be to offer members in non-compliance a penalty proposal that would result in a charge against the member and a requirement to report professional development activities within 30 days. Failure to comply would result in a suspension until the member reports their professional development activities. Five members that were forwarded to the Investigations Committee by the CCC for non-compliance are being processed using this decision.

### LEGISLATION

This year, the Association switched its model for addressing changes to our by-laws. In lieu of a standing committee, task groups will now be used to address any required changes to the by-laws. No by-law changes were put forth to the general membership last year. One significant change that is being contemplated this year will deal with membership categories including deferred dues.

This year, we saw some dramatic movement towards several changes to the Engineering and Geoscientific Professions Act. During the summer of 2014, the Minister of Labour requested that the Association provide a list of suggested changes to the Act in a short time frame. In a matter of weeks, we provided to the government changes that included provisions for temporary licensees; clarifications on how non-compliance with Continuing Professional Development may be handled; modifications that would reduce improper use of the Certificate of Authorization; and explicit allowance for on-line voting.

Public consultations regarding the proposed changes to the Act were held several times at the Association offices throughout the winter. Several meetings were held with MLAs from all parties in the effort to help move the act changes through the necessary steps required for approval. The proposed changes have gone through second reading at the Manitoba Legislature.

### CONTINUING COMPETENCY

The Continuing Competency Committee (CCC) met regularly to fulfill its duties, as described in the Continuing Professional Development (ProDev) Program. This has been their busiest year yet, as the first reporting period ended on December 31, 2014. On-going duties include considerations of applications for abatement and interpretations of the ProDev Program. This year, however, was the first year that they were also required to deal with non-compliance.

At the beginning of the year, there were 1,100 members who were not compliant with the ProDev Program. Through the efforts of the CCC, this was reduced to 256 non-compliant members at the time of writing, 75 of which have not reported any professional development activities. Of the 3858 members who had a report due on December 31, 93.4% are in compliance.

The Association has undertaken several steps to work towards 100% compliance with the program. These activities have included the following:

- articles in **The Keystone Professional**;
- letters to all members at the time of membership renewal;
- registered letters sent in January to more than 400 non-compliant members;
- a phone campaign as follow-up to the registered letters
- letters sent in June to another 246 non-compliant members;
- emails sent to all compliant members; and
- the development of an app for mobile devices.

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

[www.apegm.mb.ca/CCCInterpretations.html](http://www.apegm.mb.ca/CCCInterpretations.html)

### COMPLIANCE

Each year, we collaborate with other Canadian engineering regulators to ensure that engineers and geoscientists residing in Manitoba are observing the Association's Act. This Out of Province Campaign seeks to identify and communicate with individuals that are licensed elsewhere but living or working in Manitoba. As in past years, this is proving to be a positive outreach program that educates potential members on the requirement for licensure in Manitoba.

Engineers Geoscientists Manitoba 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. We continue 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.

Presentations were made to the Manitoba Building Officials Association bi-annual conference twice this year. The first presentation was with respect to the practice note explaining the overlap between the practices of architecture and engineering. This presentation was made in conjunction with the MAA President at the time. At the second conference, a joint presentation with one of the Association's consulting firms was delivered regarding the experience with applying the new Manitoba Energy Code.

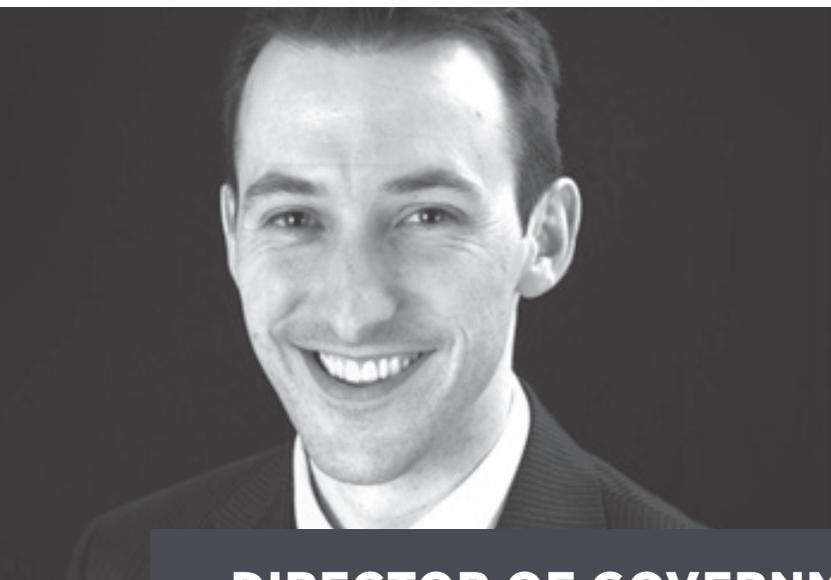
Engineers Geoscientists Manitoba also ensured to liaise with the MAA during the process for implementing proposed Act changes. MAA representatives were invited to the public consultation presentations. The President and Executive Director of MAA were also in attendance in meetings with MLAs from all three major parties.

The annual meeting of the discipline and enforcement officials for Canadian Engineering regulators occurred in Victoria this year. In addition to the review of statistics from across the country, healthy discussions were had on several matters, including outreach programs to students, disciplinary matters, and enforcement procedures.

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### **Mike Gregoire, P.Eng.**

Engineers Geoscientists Manitoba  
Director of Professional Standards



## DIRECTOR OF GOVERNMENT RELATIONS REPORT

### OVERVIEW

From July 1, 2014, to June 30, 2015, the Association continued with its mission of being an active and trusted voice in the community on matters related to engineering and geosciences. We fulfilled our mandate to regulate the professions in these areas and protect the public interest. When personnel changes due to an election, we may need to repeat several steps of our outreach program to establish relationships with the newly elected or appointed officials.

The engineering and geoscience professions are extensively relied upon to develop solutions, critical infrastructure, and essential systems for the general public. Many of these projects are among the largest budget expenditures made by the government on behalf of the general public. They represent substantial technological, social, and economic developments. Despite this, the Association finds a lack of awareness by the government and the public regarding the availability of local expertise and innovation from our members. More could be done to position these professions as trusted advisors to the government and that is our goal as we move forward into the coming year.

Engineers Geoscientists Manitoba should be seen as an association to regulate the professions and protect the public interest. We have no desire to appear as a lobbying group or political agency. Our objective is clear that the association is to pursue improved government relations.

### **FIRST ANNUAL MEMBERS OF THE LEGISLATIVE ASSEMBLY (MLA) WINE & CHEESE RECEPTION**

On January 15, 2015, the Association held its first annual MLA Wine and Cheese Reception. This was well-attended by the association members along with government officials, MLAs, and Ministers. Overall attendance was thirty seven, reaching the initial anticipated attendance of between thirty five and forty guests.

For our next MLA event, we plan to hold a training session beforehand for members. This would allow the members to practice answering questions, work through various scenarios, and gain experience with the format of the event. We think it may bring out additional members who might not otherwise participate. After the event, we plan to have a meeting to review and suggest ways those in the future could be improved.

### **ASSOCIATION POLITICAL CONTRIBUTION POLICY**

The Association continued its practice of community involvement. Consistent with such involvement, we are developing a policy to ensure transparency in the way the Association participates with political parties. This policy consists of guidelines for attending events, spending, and the nature of the exchange with public decision makers to facilitate a constructive dialogue. Conducting business and advocacy in compliance with applicable laws concerning political contributions consistent with the overall core values of the Association.

### **GOVERNMENT RELATIONS ENVIRONMENTAL SCAN**

The Government Relations Environmental Scan reviewed various associations throughout North America to study their efforts in building relationships with their governments. We found that associations in the United States posted comprehensive government relations plans up to, and including, training and direction for the members on how to engage with the government on all levels. We found that while engineering associations across Canada recognized the need for a strong relationship with government, their activities were not publicized on their websites. As a result of our studies, we are establishing the following policies or procedures:

1. A Government Relation Mentors Program was implemented that will work with the Executive Committee of Council and the Government Relations Director. This group of mentors will be a sounding board on ideas pertaining to government relations, culture, systems, policies, and procedures. They will provide a resource of information and provide guidance to the government relations department.

2. Ownership Linkage Committee. Working hand in hand with this committee will provide a holistic approach to government relations and allow for the flow of information from citizens of Manitoba to the Association and then on to the government.
3. New Government Relations Mandate. In this mandate, information would be provided by the Government Relations Consultant, CEO, Executive Committee of Council, and Government Relations Mentors to devise an ongoing government relations program.
4. **2016 Government Relations Strategic Priorities.** With the Provincial Election of 2016 less than a year away, there are great opportunities for the Association to work with government officials and candidates on goals specific to the professions.

Ideas are being brought forth by various stakeholders, Council, and staff for the year 2015-2016 with regards to the Government Relations Strategic Priorities. Previous strategic priorities have already been implemented and with the Council's approval these will continue. New strategic priorities for government relations will be updated and presented in due process.

We will be scheduling an agenda item with Council to discuss the current strategic priorities and seek feedback with input on how to implement new strategic priorities. By doing so, we bring fresh eyes to the process of improving government relations and how best the government and the public can work with the Association.

5. **Government Relations Mentors.** Two government relations mentors were solicited and accepted. James Blatz, P.Eng., and Allan Silk, P.Eng., will assist in implementing the government relations strategic priorities for the Association. Both mentors have reviewed the current political contribution policy. Questions were posed to these mentors regarding strategic priorities for 2015-2016. We are interested in their feedback on potential priorities for the coming year.

### **MLA OUTREACH PROGRAM**

The MLA Outreach Program will bring together members from the Association to advise candidates during the various campaigns in the April 2016 Provincial Election. This program will evolve over time with continual growth of members to become trusted advisors to government officials at the federal and civic levels.

In the winter of 2016, we will implement a comprehensive MLA Outreach Program which will include:

1. A training manual and training sessions for Association members. This training will focus on the leadership of companies and how they can create culture of mentorship within their organization. These mentors will then work with EIT's in the government relations area.
2. Expansion to include federal and civic government officials.
3. Scheduling professional development training sessions. From this training we can determine if any of the members in attendance would be suitable for the MLA Outreach Program.

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### **C. Scott Sarna**

Engineers Geoscientists Manitoba  
Director of Government Relations

ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

A photograph of two men in a factory or industrial setting. Both are wearing blue hard hats. The man on the left is wearing a light blue dress shirt and a dark blue tie, and is holding a rolled-up blueprint. The man on the right is wearing a light blue work shirt. They are both looking down at a large blueprint spread out on a table in front of them. The background shows industrial equipment and pipes.

**WE GOVERN AND REGULATE  
THE PRACTICE OF PROFESSIONAL  
ENGINEERING AND GEOSCIENCE  
IN MANITOBA.**

# MEMBERSHIP

## MEMBERSHIP IN A GLANCE

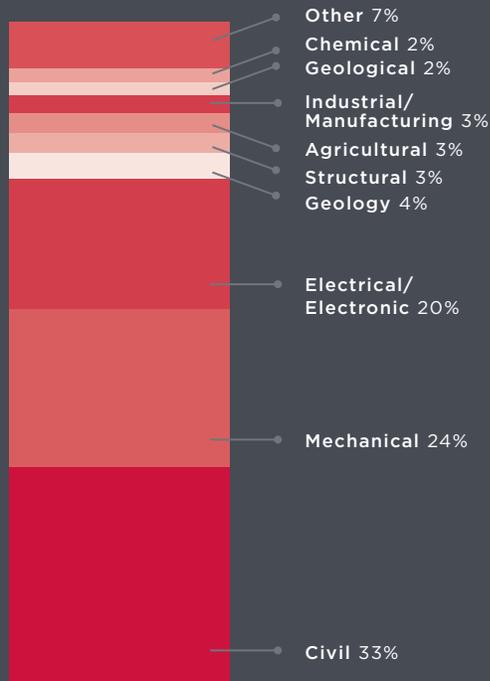
YEAR ENDING JUNE 30	2011	2012	2013	2014	2015
Professional Engineers	4,885	5,086	5,276	5,502	5,633
Professional Geoscientists	274	273	264	259	260
Life Members	170	191	218	222	316
Engineers-in-Training	1,015	1,090	1,151	1,213	1,298
Geoscientists-in-Training	30	43	47	55	59
<b>Total Registered</b>	<b>6,374</b>	<b>6,683</b>	<b>6,956</b>	<b>7,251</b>	<b>7,566</b>
Certificates of Authorization*	542	615	666	681	681

## MEMBERSHIP GROWTH

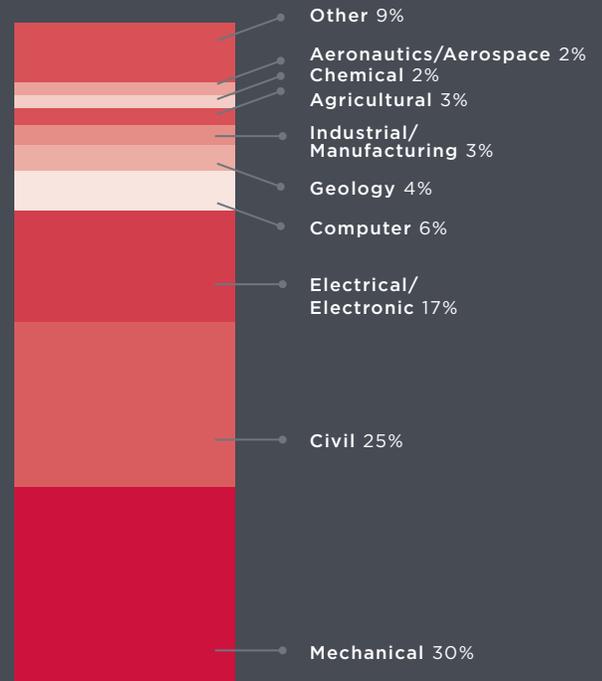
Over the last year, the Association's membership growth has stabilized at 4.3% (averaged 4.4% over the prior three years). Geoscientists make up 4.3% of the Association's total membership (down by .1% compared to 4.4% in 2014).



**REGISTERED MEMBERS  
BY DISCIPLINE — JUNE 30, 2015**

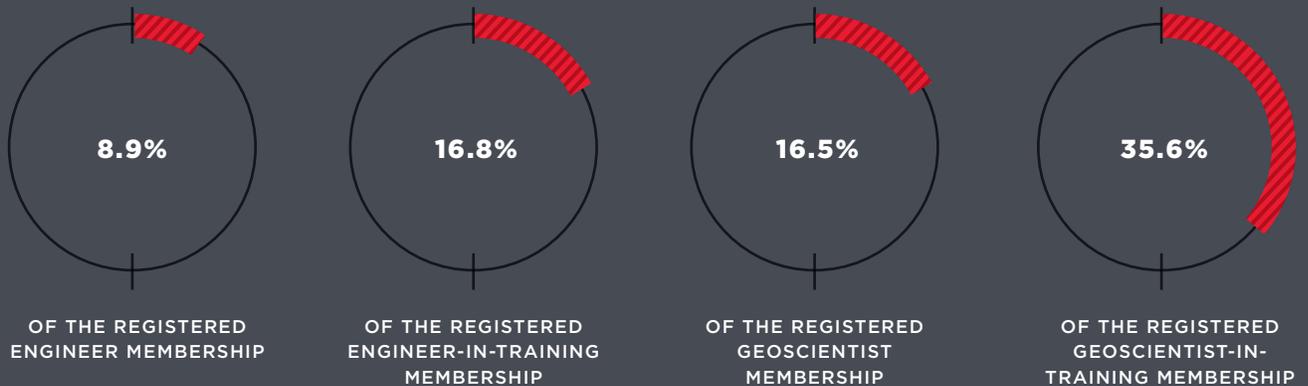


**MEMBERS-IN-TRAINING  
BY DISCIPLINE — JUNE 30, 2015**



**WOMEN IN ENGINEERING — 30 BY 2030**

Engineers Canada has set a goal of women comprising 30% of registered members by the year 2030. Our numbers show that Engineers Geoscientists Manitoba has a ways to go.







## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED JUNE 30

2015  
BUDGET2015  
ACTUAL2014  
ACTUAL

### Revenue

Assessments	\$ 79,215	\$ 95,111	\$ 76,587
Certificate of Authorization	302,380	268,907	283,690
Exam Administration and Exam Fees	16,875	31,135	21,095
Insurance Program	27,000	21,315	23,484
Investment Income			
• Realized	92,500	127,158	166,794
• Unrealized	-	21,365	152,834
Meeting and Professional Development Recoveries	90,295	71,940	67,691
Members' Annual Fees	1,815,905	1,858,111	1,721,914
Members-in-Training	277,135	271,820	254,598
Other	87,265	95,790	89,267
Registration Fees	80,145	46,524	79,982
Student Memberships	3,295	3,544	3,221
	<b>2,872,010</b>	<b>2,912,720</b>	<b>2,941,157</b>

### Expenses

Administration	\$ 2,318,426	\$ 2,390,864	\$ 1,822,953
Amortization of Capital Assets	81,000	74,114	74,016
Appropriation to the APEGM Foundation Inc.	-	-	50,000
Awards Program	14,450	2,840	4,013
CCPE and CCPG	81,329	81,825	79,640
Certificates and Seals	28,850	32,991	27,422
Meeting	189,300	204,513	157,318
Secondary professional liability insurance	41,796	37,012	39,406
Student support and scholarships	27,298	13,205	19,831
Travel	47,755	23,819	48,449
	<b>2,830,204</b>	<b>2,912,720</b>	<b>2,941,157</b>
Excess of revenue over expense for the year	\$ 41,806	\$ 51,537	\$ 618,109

**STATEMENT OF FINANCIAL POSITION**

**AS AT JUNE 30**

**2015**

**2014**

**Assets**

**Current Assets**

• Cash and Bank	\$	<b>87,662</b>	\$	415,257
• Accounts Receivable		<b>41,367</b>		48,656
• Prepaid Expenses		<b>62,052</b>		50,497
		<b>191,081</b>		514,410

**Investments**

**4,182,434**      3,613,736

**Capital assets**

**578,593**      570,548

**\$ 4,952,108**      **\$ 4,698,694**

**Liabilities and Net Assets**

**Current Liabilities**

• Accounts Payable and Accrued Liabilities	\$	<b>239,917</b>	\$	161,306
• Deferred Revenue		<b>1,341,800</b>		1,218,534
		<b>1,581,717</b>		1,379,840

**Commitment**

**Net Assets**

• Unrestricted		<b>1,871,388</b>		1,827,896
• Invested in Capital Assets		<b>578,593</b>		570,548
• Internally Restricted		<b>920,410</b>		920,410
		<b>3,370,391</b>		3,318,854
	\$	<b>4,952,108</b>	\$	4,698,694

Approved on behalf of Council:



President



CEO & Registrar

## BUDGET — SCHEDULE OF FEES & DUES

FOR THE YEAR ENDED JUNE 30

2015  
AMOUNT2016  
AMOUNT2016  
AMOUNT  
WITH 5% GST

Type			
Administration Fee	\$ 119.05	\$ 119.05	\$ 125.00
Annual Dues — Members	352.38	361.90	380.00
Annual Dues — Retired	104.77	104.77	110.00
Late Payment Fee	50.00	50.00	52.50
Deferred Dues — Members	176.19	180.95	190.00
Temporary Licenses	471.43	480.95	505.00
Annual Dues — EITs/GITs	176.19	180.95	190.00
Deferred Dues — EITs/GITs	88.10	90.48	95.00
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 Fee (Exam Program)	300.00	300.00	300.00

## BUDGET — INCOME SUMMARY

FOR THE YEAR ENDED JUNE 30

2015  
BUDGETED  
INCOME  
12 MONTHS

2015  
ACTUAL  
INCOME  
12 MONTHS

2016  
BUDGETED  
INCOME  
12 MONTHS

Type	2015 BUDGETED INCOME 12 MONTHS	2015 ACTUAL INCOME 12 MONTHS	2016 BUDGETED INCOME 12 MONTHS
Assessments	\$ 79,215	\$ 95,111	\$ 79,215
Certificate of Authorization Fees	302,380	268,907	309,525
Examination Fees	16,875	35,915	40,500
Insurance Program	27,000	21,315	27,000
Investment Income	92,500	148,523	146,875
Meeting and Professional Development Recoveries	54,900	55,636	16,000
Member Annual Fees	1,815,905	1,858,112	1,893,795
Member-in-Training Annual Fees	277,135	271,820	293,355
Miscellaneous Income	122,660	107,199	122,450
Registration Fees	80,145	46,524	75,510
Student Memberships	3,295	3,658	3,295
Deferred Revenue	(30,000)	0	0
<b>Total</b>	<b>\$2,842,010</b>	<b>\$ 2,912,721</b>	<b>\$3,007,520</b>

## BUDGET — EXPENSES SUMMARY

FOR THE YEAR ENDED JUNE 30

2015  
BUDGETED  
EXPENSE  
12 MONTHS

2015  
ACTUAL  
EXPENSE  
12 MONTHS

2016  
BUDGETED  
EXPENSE  
12 MONTHS

Type			
Advertising	\$ 180,450	\$ 74,640	\$ 161,700
Auditors Fees	17,000	14,311	21,000
Bank Charges	87,000	108,877	106,800
Car Allowance	1,400	1,000	1,400
CCPE/CCPG Assessment	81,329	81,825	86,945
Certificates and Seals	28,850	32,991	29,775
Courier Services	6,300	6,933	6,300
Depreciation	81,000	74,114	87,000
Dues and Subscriptions	1,450	2,431	1,700
Governance	20,000	4,618	28,500
Hearings	1,250	0	500
Insurance	22,050	15,917	16,700
Secondary Professional Liability Insurance	41,796	37,012	41,796
Internet - Web Site	11,340	6,631	5,940
Leasehold Expenses	5,100	5,265	5,100
Legal Fees	59,000	167,591	153,000
Mailing Services	3,000	0	3,500
Meeting Expenses	203,750	207,353	212,200
Miscellaneous and Contingencies	70,000	20,930	15,000
Office Rent	205,660	202,583	207,700
Outside Services	236,950	241,576	248,700
Personnel Administration and Staff Training	5,000	8,242	10,000
Postage	22,750	33,282	28,750
Printing	50,000	60,404	60,350
Office Supplies	18,100	20,034	21,100

**BUDGET —  
EXPENSES SUMMARY, continued**

FOR THE YEAR ENDED JUNE 30

2015  
BUDGETED  
EXPENSE  
12 MONTHS

2015  
ACTUAL  
EXPENSE  
12 MONTHS

2016  
BUDGETED  
EXPENSE  
12 MONTHS

Type

Office Equipment	55,150	55,433	55,250
Rental Equipment	14,300	8,677	19,300
Salaries, Benefits and Costs	1,072,276	1,228,364	1,165,607
Sponsorships and Funding	138,000	89,561	96,950
Student Support and Scholarships	27,298	13,205	29,298
Telephone	14,900	13,564	14,900
Travel	47,755	23,819	57,975
Total	\$2,830,204	\$ 2,861,184	\$3,000,736

# 2014 ANNUAL GENERAL MEETING MINUTES

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 24, 2014**.

## **CALL TO ORDER AND OFFICIAL OPENING**

Those present stood for the playing of the National Anthem.

President Marcia Friesen called the meeting to order at 9:00 a.m. and welcomed everyone to the 95th Annual General Meeting of the Association of Professional Engineers and Geoscientists of Manitoba. She confirmed that 67 members were present and 11 members joined by webinar — which constituted quorum.

Dr. Friesen stated that APEGM will be presenting seven awards at the Awards Gala and Dinner to be held this evening.

Dr. Friesen advised that the meeting was being recorded.

## **MOMENT OF SILENCE FOR DECEASED MEMBERS**

Dr. Friesen 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 2014 edition of The Keystone Professional, was read by the Secretary, Mr. Grant Koropatnick.

## **APPROVAL OF THE AGENDA**

It was moved by Dr. Doug Chapman and seconded by Mr. Roger Rempel that the agenda be approved as presented. **[Carried]**

## **INTRODUCTION OF THE COUNCIL AND STAFF**

The members of Council and the APEGM staff were introduced.

Dr. Friesen also introduced Dr. Ganpat Lodha, the APEGM Director on the Board of Geoscientists Canada; Tom Reimer, the Association's legal counsel; and Pamela Dupuis, from the firm BDO Canada LLP — the Association's Auditors.

### **INTRODUCTION OF COMMITTEE CHAIRS**

Dr. Friesen introduced the Chairs of the Committees who were in attendance.

### **RECOGNITION OF GUESTS AND ASSOCIATION REPRESENTATIVES**

Dr. Friesen recognized the invited guests from outside of Manitoba, most of whom were representing other engineering or geoscience organizations:

- › Paul Amyotte – President, Engineers Canada
- › Kim Allen – CEO, Engineers Canada
- › Suzanne Bastien – First Vice President, OIQ
- › David Hunt – President, Geoscientists Ontario (APGO)
- › Gerard McDonald – Registrar, PEO
- › Margaret Anne Hodges – President Elect, APEGS
- › Bob McDonald – Director of Membership and Legal Services, APEGS
- › Jim Gilliland – President, APEGA

Dr. Friesen recognized the representatives of the other related Manitoba organizations:

- › David Lalama – First Vice President, MAA
- › Cameron Dyck – President, ACEC MB
- › Shirley Tillett – Executive Director, ACEC MB
- › Grant Nichol – President, CTTAM
- › Mike Houvardas – Secretary/Treasurer, ACEC MB
- › Veronica Marriott – UMES

Dr. Friesen introduced Paul Amyotte, P.Eng., FEC, who brought greetings from Engineers Canada.

Dr. Friesen then introduced Ganpat Lodha, P.Geo. who brought greetings from Geoscientists Canada.

Dr. Friesen transferred the Chair to Past President Dawn Nedohin-Macek.

### REPORT OF THE PRESIDENT

Dr. Friesen drew the meetings attention to her report printed in the 2013-2014 Annual Report and spoke to some of the highlights.

Dr. Friesen concluded her report by welcoming Mr. Howard Procyshyn as the new President of APEGM.

Ms Nedohin-Macek called for questions.

It was moved by Mr. Dave Ennis and seconded by Ms Lesley McFarlane that the President's report be accepted as presented. **[Carried]**

Dr. Friesen returned to the Chair.

### MINUTES OF THE ANNUAL GENERAL MEETING OF OCTOBER 25, 2013

It was moved by Mr. Rick Lemoine and seconded by Mr. Christopher Beaumont-Smith that the minutes of the Annual General Meeting of October 25, 2013 be accepted as read and adopted. **[Carried]**

### REPORT OF THE SCRUTINEERS – COUNCILLORS ELECTED FOR 2014-2016

Dr. Friesen 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:**

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- |                      |                        |
|----------------------|------------------------|
| › Fred Cross, P.Eng. | › Roger Rempel, P.Eng. |
| › Ruth Eden, P.Eng.  | › Brett Todd, P.Eng.   |

— **Geoscientist:**

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- › Pamela Fulton-Regula, P.Geo.

Dr. Friesen congratulated those who had been elected.

Dr. Friesen announced that, in accordance with By-law No.4.2.1.1 of the Association, Howard Procyshyn, P.Eng. would become the President of the Association at the close of the meeting and that his term of office would continue until the end of the 2015 Annual General Meeting.

### **REPORT OF THE SCRUTINEERS – PROPOSED BY-LAW CHANGES**

Dr. Friesen advised the meeting that Council proposed to amend two by-laws.

She noted that these by-law changes were received and approved by Council at the meeting of 11 September 2014.

Copies of the proposed by-law changes were sent to all members for voting.

The ballots were counted at 9:00 a.m. on Friday 17 October 2014.

**Proposed By-Law Changes for EXECUTIVE DIRECTOR TITLE CHANGE [Passed]**

**Proposed By-Law Changes for REVISION to BY-LAW 7.1.3 LIFE MEMBERSHIP [Passed]**

### **AUDITORS' REPORT AND THE JUNE 30, 2014 FINANCIAL STATEMENT**

Dr. Friesen 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. Adam Pawlikewich and seconded by Mr. Jonathan Epp that the Auditors' Report for the year ending June 30, 2014 be received. **[Carried]**

### **APPOINTMENT OF AUDITORS**

It was moved by Mr. Bob McKibbin and Seconded by Dr. Garland Laliberte that BDO Canada LLP be appointed as the Association's auditors for the 2014-2015 fiscal year. **[Carried]**

### **2014/2015 BUDGET AND SCHEDULE OF DUES AND FEES**

Dr. Friesen referred the meeting to the 2014-2015 Budget and the 2015 Schedule of Dues and Fees.

Dr. Friesen 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, Dr. Friesen requested the Secretary to record that the 2014-2015 Budget and the 2015 Schedule of Dues and Fees were considered and received as information.

### **NOMINATING COMMITTEE APPOINTMENTS**

Dr. Friesen informed the meeting that this item was on the agenda to select five members to serve on the Nominating Committee.

Dr. Friesen 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.

- Rick Lemoine nominated Pamela Fulton-Regula. Ms Fulton-Regula accepted the nomination.
- Lesley McFarlane nominated Jared Smith. Mr. Smith accepted the nomination.
- Ganpat Lodha nominated Said Kass. Mr. Kass accepted the nomination.
- Michael Gregoire nominated Dawn Nedohin-Macek. Ms Nedohin-Macek accepted the nomination.
- David Grant nominated Amar Chadha. Mr. Chadha accepted the nomination.

It was moved by Mr. Dennis Hodgkinson and seconded by Dr. Ganpat Lodha that nominations close. **[Carried]**

### **REPORTS OF THE COMMITTEES AND STAFF**

Dr. Friesen referred the meeting to the 2013-2014 Annual Report.

It was moved by Mr. Jonathan Epp and seconded by Mr. Dave Ennis that the Committee and Staff reports, as published in the 2013-2014 Annual Report, be accepted. **[Carried]**

### **RESOLUTIONS**

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

Dr. Friesen advised that no resolutions had been received.

### **RECOGNITION OF RETIRING COUNCILLORS**

Dr. Friesen recognized the contributions of the following retiring Councillors:

- › Rick Lemoine for six years on Council
- › Dawn Nedohin-Macek for four years on Council
- › Don Spangelo for six years on Council
- › Guenter Schaub for two years on Council

## OTHER BUSINESS

### GAVEL CEREMONY

The Scott gavel was passed from Dr. Marcia Friesen to Mr. Howard Procyshyn in accordance with the official ceremony for turning over the gavel to the incoming president. Mr. Procyshyn signed the scroll, which was then returned to its place in the gavel.

### INCOMING PRESIDENT'S ADDRESS

Mr. Procyshyn expressed his thanks to Council for electing him as Vice-President.

### CLOSING ANNOUNCEMENTS AND ADJOURNMENT

Dr. Friesen 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 9:53 a.m. on a Motion by Don Spangelo.



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**G. Koropatnick, P.Eng.**  
CEO & Registrar



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**M. Friesen, Ph.D., P.Eng., FEC**  
President

### L. Dupas

Recording Secretary  
Ld/2014AGM minutes

# DIRECTOR OF ENGINEERS CANADA REPORT

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

## NEW EXECUTIVE

I was honoured to be named president of Engineers Canada for 2015–2016 at the annual meeting held in Calgary, Alberta, in May 2015. Chris D. Roney, FEC, P.Eng., is president-elect. The new executive is:

- Digvir Jayas, FEC, P.Eng. (President)
- Chris Roney, FEC, P.Eng. (President-Elect)
- Paul Amyotte, FEC, P.Eng. (Past-President)
- Darryl Ford, FEC, P.Eng. (Member)
- Larry Staples, FEC, P.Eng. (Member)
- Zaki Ghavitian, FIC, ing. (Member)
- Mark Flint, P.Eng. (Advisor)
- Kim Allen, FEC, P.Eng. (Advisor)

Read more about the 2015–2016 Engineers Canada Board:  
[www.engineerscanada.ca/engineers-canadas-board](http://www.engineerscanada.ca/engineers-canadas-board)

## LINKAGES TASK FORCE

The Linkages Task Force was formed in 2014 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 at the time, I served as the Task Force chair. These duties are now held by Chris Roney. The Task Force presented its work to the Board at the May 2015 AGM.

## GOVERNMENT RELATIONS

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

In November 2014, the Engineers Canada's Bridging Government and Engineers Committee met with 28 Members of Parliament from across the country as part of our annual contact day on Parliament Hill in Ottawa. Our team discussed the themes in Engineers

Canada's Pre-Budget Submissions, as well as the importance of having engineers involved in public policy and their role in protecting the public. BGE Committee members have meetings throughout the year with members of Parliament across the country.

We are pleased that our hard work is paying off. In the most recent federal budget, tabled in April, the federal government committed to improving labour market information, which the profession has been recommending over the course of the last year.

Engineers Canada will continue to look for opportunities to work with the federal government on important issues that affect the engineering profession or in which the profession can play a role.

### NATIONAL POSITION STATEMENTS

In June, Engineers Canada introduced three new statements on diversity, engineers working in federally regulated industries, and the qualifications of those presenting expert testimony to federal boards or review panels. We also updated two national position statements: climate change and quality-based selection.

National Position Statements are available on Engineers Canada's website: [www.engineerscanada.ca/national-position-statements](http://www.engineerscanada.ca/national-position-statements)

### ELECTION WEBSITE

Engineers Canada government relations staff and volunteers are gearing up for a busy federal election this fall. We are launching a new election website ([www.election2015.engineerscanada.ca](http://www.election2015.engineerscanada.ca)) that showcases the expertise of the engineering profession to decision makers and ensures that the public policy issues that matter to the engineering profession are addressed.

### ENVIRONMENTAL SCAN

In April, Engineers Canada released the **Engineering Profession Environmental Scan**, which outlines issues and trends that are shaping engineering today and in the years ahead. Data were collected by engaging with a variety of stakeholders within the engineering community, including engineering regulators and associations, industry, the consulting engineering sector, academia, and engineering students.

### LABOUR MARKET STUDY

At the end of June, Engineers Canada released the labour market report, **Engineering Labour Market in Canada: Projections to 2025**. It provides province-level projections of supply and demand for engineers. The forecast is for more than 100,000 engineering job openings in Canada between now and 2025 as engineers retire and the economy continues to grow.

Canada is facing a skills gap as engineers in senior level positions retire or leave the workforce and their experience cannot be replaced by students and early career engineering professionals. Interprovincial mobility of Canadian engineers and experienced internationally trained graduates will be two principal groups to potentially fill the positions left by retiring engineers.

### **WASHINGTON ACCORD**

We are pleased to report that at the June 2015 meetings of the International Engineering Alliance in Istanbul, Turkey, Engineers Canada was renewed as a signatory for another six years in the Washington Accord.

Engineers Canada was a lead nominator for the Colegio Federado de Ingenieros y de Arquitectos de Costa Rica (CFIA), which was admitted to the Washington Accord as a provisional member. Engineers Canada was approached for advice and mentorship from a number of other countries interested in working toward signatory status in the Accord.

### **CANADIAN ENGINEERING ACCREDITATION BOARD CELEBRATES 50 YEARS**

We are proud to celebrate the Canadian Engineering Accreditation Board's 50 years of contributions to excellence in engineering education in Canada.

There will be multiple opportunities this year to highlight this milestone and thank volunteers past and present for all their contributions that made 50 years of the accreditation system such a success.

### **PUBLIC INFRASTRUCTURE ENGINEERING VULNERABILITY COMMITTEE CELEBRATES 10 YEARS**

In August, the Public Infrastructure Engineering Vulnerability Committee (PIEVC) celebrates its 10 year anniversary of helping keep Canadian infrastructure safe and making it more resilient. To celebrate Engineers Canada launched a new and improved PIEVC website, ([www.pievc.engineerscanada.ca](http://www.pievc.engineerscanada.ca)). The site features a searchable database of assessments, information on the protocol and the Committee and training documents.

### **ONGOING PROJECTS**

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

Work on the Framework for Regulation is continuing with a streamlined two-stage process. Stage 1 provides for the development of elements through research of national and international regulatory practices and input from experts. Stage 2 provides for ongoing improvement to ensure elements are current and reflective of changing trends and challenges facing the profession. All elements are slated to be completed by December 2016. Please see the list of current and proposed elements on the Framework for Regulation section of the Engineers Canada website: [www.engineerscanada.ca/the-elements](http://www.engineerscanada.ca/the-elements)

A component of the Framework is the Online Competency Assessment Project, which received federal funding in April. This project is to create an online solution for the assessment of engineering work experience. It will facilitate the use of competencies by the engineering regulators and accelerate the licensing process for qualified foreign-trained engineers.

Engineers Canada will take the next few months to plan and set the project up for success, and will engage with the constituent associations in the fall.

In consultation with the provincial regulators, we are developing a proposal for Citizenship and Immigration Canada to become the sole assessor of engineering credentials for individuals wishing immigrant to Canada and work in engineering. Engineers Canada would act as a facilitator for assessing educational credentials and the authentication of documents as newcomers prepare their applications to the regulators for licensure.

The project will provide international engineering graduates with personalized information to help them with their decision to immigrate and with developing a plan for their success in Canada. It will provide regulators with authenticated, translated credentials for use during the licensure process.

The Educational Credential Assessment project will ensure that applicants are better informed about engineering in Canada and more likely to be ready to apply for a licence. We are continually updating stakeholders on this process as it moves forward.

### **ENGINEERS CANADA AWARDS AND SCHOLARSHIPS**

In October 2014, 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. The 2015 recipients will be honoured at a ceremony in September during the Engineers Canada fall Board meeting. Read more about the 2014 scholarship recipients: [www.engineerscanada.ca/news/engineering-scholarships-recognize-advanced-research](http://www.engineerscanada.ca/news/engineering-scholarships-recognize-advanced-research)

In May 2015, at an Awards Gala held during our annual general meeting in Calgary, Alberta, Engineers Canada honoured the accomplishments of remarkable engineers, engineering students, projects, and engineering journalism. Read more about our award recipients: [www.engineerscanada.ca/news/honouring-canadas-exceptional-engineers-0](http://www.engineerscanada.ca/news/honouring-canadas-exceptional-engineers-0)

### **FOR MORE INFORMATION**

Visit [www.engineerscanada.ca](http://www.engineerscanada.ca) for more information on the activities of Engineers Canada and to sign up for the newsletter. Please feel free to contact me through the APEGM office.

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**D.S. Jayas, FEC, P.Eng.**  
Engineers Canada Director

# DIRECTOR OF GEOSCIENTISTS CANADA REPORT

This report covers the period of my term as Manitoba Director for Geoscientists Canada (GC), during the period July 01, 2014 to June 30, 2015.

## MEETINGS

During this period the GC Board of Directors had following meetings:

- September 18, 2014 - Teleconference meeting (35th BOD)
- November 07-08, 2014 - Toronto (36th BOD)
- February 28, 2015 - Toronto (37th BOD)
- June 5-6, 2015 - Saint Johns, NB (38th BOD & 18th AGM)

In addition I participated in following Committee Meetings :

- Strategic Planning Committee-Teleconference meetings on September 04, October 10, 2014 and April 21, 2015.
- Roles and Responsibilities definition Task Force teleconference meeting on September 05,2014.
- Audit Committee discussed the 2014 financial statements with the Executive Director and reviewed the final December 31 2014 year end audited report. There were no issues or discrepancies.

## FINANCIAL REPORT

The organization is in good financial health. The excess of revenue over expenses for the year 2014 is in the amount of \$77,443. This was added to previous year's surplus of \$372,594. This provided a healthy reserve of \$450,037 at the beginning of the year 2015.

## ACTIVITIES

The GC Board and staff focused their work on addressing the recommendations made in the "Moving Forward" document developed during 34th BOD and 17th AGM held in June 2014 in Regina.

### — Governance matters

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GC was required under the Canada Not-for-profit Corporations Act to amend its governance practices and bylaws to bring GC into compliance with the Act. Revised bylaws were approved by, the Constituent Associations during the Regina AGM on

June 7, 2014. As a follow up the Governance Committee (George Eynon, Chair) was asked to review and make recommendations for a new Governance model. This also involved input from Geoscience Definition Committee (Alan Aubut, Chair), Roles and Responsibilities Definition Task Force (George Eynon, Chair) and Two way Communications Protocol Task Force (Greg Vogelsang, Chair). Finally the Governance Committee on May 07, 2015 distributed to CA's and Directors following material for approval during 38th BOD and 18th AGM meeting held on June 06 at Saint Johns, NB.

- New Statement of the Purpose of the Organization;
- Selection of the Structure of the Board of Directors (from two alternate options); and,
- Ratification of the associated bylaw changes.

Following discussions at BOD meeting and follow-up AGM the "Status Quo" Board structure with each CA having one vote was adopted. The officers (President, President-elect, Past President and Treasurer) will be drawn from the 9 member board and retain their voting right at all board meetings. The recommendations and bylaw changes were ratified.

### — **Strategic Planning (2015-18)**

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The work started by the Strategic Planning Committee (SPC) after the Calgary March 15, 2014 meeting continued. The draft Strategic Plan for GC that was further developed and refined with interactive input from CA's and discussions during committee meetings held on Sept 04/2004, October 10/2014, April 21/2015 and BOD meeting during February 28/2015. The SPC through its Chair (Hendrik Falk) conducted a second round of consultation with CA's during April-May 2015 on the Initiatives and Actions that Geoscientist Canada will direct its efforts during coming years. This consultation included seeking specific priority ranking by each CAs on the 14 initiatives identified for action in the proposed plan. The results of the ranking exercise were presented in table form with scores on each of the 14 items by each CA and then weighting the total score for a final 1 to 15 ranking. The extra item added at later date was GC office relocation from Vancouver, BC to Ottawa. This priority ranking table was presented for approval at 38th BOD and 18th AGM and has been approved.

### — **"AST" Projects**

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The AST project has been funded by ESDC (since 2012) as part of "Foreign Credentials Recognition program". During the month of July 2004 a document prepared by David Cane Consultant, titled "The Competency Profile for the Professional Geoscientists at Entry to Practice" was circulated to CAs. This has also been described in the AST Project briefing note #5. CGSB had accepted this document during their June 25-26, 2014

meeting with the recommendation for adoption in principle. The BOD during their 36th meeting in Toronto approved its acceptance as reference document only, describing entry -to-practice competencies.

1. The AST phase I project was completed in March 2015. A summary of the final phase of the project work is provided in AST Project Briefing Note #7. Oliver Bonham provided highlight of this project summarizing its concluding outcome through a slide presentation during 38th BOD meeting in Saint Johns, NB. CGSB during its March 21-22, 2015 meeting had received the reports of Waldie GeoGovernance related to:
  - a. Potential use of Prior Learning Assessments and Recognition (“PLAR”);
  - b. A study of different approaches currently used by the CAs to ascertain that individual courses from different universities are deemed to meet the academic requirements as specified in current GKE standard.
2. A draft of AST Phase 2 proposal was prepared by Oliver Bonham and presented at the 38th BOD meeting in Saint John for approval towards the next phase of ESDC funding. Bruce Broster of CGSB indicated that GKE is the fundamental document that guides the admission process. The motion passed by CGSB at their March 21-22 meeting was to show that academic courses listed in the GKE deliver the competencies. Based on the discussions with CAs and during BOD meeting, it was decided that this project proposal needs more work before it can be reconsidered by the Board. Myself as Manitoba director will keep pushing for inclusion of work related to CPD resources to be included in revised AST Phase 2 proposal for ESD funding. Out of nine member provinces, Manitoba has mandatory CPA and three other provinces have voluntary CPA reporting. In other five provinces the CPD is not yet an expressed concern.

### **PRESIDENT AND ELECTION OF THE PRESIDENT-ELECT**

George Eynon accepted the gravel of the office of President for the year 2015-16.

Two candidates were on the nomination slate for the position of President-elect. The candidates included; Hendrik Falk from NWT & Nunavut and Tim Smith from APEGBC. Under the new adopted Governance Policy, the officers of GC are elected by the vote of its Directors only. After introductions and voting Hendrik Falk was declared elected to the position of President-elect for the year 2015-16.

**MISCELLANEOUS**

1. G. Kirkham brought to the attention of the Board, recent discussion that had occurred between mining representatives of the Canadian Securities Administrators (CSA) and CIM concerning possible inclusion of some NI 43-101/QP awareness education as part of Canadian universities Earth Science undergraduate programs. This affects geoscientists to a greater extent than engineers. One approach might be some form of a teaching module that could be made a compulsory part of the curricula. It was suggested by CIM that Geoscientists Canada might be able to facilitate this through CGSB. Discussions ensued and Directors were in agreement that this should be pursued, with the caveat that any resulting initiative should equally cover the duties of QPs in the energy sector as well. Action Items were set to respond to CSA, and to pursue this further.
2. Douglas VanDine is the winner of the 2015 Canadian Professional Geoscience Award given annually by Geoscientist Canada. This award is “For Enhancing Public Safety by advancing standards of safety and professional practice in engineering and geoscience in the area of natural hazards.” Additional FGC awards were also approved this year bringing the total number of fellowship conferred by GC to 576.
3. Professional Geoscience Association of Quebec has withdrawn its affiliation/support from Geoscientists Canada effective January 01, 2015. They however cooperated in sponsoring a session with Geoscientist Canada on the topic of “Professional Affairs” during a joint annual AGU/GAC-MAC Convention held in Montreal during May 2015.
4. G. Lodha brought up the matter of providing more information about the CPD opportunities available to professional geoscientists during the 37th BOD meeting held in Toronto on February 28, 2015. He suggested such information could be made available on the Geoscientists Canada website. It was commented by GC CEO in response that providing CPD information that is timely and of true value to practitioners can be challenging. It is labour intensive and requires constant ongoing attention to ensure that all the information provided is kept evergreen.

### CURRENT BOARD MEMBERS

As of August 2015, the GC Board of Directors has the following members:

- President: George Eynon, P.Geo.  
Geos-Eynon & Associates, Calgary, Alberta
- President-Elect: Hendrik Falck, P.Geo.  
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