

**Engineers Geoscientists Manitoba
Annual Report
2017-2018**

CONTENTS

President's Report	3
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About Engineers Geoscientists Manitoba	5
Organizational Chart	6
Association Council and Staff	7
Volunteers	8
Council Governance Policy	11

CEO & Registrar Report	12
Director of Admissions Report	14
Director of Professional Standards Report	15
Director of Government Relations Report	18
Committee Reports	22

Summary Statement of Operations	38
Summary Statement of Financial Position	39
2019 Schedule of Fees and Dues	40
2019 Budget	41

2017 Annual General Meeting Minutes	44
Engineers Canada Director Report	50
Geoscientists Canada Director Report	54

PRESIDENT'S REPORT



This report outlines the work and accomplishments of Council for the 2018 Council year. Council follows a Policy Governance model, and as such its initiatives and work are directly tied to its Policy Manual. The manual outlines Council's expectations for itself and the CEO, and the policies within fall into the following four categories:

- The Ends - The objectives the CEO is expected to accomplish
- The Executive Limitations - The bounds within which the CEO may work
- The Governance Policies - The way in which Council governs
- The Council-Executive Policies - The way in which Council works with the CEO

The Ends

At the highest level, Council expects the CEO and the Association to ensure that "the interests of the Public of Manitoba are protected, as they relate to the practice of engineering and geoscience and that the results should be worth the resources expended". Throughout the year Council reviews reporting from the CEO which provide evidence of this fact. We are satisfied that the work of the Association continues to ensure that the public interest is protected.

Further to that purpose, in December, Council asked that the CEO place priority on achieving the following sub-Ends:

1. The public understands and values the contribution of the professions (4.2)
2. Government understands the issues impacting the public interest as they relate to the professions (4.4)
3. By 2030, 30% of newly licensed engineers will be women (5.2)

With regards to public perception, the primary way the Association addressed this was through a public advertising campaign. Public perception was measured through a professional survey conducted by Probe Research. The results obtained were positive indicating that 76% said that the work of engineers and geoscientists was an important part of daily life and 69% saying it would be important in the future.

With regards to government relations, we continue to have an excellent two way relationship. We are thankful for the opportunity we have been given to bring matters of importance forward, and be included in the conversation when legislative changes are being considered.

With regards to increasing the enrollment of women, we feel concrete action needs to be taken if we are to see any results. This year the Association has launched a new Engineering Changes Lives campaign with key partnerships to achieve this End. In the coming year we will be looking closely to ensure that the campaign is achieving the results we expect it to.

The Executive Limitations

Council monitors all Executive Limitations on an annual basis. The monitoring has shown that the CEO is operating within those limitations.

Further to this we have brought increased transparency and rigour to the process in the following ways:

- We tasked the Audit Committee with direct inspection of the Financial Condition. The Audit Committee found the CEO to be compliant and also recommended process changes that would improve transparency around how restricted funds are listed, which has now been put into policy.
- Treatment of staff was previously self-monitored by the CEO. This year the President was assigned this role, and I personally interviewed staff to confirm compliance. I am happy to report that the Association operates in an open and welcoming work environment that well exceeds the minimum requirements set out by the Executive Limitations.

The Governance Policies

Council monitors all of its Governance Policies on an annual basis looking for both compliance and ways for continual improvement. In previous years this was effectively done as annual check-ins at the point of monitoring. This year Council felt that a more proactive and intentional approach was warranted and pre-assigned all policies to Councillors, tasking them with safe guarding and ensuring the application of those policies throughout the year. Council also felt that increased oversight and involvement in the development of the budget was warranted and has now implemented a separate Finance Committee which will work with the CEO throughout the year in the development of the operational budget.

The Council-Executive Policies

This year, Council added annual monitoring of the Council-Executive Policies to its monitoring schedule, and the reports have shown that we are compliant.

Closing Remarks

It has been a privilege to serve as the Chair of Council over this past year. As President, I would like to thank all the Councillors for their hard work and dedication. It has also been wonderful to meet with members and represent our Association at events throughout the year.

I am confident that the President-Elect, Ruth Eden, will provide great leadership in the coming year. I wish her all the best, and I look forward to supporting Council and the Association as Past President.

Jonathan Epp, P.Eng., FEC
Engineers Geoscientists Manitoba President

ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

THE ASSOCIATION

Engineers Geoscientists Manitoba is established under The Engineering and Geoscientific Professions Act. It's purposes are:

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

It is governed by a Council of 10 elected professional engineers and professional geoscientists, one intern member representative, and at least two public representatives appointed by a committee comprised of the Minister appointed by the Lieutenant Governor in Council to administer the Labour Relations Act, 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 Geoscientists Canada.

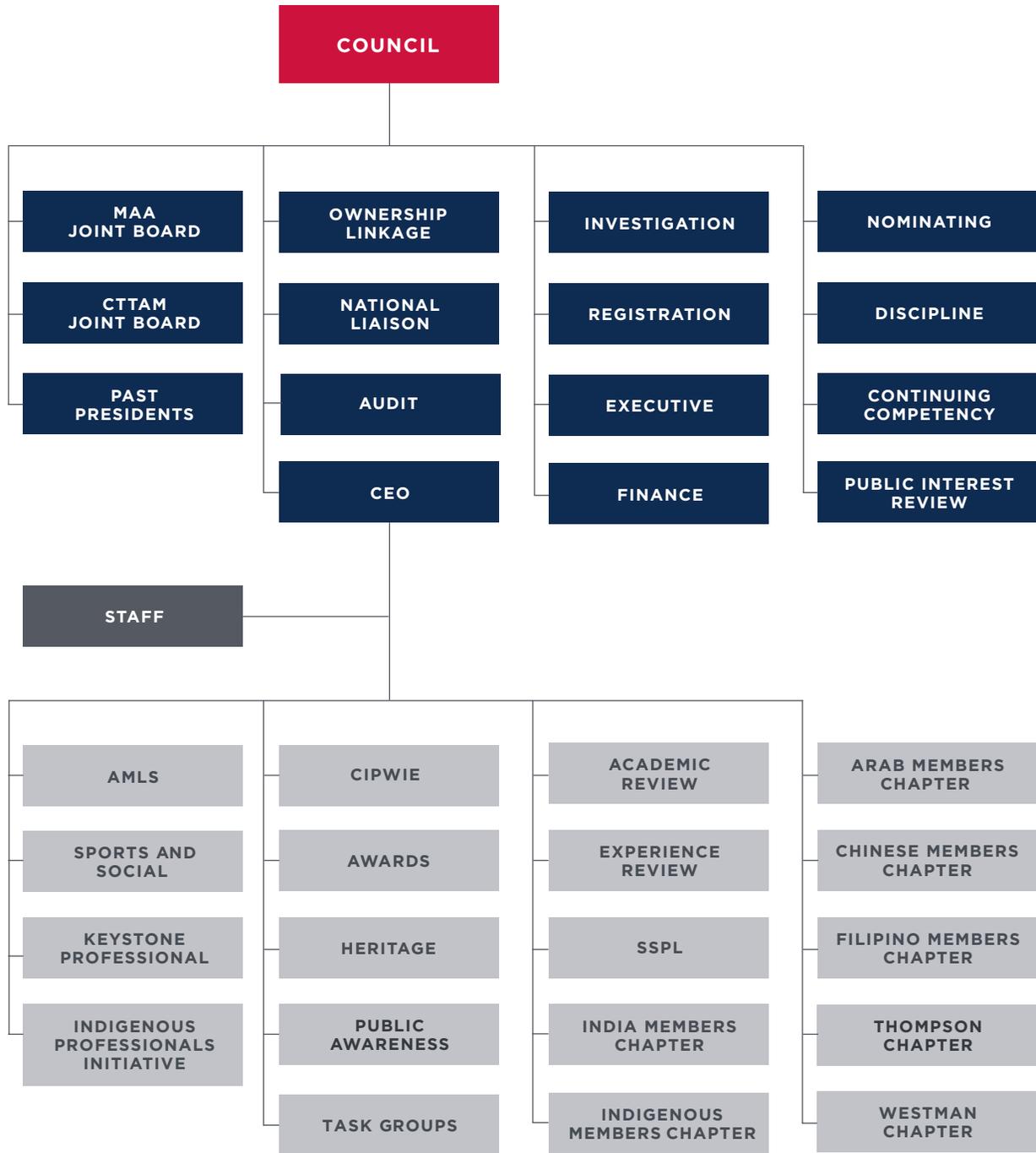
MISISON

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

- J. Epp, P.Eng. FEC, President
- R. Eden, P.Eng., Vice President
- L. Melvin, P.Eng. FEC, Past President
- D. Bell, P.Eng. FGC, Elected Councillor
- J. Blatz, P.Eng. FEC, Elected Councillor
- J. Doering, P.Eng. FEC, Elected Councillor
- J. Gauthier, P.Eng., Elected Councillor
- N. Klassen, CET, Appointed Councillor
- J. Mann, P.Geo., Elected Councillor
- J. Paliwal, P.Eng. FEC, Elected Councillor
- F. Lee, EIT, Intern Representative

ASSOCIATION STAFF

- G. Koropatnick, P.Eng. FEC, CEO and Registrar
- S.E. Sankar, P.Eng., FEC, P.E., Director of Admissions
- M. Gregoire, P.Eng., FEC, Director of Professional Standards
- C.S. Sarna, Director of Government Relations
- I. Wiebe, Manager of Finance
- A. Moore, Manager of Operations
- L. Dupas, ProDev/Investigation Coordinator
- C. Shymko, Assessment Officer
- M. Polson, Registration Coordinator
- C. Cabral, Pre-Registration Program Coordinator
- D. Kisiloski, Accounting and Membership Coordinator
- D. Vander Aa, Volunteer and Certificate of Authorization Coordinator
- D. Unett, Standards Coordinator
- G. Keatch, Communications and Events Coordinator
- L. Stepnuk, Project Coordinator, 30 by 30 Initiative
- A. Reddoch, System Analyst/Programmer
- D. Shushkewich, Technical Support Specialist
- F. Hillier, Executive Assistant, Council and CEO
- S. Dong, Administrative Assistant, Government Relations
- H. Blochinger, Administrative Assistant, Hospitality and Reception
- D. Templeton, Administrative Assistant, 30 by 30 Initiative

VOLUNTEERS

Thank you to those volunteers who served the 2017-2018 Association Boards, Committees, and Task Groups.

- J.A. Abel, P.Eng.
- J. Adelman, GIT
- A.M. Aftanas, P.Eng. FEC
- S. Agboola, EIT
- L.P. Aguila, P.Eng.
- M. Ahmeduzzaman, EIT
- J.O. Aina, P.Eng.
- D.A. Akinlade, P.Eng.
- A. Ali, P.Eng.
- A. Alimujiang, EIT
- E. Armitt, P.Eng.
- J.H. Ashdown, P.Eng.
- K.M. Atamanchuk, P.Eng. FEC
- M.P. Awang, P.Eng.
- R.C. Balagtas, EIT
- D.A. Balcha, P.Eng.
- A.E. Ball, P.Eng. FEC
- J.D. Bamburak, P.Geo.
- V. Banthia, P.Eng.
- A.N. Baskin, P.Eng.
- L.A. Bateman, OM, P.Eng. FEC
- N.R. Batstone, P.Eng. FEC
- M.A. Becket, EIT
- D.D. Bell, P.Geo. FGC
- J.J. Bell, P.Eng.
- P.T. Bernatsky, P.Eng.
- R.G. Bernier, P.Eng.
- J.S. Betke, P.Eng. FEC
- N.K. Bhangu, EIT
- A. Birur, P.Eng.
- J.A. Blatz, P.Eng. FEC
- J.K. Boguski, EIT
- S.K. Bohrn, P.Eng.
- T.R. Bohrn, P.Eng.
- J.A. Bouchard, P.Eng.
- S.J. Boychuk, P.Eng.
- T.L. Brako, P.Eng.
- W.H. Brant, P.Eng. FEC
- A.M. Brawerman, P.Eng.
- M.G. Britton, P.Eng. FEC
- R. Brosas, EIT
- A. Buttnor, P.Eng.
- A. Byagowi, P.Eng.
- R. Cameron, P.Eng.
- A.J.B. Campbell, P.Eng.
- J.F. Campos Ordonez, EIT
- H.A. Cea Canas, P.Eng.
- P.Y. Chan, P.Eng.
- N.A. Chandler, P.Eng.
- D.G. Chapman, P.Eng. FEC
- J. Chen, EIT
- T.R. Christiansen, P.Eng.
- A. Chrobak
- C.G. Coey, P.Eng.
- G.N. Cook, P.Eng. FEC
- A.K. Coolidge, P.Eng.
- S.R.J. Cournoyer, P.Eng. FEC
- C.D. Cousin, P.Eng.
- C.A. Crawford, P.Eng.
- D.E. Cross, P.Eng. FEC
- J.E. Crowder, P.Eng.
- K.A. Cumming, P.Eng.
- T. Da Costa Martins, P.Geo.
- S. Debnath
- D. De Pape
- M.M.J. de Rocquigny, P.Eng.
- W.C.D. DeGagne, P.Eng.
- K.K. Derksen, P.Eng. FEC
- M.V. DeWiele, P.Eng. FEC
- A. Dey, P.Eng.
- N.J. Dhruve, EIT
- J.R.C. Doering, P.Eng. FEC
- K.A. Dompierre, P.Eng.
- L. Douglas, P.Eng.
- N.J.M. Douville, P.Eng.
- D.G. Dreger, P.Eng.
- K.R. Drysdale, P.Eng. FEC
- C.L. Dyck, P.Eng.
- R.J. Eden, P.Eng.
- R.P. Elders, P.Eng.
- D.A.J. Ennis, P.Eng. FEC
- J.A. Epp, P.Eng. FEC
- A.F. Eshmade, P.Eng. FEC
- E. Essel, EIT
- A. Evans
- A. Farenhorst
- E.C. Fernandez, P.Eng.
- B. Flisak, P.Eng.
- T.E. Flynn, P.Geo.
- D.G. Ford, P.Eng. FEC
- J.N. Fox, P.Eng.
- Y. Fraiter, P.Eng.
- H.T. Freihammer, P.Eng.
- M.R. Friesen, P.Eng. FEC
- K.C. Fritz, P.Eng.
- D.M.V. Froese, P.Eng.
- T. Gaamangwe, P.Eng.
- L. Gallagher, GIT
- N.A. Garcia, P.Eng.
- J.A. Gauthier, P.Eng.
- N.A. Generoso, P.Eng.
- J.G. Giba, P.Eng.
- A.J. Gies, P.Eng.
- T.C.A. Gitzel, P.Eng. FEC
- R.M. Godse, P.Eng. FEC
- S. Goel, EIT
- G. Goldsborough
- T.W. Gouldsborough, P.Eng. FEC
- G.L. Greasley, CAE FEC
- J.H. Guenther, P.Eng. FEC
- P.C. Guerreiro, P.Eng.
- J.R. Gunning, P.Eng. FEC
- R.C. Gupta, P.Eng. FEC
- S.H. Hammad, P.Eng.
- N. Handa, P.Eng. FEC
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- R.W. Harrison, P.Eng.
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- I.K. Kalinovich
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- A.A. Karagiannis, P.Eng.
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- J. Katzer, EIT
- R. Kaur
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- W.C. Kennedy, P.Eng.
- N.M. Kesler, P.Eng.
- K.M. Khan, EIT
- G.M. King, P.Eng.
- T. Kirouac, EIT
- M. Kirton
- N. Klassen, CET
- L. Korenbaum, P.Eng.
- S.M. Kovnats, P.Eng.
- T. Kucheravy, CET
- H.J. Kuyp, P.Eng.
- M.D. Lagunera, P.Eng.
- R.J. Lall, P.Eng.
- K.A. Latif, P.Eng.
- B.D. Lavallee, P.Eng.
- K. Le, P.Eng.
- Y.N. Le, P.Eng.
- J.J. Lee, P.Eng.
- K.M.F. Lee, EIT
- K.W.G. Lenton, P.Eng.
- M. Lepage
- A.K. Letts, P.Eng.
- Z.X. Li, P.Eng.
- G.S. Lodha, P.Geo. FGC
- T.R. Lytwyn, P.Eng.
- C.D. MacInnes, P.Eng.
- M.P. Maendel, P.Eng.
- G.A. Maher, P.Eng. FEC
- J.J. Malenchak, P.Eng.
- S. Mali, EIT
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- C. Mamah, EIT
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- S. Saha
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- E.V. Schillberg
- P.A. Schilling, P.Eng.
- H.E. Schroeder, P.Eng.
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- T.C. Schwartz, P.Geo.
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- A.H. Simundsson, P.Eng.
- M.A. Singer, P.Eng.

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- T.W. Smeall, P.Eng.
- E.W. Smith, P.Eng.
- J.B. Smith, P.Eng. FEC
- M.P. Smith, P.Geo.
- M.A. Soiferman, P.Eng.
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- R. Sri Ranjan, P.Eng.
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- T.D.M. Starodub, P.Eng.
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- L.A. Stewart, P.Geo.
- R. Stoesz
- D.R. Strang, P.Eng. FEC
- R. Stringham, PAg
- R.R. Sugden, P.Eng.
- H. Tabassum, P.Eng.
- P.V.I. Tairiol, P.Eng.
- K.Y. Tan, P.Eng.
- V.J. Tanner, P.Eng. FEC
- J.A. Tapia, P.Eng.
- R.J. Taylor, P.Eng.
- E. Teklemariam, P.Eng. FEC
- D. Templeton
- E.A. Thompson, P.Eng.
- E. Tocko, EIT
- M. Toma, P.Eng.
- C.N. Trenholm, P.Eng.
- K.E. Trotter, P.Eng.
- H.M. Turanli, P.Eng. FEC
- W.M. Turchyn, P.Eng. FEC
- B.U. Urbanietz, P.Eng.
- O.R. Van Wallegghem, P.Eng.
- P.G. Vandoorne, EIT
- B. Vernik, EIT
- S. Vieweg, CPA
- K. Vijayan, P.Eng.
- M.R. Villanueva, P.Eng.
- J. Viramontes Perez, P.Eng.
- W.C. Wagner, P.Eng.
- V.S. Walkes, P.Eng.
- S. Wang, EIT
- I. Wasilewski, P.Eng.
- K.L. Watt, EIT
- C.R. Watters, GIT
- A.J. Watts, P.Eng.
- C. Weiss-Bundy, P.Eng.
- S.R. Whaley, P.Eng.
- G.J. Whiffen, P.Eng.
- C.W. Whitton, P.Eng.
- N.R. Williams, EIT
- P.V. Williams, EIT
- J.A. Wires-Munro, P.Eng.
- W.K. Wong, P.Eng.
- A.M. Wruth, P.Eng.
- N. Wruth
- W. Wu, P.Eng. FEC
- J. Xiong, EIT
- J. Yang
- M. Yu, P.Eng.
- Q. Yuan, P.Eng.
- L. Yusim
- M.T. Zeid, P.Eng.
- J. Zhu, EIT
- A. Zilinsky, P.Eng.
- D.E. Zubert, P.Eng.
- K.R. Zurek, P.Eng. FEC

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:

Global Ends: The interest of the Public of Manitoba are protected, as they relate to practice of engineering and geoscience.

More specifically:

E-1 Individuals who are practicing Engineering and Geoscience are registered and licensed.

E-1.1 Potential members experience efficient registration or licensure.

E-1.2 Qualified professionals experience a seamless registration process across Canada and internationally.

E-1.3 Individuals practicing emerging technologies are integrated into the profession.

E-1.4 Individuals practicing in academia are recognized as qualified for registration.

E-2 Practitioners practice with competence and conduct themselves professionally.

E-2.1 Practitioners demonstrate a high current level of knowledge and experience with the application of that knowledge.

E-2.2 Practitioners and students develop as professionals throughout their careers.

E-3 Unqualified persons do not practice.

E-4 Stakeholders understand and value the contributions of the professions.

E-4.1 Practitioners value and engage in a self-regulating profession.

E-4.2 The public understands and values the contribution of the professions.

E-4.2.1 The public understands the competency and ethics of practitioners.

E-4.2.2 The public perceives the professions as having a leading role in protecting public interest.

E-4.3 Government and regulators understand and support self-regulation.

E-4.3.1 The provincial government will provide clearly defined regulatory authority.

E-4.4 Government understands the issues impacting the public interest as they relate to the professions.

E-4.4.1 Government seeks out the professions as stakeholders.

E-4.4.2. Governments dialogue with the professions in developing public policy and codes and standards.

E-5 Practitioners reflect the diversity of the public.

E-5.1 Increasing indigenous membership.

E-5.2 By 2030, 30% of newly licensed engineers will be women.

E-6 Consumers have access to a reasonable supply of practitioners’ services.

E-6.1 Engineering and geoscience students enroll as interns.

E-6.2 Students in K to 12 view the professions as rewarding careers.

E-6.3 Post secondary institutions and government are aware of the future needs of the professions.

CEO & REGISTRAR'S REPORT



The Association is almost 100 years old! Where has the time gone? 2018 is almost over and another year of professional regulation has been added to the history book. In 2020 Engineers Geoscientists Manitoba will celebrate 100 years of good engineering and geoscience for the public of Manitoba. In the meantime, here is a brief summary of some highlights from the 98th year.

Engineering Changes Lives

More women are studying and graduating from the Faculty of Engineering, but the numbers are still not enough to achieve gender equality in the profession. Manitoba is attempting to be a “game-changer” among provinces when it launched the “Engineering Changes Lives” project this year. With the support of Minister Rochelle Squires (Sustainability and Status of Women), project coordinator Lisa Stepnuk has initiated outreach to stakeholders, a research study and a media campaign in the first year of a 2 year project. Watch for more in 2019 as this project gears-up. Get involved if you have the time and interest.

Indigenous Outreach

Council has set a new End for the professions: E-5.1 Increasing indigenous membership. They want to see more indigenous professionals join Engineers Geoscientists Manitoba. Over time, the Association will begin to reflect the 18% of Manitoba’s population whom are considered aboriginal. The Indigenous Members Chapter got started in 2018 and already they are building a base of indigenous engineers and geoscientists to create a welcoming place for others. All Indigenous members are invited to make a self-declaration so that the chapter and Engineers Geoscientists Manitoba can benchmark the number of Indigenous professionals in the membership.

Membership Growth

This past year professional members grew by 3 percent. The Association currently has 8,318 members and it is anticipated that the membership will continue to grow. Despite our aging membership, there hasn’t been a sudden increase in retirements or practicing member resignations. Interns are growing too. More graduates are staying in Manitoba and this is reflected in the all-time high number of (1,614) interns registered.

Chapters

The Association has 7 chapters: Northern, Westman, Filipino, Chinese, India and Arab members. Plus this year the Indigenous Members Chapter got started. This is exciting because it shows our profession responding to the spirit of reconciliation in a meaningful way. I look forward to meeting more Indigenous members and hearing their stories.

In the Community

Engineers Geoscientists Manitoba contacted a lot of people this year: members, other professionals and the community-at-large. In 2018, the Association had contacts with

more than 28 groups; supporting engineering and geoscience education, conferences and community events. One highlight includes the efforts of members, consulting firms and local businesses to raise \$20,982 for the Faculty of Engineering through the annual Making Links Golf Tournament. Another \$3,728 was raised through the Curling Funspiel in support of geoscience education.

Centennial

Event planning is underway. The Association has been working on many details for the upcoming celebration in 2020. An online survey of members and a focus group were conducted to collect input about preferences for different activities, events, projects, and souvenirs. The big gala event is already booked for April 4, 2020. A glamorous evening will be hosted in the spectacular City View Room at the RBC Convention Centre for members to gather with staff, government representatives, and engineering and geoscience dignitaries to mark this milestone occasion in the Association's history. Save the date to your device calendar today!

More than 40 members have volunteered on the Centennial Committee, Heritage Committee and various task groups to make this a memorable year-long celebration in 2020. Get involved if you have the time and interest.

Second Floor

Engineers Geoscientists Manitoba had the opportunity early in 2017 to acquire the 2nd floor of 870 Pembina. The space was renovated and a ribbon-cutting ceremony was held in February 2018. Task groups, committees, and chapter events are hosted with greater frequency and efficiency because of the new space.

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

A Big "Thank You"

Finally, a big "thank you" to everyone who served on Council, a committee, task group or chapter this year. I look forward to working with you in 2019. 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@EngGeoMB.ca

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

DIRECTOR OF ADMISSIONS REPORT



Admissions continues to be very busy. More and more Specified Scope of Practice license applications are continuing to come in and the Specified Scope of Practice Committee in charge of reviewing is starting to have more work. We are meeting more frequently and shortly, we will start increasing the size of the committee to manage the additional reviews.

To explain, Specified Scope applicants are those who would typically have a non-engineering degree or diploma, but who have proven expertise in a very particular scope of practice. This category was created to bring us more in-line with many other associations – such as Alberta, BC and Saskatchewan – who have adopted similar initiatives. Please see: www.EngGeoMB.ca/SSPL.html for more information on the Specified Scope of Practice Committee.

The number of interns (formerly known as MITs) continues to rise as are the number of mobility (inter-provincial) applications. With the rise in applications comes the rise in applications that are more complex. Dealing with the more complex applications – that is where the challenge lies.

We continue to offer the FE exam to qualified assessment applicants and many are taking advantage of this. While it is a six hour exam, the advantage of being able to schedule the exam more or less on demand and to be able to avoid having to schedule multiple exam sittings appears to be a draw for many applicants. Assessment applicants who are interested in exploring the FE should review the information here: www.EngGeoMB.ca/FE.html

Regarding the experience review process, we have, as of June 30, 2018, switched to 12 month progress reports from 6 month reports. So far there have been surprisingly few complaints by interns.

While there will be fewer reports to write, it is important to note that those reports are expected to be longer, more detailed and contain more examples than regular six month reports. The ERC will be less likely to give ‘warnings’ when reports are substandard – so I caution all interns and their supervisors to keep this in mind.

The Admissions staff continues to work very hard not only because of the large volume of applications, but because they have to keep an ever-vigilant eye on how everything fits together even when things are getting more and more complicated.

We welcome Kelly Johnston to the Admissions team and she will be taking care of the Pre-Registration Coordinator duties while Chantelle Cabral is on maternity leave.

Sharon Sankar, P.Eng., P.E.
Director of Admissions
Engineers Geoscientists Manitoba

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 undertake initiatives in areas where standing committees do not exist.

Investigation/Discipline

The Investigation Committee considered 18 new matters over the past year. Twelve of these resulted in new investigations. Thirteen investigations were concluded during this fiscal year. From the investigations that have been completed, eight resulted in a dismissal; one member was issued a formal cautions; and charges are pending on the other four.

During this past year, on three matters where the Investigation Committee dismissed the complaint, the complainant chose to appeal the decision to Council. That appeals process is on-going.

Four disciplinary hearings were scheduled to start at the beginning of July 2018. On a hearing that started in June of 2016 the investigated person applied to the courts for an interim intervention. The court date to hear this application is scheduled for the fall of 2018.

Due in part to the significant increase in volume for the IC over the past few years, two major pieces were started this year. The first was a review of the IC's policies and procedures to identify potential improvement in efficiencies. The second was approval to employ a new, dedicated investigator. A major review of policies and procedures will continue through next year.

Standards

There were two standards that saw the final stages of development and review this year, one older standard for which a review was begun, and three new guidelines for which development began.

The guideline on Returning to Active Practice was developed by the Continuing Competency Committee (CCC) to help deal with cases where a practitioner has been without practice rights for an extended period and who wishes to resume active practice. This guideline received final approval from the Registration Committee, the CCC, and Council this year. Supporting documents such as the application form are under development.

The changes to the Guideline on Authentication were finalized this year. Two examples of issues that were reviewed were the requirement to authenticate interim documents (e.g. "For Budget" drawings) as well as 'Record' and 'As-built' drawings. Final approval is being sought.

New this year are the following three guidelines. The Conflict of Interest guideline is being developed and is based on an Engineers Canada model guide. The Expert Witness guideline

is being developed based on a PEO guideline. The Good Character guideline is being developed and will prove particularly useful to the Investigations Committee in determining 'Conduct Unbecoming' as well as serving as guideline for 'good character' for the Registration Committee and the Continuing Competency Committee.

Legislation

The focus for this past year was to continue the implementation of the Council-led process for reviewing and proposing changes to the By-laws. The year began with the final implementation of Phase 1, which involved a complete re-write of Part XVII, the bylaw for changing bylaws.

Phase 2 sought to review By-law 13, Code of Ethics, and By-law 15, Investigation and Discipline procedures. Feedback from the membership was sought throughout the process, starting with a call for suggested changes at the beginning of the year, followed by several engagement sessions to develop guiding principles, and culminating in an opportunity for members to provide feedback on the final draft version before Council approval. This process creates dialogue regarding by-laws months in advance of the final vote by the membership.

New this year was the added use of third-party focus groups to provide additional feedback. The two focus groups were highly successful in that they brought in valuable feedback from members who don't normally attend Engineers Geoscientists Manitoba led meetings and events. The information gathered during these focus groups also helped to provide guidance to areas other legislation development.

The final proposal approved by Council in June included the adoption of the Engineers Canada model Code of Ethics, with Manitoba-specific changes.

Continuing Competency

The Continuing Competency Committee (CCC) met regularly to fulfill its duties, as described in the Continuing Professional Development (ProDev) Program. This program continues to run smoothly and efficiently. On-going duties of the CCC include considerations of applications for abatement, applications for returning to active practice, and interpretations of the ProDev Program.

In 2018, 26 members who were still non-compliant and who had been provided sufficient notice were administratively suspended. This marks a dramatic improvement from last year, when 70 members were suspended. Many members subsequently complied with the reporting requirements of the ProDev Program and their suspensions were lifted.

New this year was the CCC's endeavor to proactively educate practitioners about appropriate classification and overall reporting of professional development activities. To that end, the CCC began a regular, anonymous audit of ProDev reports. Patterns observed were used to develop interpretations for practitioners' reference in the future.

The CCC also continues to seek improvements to the ProDev Program and to provide guidance to members who are returning to active practice or applying for abatement. As always, interpretations by the CCC may be found at: www.EngGeoMB.ca/CCCInterpretations.html

Compliance

Each year, Engineers Geoscientists Manitoba collaborates 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. Thirty practitioners were contacted as a result of this program.

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. Engineers Geoscientists Manitoba continues to meet with authorities having jurisdiction regarding many issues, including, for example, the quarterly meetings of the Industry Advisory Group for the City of Winnipeg. As well, we continue to liaise with the other engineering and geoscience regulators in Canada.

The annual face-to-face meeting of the discipline and enforcement officials for Canadian Engineering regulators occurred in Saskatoon this year. The annual face-to-face meeting of the Practice Officials Group occurred in Ottawa. 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, enforcement procedures and development of national model guidelines.

Michael Gregoire, P.Eng.
Director of Professional Standards
Engineers Geoscientists Manitoba

DIRECTOR OF GOVERNMENT RELATIONS REPORT



On August 17, 2017, the Premier announced changes to the provincial cabinet to assure a stronger focus on key government priorities, the Premier announced a restructuring to create two new departments - the Municipal Relations, Ingenious and Northern Relations - out of the existing Indigenous and Municipal Relations Department and other changes to the Manitoba Executive Council. The Premier noted the overall size of the cabinet increased by one, from twelve to thirteen.

Soon after the government reshuffle, the Department of Government Relations offered congratulations via email, letter, and in person contact to Minister Jeff Wharton who was sworn in cabinet as the new minister of municipal relations and Eileen Clarke, the minister for Indigenous and Northern relations. Several additional relationships were created with MLA's and government staff over the course of the last two fiscal years. Relationships with government will continue to be developed going forward.

Association brand and name recognition are critical to ensure familiarity of the Association amongst government officials. Engineers Geoscientists Manitoba held its fourth annual MLA Reception on Thursday, May 17, 2018, in Winnipeg. The reception provides opportunities for the Association members including Council, past presidents and committee chairs to get to know government officials and build positive relationships between one another.

Government representatives from federal, provincial, and municipal levels attended the reception this year to show their support for the professional engineers and professional geoscientists of Manitoba. The reception created a platform for many one-on-one conversations related to the engineering and geoscientific professions including key initiatives of engineering education, increasing representation of women and indigenous professionals, and the need for internationally educated engineers and geoscientists in Manitoba.

Before the MLA reception, two MLA Reception Information Sessions were held by the Association Government Relations Department to allow members and stakeholders an opportunity to better understand the mandate of the Association tied to the MLA Reception. The MLA Reception Information document continued to evolve to provide both event specific and general government relations take home knowledge for membership and stakeholders, and the Government Relations Department will continue to strive to provide Information Sessions to help attendees increase their comfort for and understanding of engaging with government.

From 2018 to 2020, the Association Government Relations Department and the Government Relations Advisory Committee (GRAC) continue to oversee and provide the necessary direction to engage with government on selected topics/initiatives. Updates will be provided to Council by the Committee along with any changes and proposed new topics moving forward.

Government Relations Advisory Committee

The Department of Government Relations developed a terms of reference for a new government relations advisory committee which commenced its term in the fall of 2016. The Government Relations Advisory Committee is established by the CEO and is responsible to the CEO through the Department of Government Relations. The Committee is accountable to and takes direction from the Director of Government Relations for its processes and administration. The Committee may recommend to the Director of Government Relations the formation of task groups for the handling of specific assignments and is accountable for its activities and those of its reporting groups.

The Association of Consulting Engineering Companies Manitoba (ACEC Manitoba) Government Relations Committee and the Department of Government Relations for Engineers Geoscientists Manitoba continue to work together on various public policies, codes, standards and integrated regulatory frameworks.

Engineering Changes Lives – 30 By 30

In December 2017, Council approved \$795,000 of funding for the 30 by 30 Initiative to help achieve the goal that 30% of newly licensed engineers will be women by 2030. The initiative was structured into three phases to be executed over two years, from January 2018 to December 2019. Phase One is the development of a marketing plan to reach 30 by 30; Phase Two comprises the hiring of staff, the forming of a Provincial Steering Committee, the completion of an environmental scan and the development of a strategic plan; Phase Three will be the execution of the strategic plan.

Phase One was initiated in January of 2018 with the retention of the marketing firm Juliet Creative. Juliet Creative conducted a market analysis identifying multiple culprits that nudge girls and women out of a career in engineering. Based on the analysis, a poster campaign to the middle school students of Manitoba was created defining the problem of the significant under-representation of women in the profession. An event was held at the Manitoba Legislature on April 30th, 2018 to discuss the culprits and launch the poster campaign. Over 80 engineers, educators and government officials were in attendance to hear opening remarks from the Minister of the Status of Women, Honourable Rochelle Squires and a panel discussion with prominent Manitoba engineers. The posters were designed as a petition targeting the top ten engineering employers in Manitoba and were sent to over 400 schools. A radio advertisement for the campaign was run for three weeks in May just after the posters were received by the schools. Fifteen schools returned the posters with a total of almost 5000 signatures. An outreach plan is currently under development to deliver the posters to the companies and invite them to declare their support and present their own initiatives to reach 30 by 30.

Phase Two was also initiated in January 2018 with the hiring of a temporary Project Coordinator, Tracy Wright. Job descriptions were posted with Darlene Templeton commencing as the 30 by 30 Administrative Assistant in February 2018 and Lisa Stepnuk commencing as the 30 by 30 Project Coordinator in March 2018.

The first Provincial Steering Committee meeting was held on March 27, 2018 with a total of four meetings having taken place into June 2018. Inviting representatives of companies among the top ten largest employers of engineers, like Manitoba Hydro and Boeing to the Steering Committee have enabled a testing of the waters for the follow up of the poster campaign. Feedback has been positive. A sharing of strategies to attain 30 by 30 has begun between company representatives.

The Environmental Scan (ES) is the exploration phase of the 30 by 30 Strategic Plan process. To create the ES, published literature and information was examined to identify social,

economic, technological and political/legal context and trends which may offer evidence for short- and long-term decision making for reaching 30 by 30. The ES includes a review of relevant findings and recommendations. Using cross-provincial and cross-territorial, cross-national, and cross-professional comparisons, as well as intersectional and vertical segregation analysis, the ES offers a foundation of up-to-date knowledge for directing the 30 by 30 initiative and any further research it may involve. Begun in May, 2018, the first working draft of the ES is set to be complete by fall, 2018.

Introduction of Legislation, Regulation, Policy and Codes - Amendment to the Limitation of Actions Act for Manitoba

Limitation of Actions legislation varies across Canada's provinces and territories. The Limitation of Actions Act in British Columbia, Alberta, Saskatchewan, Ontario, New Brunswick and Nova Scotia have been reformed and an increased uniformity among these jurisdictions have been achieved. In Manitoba professional engineers and architects are liable under the Act for a period of 30 years. This is the longest liability period in Canada. The general limitation periods are 10 to 15 years in other jurisdictions.

By ratifying the New West Partnership Trade Agreement (NWPTA) and the implementation of the Canadian Free Trade Agreement, the Manitoba Government is committed to improving regulatory efficiency to better align regulations across provinces. The longest liability period may potentially impair the competitiveness of Manitoba with regard to free trade, labour mobility, red tape and the cost of doing business in Manitoba.

Back to 2009, a group of technical professionals submitted to the Commission a recommendation for amendments to the Limitations Act. The submission was made jointly by the Winnipeg Construction Association, Engineers Geoscientists Manitoba, the Consulting Engineers of Manitoba, The Manitoba Association of Architects, the Association of Manitoba Land Surveyors and the Certified Technician and Technologists Association of Manitoba. The Associations collectively represent the interests of over 10,000 people who contribute in excess of one billion dollars to the Manitoba economy. In 2010, the Manitoba Law Reform Commission released a report on Limitations of Actions in Manitoba. The report contained 38 recommendations. Among the recommendations is that the basic limitation period should be two years from discoverability for all claims and a recommendation that the ultimate limitation period should be 15 years.

In 2017, the Association identified The Limitation of Actions Act as the topped priority for Government Relation. The correspondence to Minister of Justice requesting a meeting to discuss the Limitations of Actions was emailed on Monday March 12th, 2018 with the attached proposal to government. The Limitations of Actions Resolution was completed by the Association Government Relations Department, emailed to MLA Kelly Bindle and reviewed by the Limitations of Actions Task Group on Thursday June 7th, 2018. The resolution was emailed to President Epp for the purpose of including it on the Thursday June 14th, 2018 council meeting for approval to proceed with the Manitoba government to include the amendment to the Engineering and Geoscientific Professions Act for the purpose of reducing the limitation period to 15 years. MLA Kelly Bindle will be proceeding to make a presentation to the legislation and regulation committee for the purpose of requesting the Limitations of Actions amendment be placed on the order paper for the house.

The Limitation of Actions Task Group was created in November, 2017 with the purpose of engaging stakeholders who have the knowledge, expertise, ideas and enthusiasm to assist, support and advocate on this initiative. The Committee worked with administration in the past six months to advise on the development and drafting the proposal for this act changes.

Increase the Indigenous Practitioners – Indigenous Professionals Initiative Committee (IPIC)

In the committee meeting held on Tuesday, June 5th, 2018, whereby the time was allocated to finalize the Indigenous Chapter By-Law and it was submitted to President Epp for addition to the Council Agenda for Thursday, June 14th, 2018. The Indigenous Chapter was unanimously approved by Council. The Indigenous Professionals 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.

Sustainable Development for Manitoba – Concrete Actions Taken by Engineers

Engineers Geoscientists Manitoba welcomes the provincial government's recent announcement "A Made-in-Manitoba Climate and Green Plan" which is built on the strategic pillars of climate, jobs, water and nature, and includes 16 keystones for priority action that will support Manitoba's economy and sustain the environment for future generations. The Association's Government Relations Department works collaboratively with Manitoba's Department of Sustainable Development from May 2017 to provide engineers' effort in addressing climate change, providing knowledge, expertise, and ideas when government seeks out the professions. The Association's Government Relations Department formed the task group of Sustainable Development to assist in further developing the infrastructure resiliency component of the BRACE (Building Regional Adaptation Capacity and Expertise) proposal initiated by Manitoba Sustainable Development Department. As one of the key external stakeholders for Manitoba Government, the Association Sustainable Development Task Group devotes to create the BRACE project summary form for submission to the Association's Council Meeting on September 14, 2018, with the purpose to obtain approval from the Council to formally accept PIEVC (Public Infrastructure Engineering Vulnerability Committee) initiative and BRACE climate resiliency courses as eligible for the Professional Development Portfolio of the Association.

Strategic Plan 2020-2025

One priority for the Department this past year has been the development of the Government Relations Strategic Plan for 2020-2025. Incorporating a type of metric system into the Plan has been a key focus in this process to help to measure successes and failures for the Department. The metric system developed includes a "five phase" system with the objective of changing one piece of legislation, regulation, policy or code on an annual basis.

The Strategic Plan process follows a stakeholder management plan to ensure that stakeholders involved in the engineering and/or geoscience professions of Manitoba are consulted and engaged in the process. The Strategic Plan will be discussed with stakeholders on an annual basis and will be presented to Council for approval every December.

The legislation, regulation, policy or code change will continue to focus on Manitoba's limitation of actions Act, in order to reduce liability for professional engineers to a timeframe more similar to that of other provinces. A significant amount of stakeholder engagement and government relations will be required for such an act change to be successful.

Conclusion

The Government Relations Department will look forward to further stakeholder engagement for the Strategic Plan 2020-2025. The Plan is under construction and will be released online upon approval by Council. If you would like further information about the strategic plan or provide recommendations, please send an email to C. Scott Sarna at SSarna@EngGeoMB.ca.

C. Scott Sarna
Director of Government Relations
Engineers Geoscientists Manitoba

ACADEMIC REVIEW COMMITTEE

D.D.J. Himbeault, P.Eng. FEC (Chair)
J.O. Aina, P.Eng.
V. Banthia, P.Eng.
A. Byagowi, P.Eng.
T. Gaamangwe, P.Eng.

D.M.C. Huminicki, P.Geo.
J.J. Malenchak, P.Eng.
M. Montazeri, P.Eng.
A.D. Rajapakse, P.Eng.
E.N. Sapnu, P.Eng.

The Academic Review Committee (ARC) is responsible for reviewing the academic credentials of applicants who hold undergraduate (Bachelor-level) engineering degrees that are not recognized by the CEAB or applicants having education equivalent to an engineering degree in a related field. Thus in large part, the assessment of academic credentials of applicants is performed by the Staff Committee following procedures consistent with other provincial and National jurisdictions, with exceptional cases being brought to the ARC for assessment where these procedures do not readily apply. The ARC also reviews all geoscience related degrees. On a periodic basis, the committee will also review Policy related to the procedures for the academic assessment of applicants.

The ARC met three times between July 1, 2017 and June 30, 2018, with some more time sensitive business being handled through virtual meetings, that is, through email. In these meetings, 12 assessments, including requests for extensions, were examined. Two interviews were conducted for applicants who had been assigned a confirmatory examination and who appeared to have more than ten years of engineering work experience. During the year, the Staff Committee reviewed 399 files, 248 of which were new assessment files (236 Engineers and 12 Geoscientists). In total, 151 applicants were deemed academically qualified (138 Engineers and 13 Geoscientists).

The ARC has undergone a significant turnover in membership in the past two years, with several longtime members making way for new members. Most recently, this includes Dr. Digvir Jayas passing on the role of Chair to myself, and Ram Godse leaving after serving over 10 years on the committee. I thank them, as well as the many other members I have had the pleasure of serving with on the ARC, for their dedication and professionalism in performing their duties. The new members have been quick to learn the ropes, and I would like to sincerely thank all the current ARC members for their participation and service. I also would like to thank Grant Koropatnick, Sharon Sankar, and Claudia Shymko for their outstanding administrative and logistical support.

ARAB MEMBERS CHAPTER

Mohamed Matar, P.Eng. (Chair)
Samir Hammad, P.Eng. (Vice Chair)
Moh'd Zeid, P.Eng. (Treasurer)
Youssef Mouzahem, EIT (Secretary)
Mike Toma, P.Eng. (Technical Advisor)

Ahmad Kanaan, P.Eng. (Councilor until
September)
Lama Asaad, P.Eng. (Councilor September-
June)

INTRODUCTION

The Arab Members Chapter was officially approved by the Council of Engineers Geoscientists Manitoba on January 19, 2017. The membership in the Chapter is free and open for all interested engineers regardless of their professional status or background. Engineering students are also welcomed. The Executive Committee meets on monthly basis.

EVENTS

IPAC [Indian, Philipino, Arab, Chinese] Summer Picnic- 19 August 2017
A shared organized event between the four ethnic-based chapters. Family picnic with

activities for adults and kids. It took a form of potluck where members of different chapters bring their authentic food to share it with others. Due to its success, the four chapters decided to hold it annually. The picnic took place in St. Vital Park.

Technical Presentation- 9 September 2017

Entitled "Introduction to Concrete and Embankment Dams", this presentation was delivered by Mike Toma, P.Eng. [Chapter's Technical Advisor]. The event was held at the University of Saint Boniface.

Participation in the Association Gala Dinner- 20 October 2017

The Arab Members Chapter participated in the Gala Dinner of Engineers Geoscientists Manitoba and was represented by Mohammed Matar [Chair], Moh'd Zeid [Treasurer], and Youssef Mouzahem [Secretary].

Meet & Greet event- 27 October 2017

Casual event to bring together engineers for networking and sharing ideas. The event was held in the University of Saint Boniface.

Chapter's Birthday- 19 January 2018

The Chapter celebrated the first anniversary in the University of Saint Boniface. Well attended event and fun activities.

Introduction to PMP Certification- 17 February 2018

The Chapter hosted Nasr Eddin Elsaeet, founder of Nasr Const Inc on the required preparations to get to the PMP [Project Management Professional] certificate. Attendees ask for PMP courses and the Chapter is currently working on organizing PMP courses in the near future. This event was held in the University of Saint Boniface.

Roadmap to Engineering Practice- 17 March 2018

This is a by-annual event by Samir Hammad, P.Eng. (Chapter Vice Chair) on the international education recognition in Canada and employment opportunities. The event was held in the University of Saint Boniface.

Annual General Meeting- 12 May 2018

The first General Meeting by the Arab Chapter. A committee was established chaired by Mike Toma P.Eng. (Chapter Technical Advisor) with volunteers members. The event was very well attended, CEO of Engineers Geoscientists Manitoba delivered a message on behalf of the Association. The Chapter Executives presented the achievements and future plans. Prizes for attendees were presented. The event was held at the University of Manitoba.

REGISTRATION

Members in numbers:

P.Eng. - 26

EIT - 16

Students - 2

Lay Members - 42

To register in the Chapter, please use the link: www.EngGeoMB.ca/ArabChapter.html

FINANCES

Financial Report - 2017/18 Fiscal Year

Date	Activity	Item	Revenue	Expenditures	Balance
Jun 1,17	EGM payment		\$500.00		\$500
Jun 22,17	Technical Presentation (Sameer Hamad)	Cookies and refreshments		\$54.00	\$446.00
Aug 15,17	Bank Account fees			\$8.00	\$438.00
Aug 29, 17	IPAC Picnic			\$53.25	\$312.90
	IPAC Picnic			\$35.31	\$277.59
	IPAC Picnic	Refund	\$80.00		\$357.59
Sep 9,2017	Technical Presentation (Mike Toma)	Cookies and refreshments		\$71.85	\$366.15
Oct 20,2017	EGM Gala dinner	Tickets		\$80.00	\$277.59
Jan 19,2018	Chapter Birthday	Cookies and refreshments		\$78.09	\$199.50
Jan 19,2018	Chapter Birthday	Raffle Tickets	\$32.00		\$231.50
Total					\$231.50

Sponsorship

The Chapter has signed a sponsorship agreement with the National Bank on 5 April 2018 which will help the Chapter to have more events and provide technical knowledge.

LOOKING TO THE FUTURE

The Arab Members Chapter is a part of the engineering community in the Province of Manitoba, we were, and still are, in contact with the leaders and staff of Engineers Geoscientists Manitoba as well as other chapters for more collaboration and to share experiences and celebrate cultural diversity.

The executive committee is working hard to plan for more activities and events that could attract more members and to help existing members to grow their knowledge and integration in the engineering community in Manitoba.

AWARDS COMMITTEE

A. Aftanas, P.Eng. (Chair)
 E. Armitt, P.Eng.
 N. Chandler, P.Eng.
 N. Dhruve, MIT (Secretary)
 K. Fritz, P.Eng.

G.S. Lodha, P.Geo.
 A. Nagy, P.Eng.
 H. Turanli, P.Eng.
 Q. Yaun, P.Eng.

The purpose of the Awards Committee is to receive nominations and select members of the association to be recognized for their excellence by Engineers Geoscientists Manitoba, Engineers Canada and Geoscientists Canada.

Engineers Geoscientists Manitoba members are able to nominate their colleagues for awards using the online nomination forms available at the Engineers Geoscientists Manitoba website. The nomination form and the Award Criteria document (which identifies eligibility and judging criteria for each award category) are available at: www.EngGeoMB.ca/Awards.html. The deadline for the nominations is February 1st.

The Awards Committee's held its first meeting of 2018 on January 9th. On the first meeting of the year the Committee took the opportunity to review the process of conferring of awards at the annual awards gala, held October 20, 2017, advertisements for encouraging award nominations for 2018, editorial revisions to award criteria and nomination forms, and potential national award nominations. Subsequent meetings were held February 20th, March 20th, April 10th, May 8th and May 22nd. Based on the number of early submissions received by January 23rd, the Committee voted by email to extend the submission deadline

to February 15th and to continue advertising for nominations in the Engineers Geoscientists Manitoba e-news.

Twenty-one nominations were received by the February 15th deadline across the nine award categories. There were no candidates submitted for two of the awards. At the February 20th Committee meeting it was agreed to review nominations for these two categories received in 2017. During the subsequent four Committee meetings the candidates were evaluated in accordance with the award criteria and award winners were recommended for approval by Council. Citations were completed by committee members for each award winner and provided to the AGM event organizing committee for follow-up. The award winners will be honored during the Engineers Geoscientists Manitoba Awards Gala Dinner on October 19th, 2018 as part of the AGM Conference.

CENTENNIAL COMMITTEE

R. Hoemsen, P.Eng., FEC (Co-Chair)
W. Jackson, P.Eng., FEC (Co-Chair)
C. Basilio, EIT
A. Beveridge, P.Eng.
J. Chen, EIT
G. Cook, P.Eng., FEC (Heritage Committee Liaison)
D. Ennis, P.Eng., FEC (Heritage Committee Liaison)

T. Flynn, P.Geo.
M. Nishantha Gunatilaka, P.Eng.
J. Minkevich, P.Eng.
Y. Mouzahem, EIT
R. Mussard, P.Eng.
J. Pieniuta, EIT
D. Pokhrel, P.Eng.
E. Teklemariam, P.Eng., FEC
L. Watt, EIT

This group is responsible for the organization of a series of events and activities to celebrate the Centennial of the Association in 2020.

The past year has been spent on consulting with the Members, identifying potential activities, recruiting the first tranche of volunteers to organize these activities, development of the Centennial logo etc.

Volunteer teams have been established, as follows:

- Centennial Book Team - to undertake the production of a book (in hard copy and electronic formats) celebrating the Centennial of the Association.
- Legacy Team - will focus on activities to engage the Chapters and children, and to support students in the engineering and geoscience disciplines.
- Outreach & Events Team - to oversee community outreach activities, a Family Day and promotional activities.
- Professional Development Team - to organize a Professional Development Speaker/Tour Series and Centennial-related promotional materials.

The Task Group sincerely appreciates the staff support of the Association by Gemma Keatch, other committees of the Association, and the volunteers.

COMMITTEE FOR INCREASING THE PARTICIPATION OF WOMEN IN ENGINEERING

K. Atamanchuk, P.Eng. (Chair)
H. Smart, P.Eng. (Vice Chair)
N. Batstone, P.Eng., FEC
M. Becket, EIT
A. Campbell, EIT
K. Dompierre, P.Eng.
I. Kalinovich, Ph.D.
M. Lepage
N. Masood

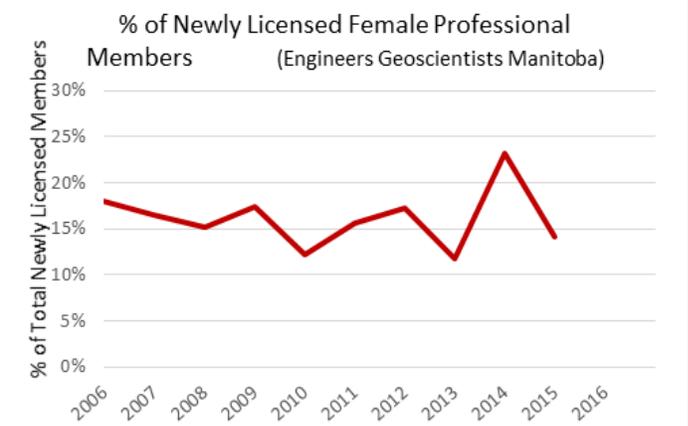
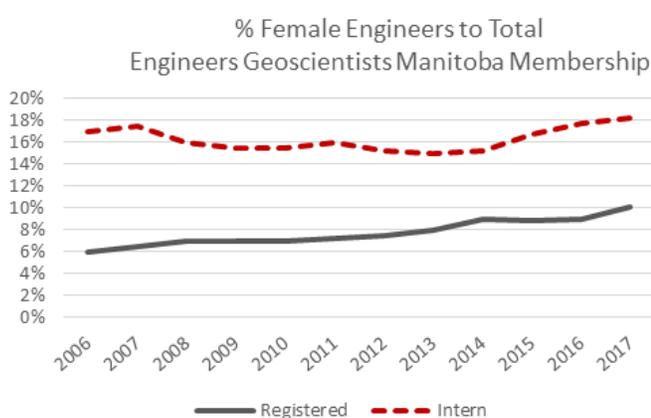
L. Melvin, P.Eng., FEC
E. Nadeau, P.Eng.
B. Phillips, P.Eng.
M. Pinzon, P.Eng.
D.-M. Salem, P.Eng.
L. Stewart, P.Geo.
K. Trotter, EIT
I. Wasilewski, P.Eng.
A. Watts, P.Eng.

The Committee for Increasing the Participation of Women in Engineering (CIPWIE) monitors and works towards increasing gender diversity in the engineering profession in Manitoba in support of Engineers Canada's 30 by 30 goal. CIPWIE focuses its activities on: Recruitment, through outreach; Equity, through research; Retention, through community; and Awareness, through communications. The following is a summary of the impactful activities that were undertaken by CIPWIE in 2017/18.

- Expansion of the CIPWIE Mentorship Program from 65 participants in 2015-16 to 121 participants in 2017-18. The program aims to create a community of women in engineering in Manitoba by matching engineering students, Interns, and Professional Members in a tri-mentorship team. In addition to using CIPWIE funds, the program received sponsorship from the Faculty of Engineering at the University of Manitoba, Friends of Engineering Manitoba, Inc., and the NSERC CWSE Prairie Chair, Dr. Annemieke Farenhorst.
- Hosted the inaugural Engineering Badge Day event in November 2017 that saw over 90 Girl Guides (ages 9-11) experience being an engineer for the day by exploring a number of fun and engaging engineering activities.
- Provided input and guidance into the development of the Engineering Changes Lives initiative launched by Engineers Geoscientists Manitoba in December 2017.
- Continued active membership in the Canadian Coalition of Women in Engineering, Science, Trades, and Technology (CCWESTT). CIPWIE representative, Neemee Batstone, P.Eng., FEC, was elected President of the CCWESTT Board for 2018-2020.
- Submitted a successful proposal to host the 2020 Canadian Coalition for Women in Engineering, Science, Trades, and Technology (CCWESTT) conference in Manitoba in May 2020 (co-hosted by Engineers Geoscientists Manitoba (CIPWIE) and the NSERC Prairie Chair for Women in Science and Engineering). Conference planning commenced in spring 2018 with the development of a conference logo and tagline: CCWESTT 2020: Future Forward – Engage. Advance. Inspire.
- Engaged Engineers Geoscientists Manitoba and the University of Manitoba to undertake a research project aimed at understanding career persistence of women in engineering in Manitoba. Findings from this study will be available in summer 2019.
- Continued close connections with WISE Kid-Netic Energy including assistance with promoting and participating in WISE events such as “Make Your Move” on March 10, 2018.
- Organized a contingent of eight CIPWIE representatives to attend the 17th Biennial CCWESTT Conference held in Edmonton from May 31 to June 2, 2018. These representatives were actively engaged in the conference, presenting at 3 breakout sessions and participating in several discussion panels.
- Celebrated International Women in Engineering Day (June 23, 2018) by posting

profiles of prominent women engineers in Manitoba to the Engineers Geoscientists Manitoba website and via social media.

- Participated in monthly teleconferences and an annual face-to-face meeting of the Engineers Canada 30 by 30 Champions group. CIPWIE's representative to the group is Kathryn Atamanchuk, P.Eng.
- Provided representation on Engineers Canada's Equitable Participation in Engineering Committee. Lindsay Melvin, P.Eng., FEC is the current Vice Chair of this committee.
- Published articles related to women in engineering in the Autumn 2017, Spring 2018, and Summer 2018 editions of the Keystone Professional.
- Prepared annual statistics related to women in engineering. The following figures show gender ratios for Engineers Geoscientists Manitoba members as well as how our association is tracking to the Engineers Canada 30 by 30 goal.



DISCIPLINE COMMITTEE

R. Britton, P.Eng. FEC (chair up to April 2018)
 D. Spangelo, P.Eng. FEC (chair April 2018 to June 2018)
 G. Greasley CAE
 C. Hewitt, P.Eng.
 R. Hoemsen, P.Eng. FEC

R. Janz
 C. Kopynsky QC
 K. Mathers, P.Geo. FGC
 K. Mruss, P.Eng.
 R. O'Toole, P.Eng.
 P. Reynolds M.A.A.

The Discipline Committee is bound by Section's 38 to 49 and Section 52 of the Act.

Based on the reporting period from July 1, 2017 to June 30, 2018 the committee handled nine files with three being referrals from the Investigation Committee under By-law 15.3.5.1 under which a Discipline Committee member must review, approve or amend a penalty proposal. The handling of matters in this way is provided for by Section 35(1) (f) of the Act and is intended to provide a way of resolving a matter more expeditiously in cases where the member takes responsibility for their actions.

Committee chair Ron Britton, P.Eng. FEC stepped down in April 2018 and Don Spangelo, P.Eng. FEC took over the chair. As incoming chair, I wish to thank all the members of the Discipline Committee for their diligence and willingness to take on matters and see them through. Also, thanks to Ron Britton, P.Eng. FEC for his time acting as chair of the committee. I would also like to thank Michael Gregoire, P.Eng. FEC for his professionalism and support in handling those matters that came to the Committee.

EXPERIENCE REVIEW COMMITTEE

J.S. Betke, P.Eng. FEC (Chair)	H.T. Freihammer, P.Eng.	E.G. Phillips, P.Eng. FEC
J.A. Abel, P.Eng.	S.V. Gallagher, P.Geo.	J.N. Rempel, P.Eng.
M.P. Awang, P.Eng.	A.J. Gies, P.Eng.	R.J. Romanetz, P.Eng. FEC
J.J. Bell, P.Eng.	R.L. Hutchinson, P.Eng. FEC	C.S. Sandhu, P.Eng.
A. Birur, P.Eng.	H.S. Jhinger, P.Eng. FEC	M.S. Schenk, P.Eng.
T.R. Bohrn, P.Eng.	N.M. Kesler, P.Eng.	T.C. Schwartz, P.Geo.
J.A. Bouchard, P.Eng.	G.M. King, P.Eng.	E. Shams, P.Eng.
H.A. Cea Canas, P.Eng.	H.J. Kuyp, P.Eng.	K.K.T. Sim, P.Eng.
A.K. Coolidge, P.Eng.	K.W.G. Lenton, P.Eng.	T.W. Smeall, P.Eng.
M.V. DeWiele, P.Eng. FEC	C.D. MacInnes, P.Eng.	J.D. St. Laurent, P.Eng.
A.E. Dietrich, P.Eng., P.Geo.	M.H.A. Mady, P.Eng.	T.D.M. Starodub, P.Eng.
N.J.M. Douville, P.Eng.	G.A. Maher, P.Eng. FEC	P.V.I. Taiarol, P.Eng.
E.C. Fernandez, P.Eng.	A.I. Margolese, P.Eng.	W.M. Turchyn, P.Eng. FEC
J.N. Fox, P.Eng.	R.J. Petursson, P.Eng. FEC	J.A. Wires-Munro, P.Eng.

In order to become a registered professional engineer or geoscientist in Manitoba, individuals must first be academically qualified and then gain four years of acceptable work experience under the supervision or mentorship of qualified professionals. The latter of the two requirements is reviewed and verified by the Experience Review Committee (ERC). Typically, Engineering Interns (EITs) and Geoscience Interns (GITs) submit their work experience reports online, which are evaluated by an assigned ERC reviewer that is knowledgeable and experienced in the technical competencies associated with the relevant engineering or geoscience discipline.

At present, we have 1567 EITs and 65 GITs enrolled with Engineers and Geoscientists Manitoba. Over the past year, over 1200 Intern reports were reviewed by the ERC, typically covering six-month periods of work experience. These reports must be signed off by their supervisors and professional mentors and demonstrate:

- technical skills such as application of theory and design to engineering/geoscience problems and their limitations;
- management skills such as exposure to project planning, scheduling, budgeting, supervision, management and risk assessment;
- social and ethical implications of the Intern's professional work;
- other professional skills such as communications, teamwork and assumption of responsibility; and,
- continued professional development and growth.

Compliant Intern experience reports are approved as submitted. Common reasons for not accepting the experience claimed in a report are:

- the work description is so brief or lacking in specific detail that it is not possible to assess the merit of the experience obtained;
- the work reported is so similar to (or is a replication of) that in a previous report, thus does not demonstrate professional growth; and,
- supervisor and/or mentor comments indicate substandard performance.

The ERC forwards the Intern's file to the Registration Committee once 48 months of work experience are approved and letters of reference attesting to the Intern's readiness for registration are received.

- The ERC is continually making efforts to streamline the file review process and develop more consistent guidelines and policies. These streamlining efforts include:

- refining and expanding the online review and approval process, including the first submission of online references in April 2018;
- recently extending the required reporting period from six to twelve months to reduce the overall time and effort involved in preparing and reviewing the reports; and,
- ongoing discussions on the Ralph's competencies form - used by reviewers to assess the acceptability and completeness of an Intern's work experience. A recent resolution has been passed to define 'core' and 'desired' competencies to ensure more efficient and consistent review by the ERC members.

On behalf of the ERC, I would like to thank the Associated staff members, Sharon Sankar, P.Eng., Michael Gregoire, P.Eng., Chantelle Cabral, and Kelly Johnson whose hard work, knowledge, diligence, and attention to detail keeps ERC functioning smoothly. I would also like to thank the ERC volunteer members for their time, dedication and collective wisdom, which stimulates deeper thinking, more diverse discussions and hence more reasoned decisions when assessing complex Intern work experience files.

FINANCE COMMITTEE

G. Koropatnick, P.Eng., FEC (Chair)
J. Mann, P.Geo.
L. Melvin, P.Eng., FEC

K. Tan, P.Eng., CPA, CMA
I. Wiebe, CPA, CGA

The Finance Committee was established in the 2017-2018 Council year to provide subject matter expert support to Council regarding finance matters. This includes providing financial oversight on budgeting, financial planning, financial reporting, and the creation and monitoring of internal controls and financial policies. The Terms of Reference for this Committee have been established in Governance Policy 8.13.

The Finance Committee met seven times prior to the 2019 annual budget being presented and approved at the June 2018 Council Meeting. This year's committee focused on financial planning and budgeting. It was determined that the Association's current strategy to fund the budget is no longer sufficient to fund cost increases as well as new initiatives required to meet the Ends. Therefore, an approach was developed where the cost of meeting minimum regulatory requirements, as well as the cost specific initiatives were assessed at a per member cost. These individual costs were presented to Council, allowing Council to compare the business case for initiatives and make their selection.

The Committee incorporated the following requirements into the budget planning process:

- Identify budget items as one of three types of spending: regulatory mandate, essential items and projects.
- Ensure that the operational budget (excluding special projects, which have been previously approved by Council) is balanced with no deficit.
- Accounting notes explaining projects funded from savings and which may give the appearance of an operational budget deficit (e.g. Engineering Changes Lives).
- Control for the uncertainty of financial markets and variable investment revenue.
- Cost management.

Highlights of the approved 2018-2019 budget are:

- Continuing expenditure for the "Engineering Changes Lives" project.
- A \$36 fee increase to fund new projects. A fee increase of \$36 dollars will be applied to the "practising" category as well as relative increases to fees that are contingent on that category including "intern" and "SSPL". This will make the "practising" category fee \$436 dollars including GST.

- The additional dollars will pay for the following:
 - › \$16 for Indigenous outreach
 - › \$4 for the adding of an Ethics module within ProDev
 - › \$14 for advertising
 - › \$2 for an ERP (enterprise resource planning) consulting report.

During the 2018 year, the Finance Committee also established a list of policies requiring review and initiatives to undertake in future years. Some of these initiatives include:

- A review of all dues and fees to determine whether levels are appropriate considering the operational and project requirements of the association.
- Identifying potential new projects to advance the engineering and geoscience professions in Manitoba, and their estimated cost.
- Monitoring implementation of the revised Investment Policy; a policy which is designed to protect the assets of the Association while enabling the Association to achieve more through leveraging its existing resources.

The 2019 Committee will be appointed by Council in December 2018.

HERITAGE COMMITTEE

G.N. Cook, P.Eng. FEC (chair)
J. D. Bamburak, P.Geo.
R.G. Bernier, P.Eng.
A.M. Brawerman, P.Eng.
M.G. Britton, P.Eng. FEC
D.G. Chapman, P.Eng. FEC
D. Ennis, P.Eng. FEC
T. Erskine, P.Eng.
G. Fehr

L. Ferchoff, P.Eng. FEC
L.G. Goldsborough (public member)
R.M. Jones, P.Eng. FEC
S.M. Kovnats, P.Eng.
A.K. Letts, P.Eng.
A.D. Myska, P.Eng. FEC
A.J. Pollard, P.Eng. FEC
J. Thomson, 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.

The committee meets its objectives mainly through developing the content of the Heritage Wiki site and through a regular “Heritage Corner” contribution in the Keystone Professional.

There were two major undertakings over the last year:

- Centennial Book. The committee has focused most of its effort on preparations for producing a book to celebrate the 100th anniversary of Engineers Geoscientists Manitoba which is in the spring of 2020. The concept is to publish a coffee table book in both a hardcopy and a fully searchable digital version. The richly illustrated book will be based on short articles about various projects and people, to highlight the works of members of the association. The committee has enlisted the services of Gord Goldsborough who has written several Manitoba history works including, most recently, “Abandoned Manitoba”. The plan is to have both versions available to the membership in late 2019. If you have any photographs or stories that you think would be a good fit for the book, please contact the Heritage Committee at heritage@EngGeoMB.ca.

- Migration of the Heritage Wiki Site to a new server and location at www.heritage.enggeomb.ca. The new server significantly increases our storage capability for historic content like high resolution photographs and videos; enhances the visitor experience and enables many wiki features that were not available on our old server. All of the content prepared for the Centennial Book will also be posted on the Wiki site. Check out what is there now and get a sneak peek of what you can expect in the Centennial Book. We are always looking for feedback at heritage@EngGeoMB.ca.

The committee has continued to diversify over the past year with the addition of three new members who expand the breadth of the experience, to better reflect the association membership. If you have spare time, and history is one of your passions, please contact us. There is a lot to do in the next year.

INDIGENOUS MEMBERS COMMITTEE

G.S. Page, P.Eng. FEC (Chair)

T.R.J. Ouellette, P.Eng. (Vice Chair)

L.A. Murphy, P.Geo. (Secretary)

R.J.J. Herrmann, P.Eng. FEC (Treasurer)

The Indigenous Members Chapter is a new Chapter that was approved by the Council of Engineers Geoscientists Manitoba on June 14, 2018. The new Chapter will focus on supporting and encouraging the field of engineering and geoscience by Engineers Geoscientists Manitoba Members who identify as Indigenous Canadians. The Chapter is in the initial development stages and is looking for interested members and students.

EVENTS

Indigenous Members Chapter will be hosting a Wine and Cheese Networking Event - April 15, 2019, Location: Engineers Geoscientists Manitoba, Time: 5:30pm – 8:00pm

REGISTRATION

Members in numbers:

P.Eng. 3

P.Geo. 1

EIT 0

Students 0

To register in the Chapter, please use the link: www.enggeomb.ca/IndigenousChapter.html
Indigenous professionals are a growing part of the engineering and geoscience community. The Chapter Executive hopes to have the chapter fully initiated by end of May 2019 to begin delivering on the founding members' initial call to action.

CONTACT US

Professional Engineers and Geoscientists of all backgrounds have a role to play in making this chapter a success, so if you'd like to learn more about this chapter and how you can participate, please contact: EngGeoMB.Indigenous.Chapter@gmail.com.

INVESTIGATION COMMITTEE

A.E. Ball, P.Eng., FEC (Chair)
K. Atamanchuck, P.Eng.
D.G. Chapman, P.Eng. FEC
A. Chrobak (Lay Representative)
D.E. Cross, P.Eng., FEC
D.G. Hodgkinson, P.Eng. FEC
L.N. Kavanagh, P.Eng. FEC
L. Korenbaum, P.Eng.

T.K. Malkiewicz, P.Eng. FEC
R.N. Matthews, P.Geo. FGC
I. McKay, P.Eng. FEC
J. Reinsch (Lay Representative)
J.B. Smith, P.Eng. FEC
V. Tanner, P.Eng. FEC
S. Walkes, P.Eng.

The Investigation Committee's mandate is to investigate complaints and concerns received from both the public and members of the Association, as well as to consider questions on professional conduct received from Association members. The actions of the Committee are conducted under the authority of Part 9 of The Engineering and Geoscientific Professions Act and are supplemented by the Association's By-Law 15 and the Code of Ethics for the Practice of Professional Engineering & Professional Geoscience.

The Committee held 11 regular meetings during the year, along with a special meeting to discuss policies, procedures and operating improvements. In addition, numerous sub-committee meetings were held to review the various complaints, concerns and questions received.

A new Complaint Form (and supporting Information Sheet on the Complaints and Discipline Process) was developed by the Committee and posted on the Association website in July 2017. The Form is intended to help members and the public to better understand the complaint process and to provide the IC with better issue definition and evidence upon which to judge a complaint.

The year began with 25 active investigation files on record and closed with 24 active files on record. A total of 17 new complaints or concerns were received (six of them via the new Complaint Form) and 18 files were closed.

Of the 17 new complaints received:

- 8 were submitted by members of the public,
- 6 were submitted by other professional members,
- 1 was submitted by an Authority Having Jurisdiction, and
- 2 were initiated directly by the IC.

It is important to note that some of the complaints received from the public about our members are not of a technical nature, but rather are related to the real or perceived professional conduct of the member.

On behalf of the Investigation Committee, I would like to thank the Association support staff, Lorraine Dupas and Mike Gregoire, for the many hours they put into supporting this committee, and for their guidance and support to improve and streamline the committee's processes to be more effective as a committee of Council.

KEYSTONE PROFESSIONAL COMMITTEE

D. Strang, P.Eng. (current chair)
C. Cousin, P.Eng. (current vice-chair)
L. Stewart, P.Geo. (current secretary)
A. Rakhra, P.Eng.

A. Simundsson, EIT
A. Kempas, P.Eng.
R. Reichelt, P.Geo., FGC
L. Robinson, P.Eng.

The Keystone Professional Committee is responsible for publication of The Keystone Professional, a quarterly magazine intended for members, but which also discusses topics in the public interest. Among other tasks, the committee solicits, writes, and reviews content for the magazine. Reporting to the Association's CEO, the committee's eight members meet seven to eight times per year to review policy and directions for the publication.

Between meetings, extensive email communication among members is used for development and review of potential content. Much of the committee's work is driven by the magazine publication cycle. However, the committee also works on development and refinement of regular article series. Content of the magazine is provided by regular contributors, as well as occasional authors from the Committee, other members of the Association, or the public. The committee is always looking for new and interesting content, both in terms of articles and photographs. Comments and article ideas can be sent to AMoore@EngGeoMB.ca. Submit photos at www.EngGeoMB.ca/KeystoneSubmissions.html.

NOMINATING COMMITTEE

L. Melvin, P.Eng. FEC (Chair)
A. Ball, P.Eng. FEC
J. Epp, P.Eng.
K. Joshi, P.Eng.
K. Latif, P.Eng.
B. Newton, EIT

J. Mann, P.Geo.
E. Nadeau, P.Eng.
A. Salas Alvarez, P.Eng.
G. Seeraj Tylerbest, P.Eng.
A. Watts, P.Eng.

In 2018, the Nominating Committee met three times with follow-up committee communication via email as required. The committee established a slate of five candidates for four vacant engineering positions and one candidate for one vacant geoscience position.

In accordance with the governance policies related to the Nominating Committee's work (GP-8.1) and relating to the Councillor Roles and Job Description (GP-6), the committee sought to establish the broadest possible diversity among the slate of candidates considering core characteristics, discipline, graduation year, board and volunteer experience (internal and external to Engineers Geoscientists Manitoba), underrepresented groups, organization size, industry, operational skills and expertise, and geographic region. Some candidates contacted were not willing to let their name stand in the 2018 election, but are willing to be contacted in future years.

In addition, the Nominating Committee provided input on Council's updated policy regarding councillor roles and qualifications (GP-6) as well as recommendations regarding the platform content requested from nominees, questions posed to nominees, and communication to indicate that:

- candidates nominated by the Nominating Committee be identified as "Candidate put forth by the Nominating Committee",
- candidates not put forth by the Nominating Committee be identified as "Candidate put forth by Self-Nomination" and
- that it be communicated to Members that Candidates put forth by the Nominating Committee are nominated to reflect the diversity of our Association and to

complement the existing skill set of Council, in accordance with Governance Policies 6 and 8.1.

It is recommended that in order to achieve a diverse and qualified slate, Council must endeavour to continue to recruit and appoint diverse and qualified members of the Nominating Committee.

The chair of the Nominating Committee also chairs the committee that appoints the Appointed Councillors. This year, two Appointed Councillors were appointed for terms beginning at the conclusion of the 2018 AGM. One is a renewal and the other is a new appointment.

In accordance with the Act and By-laws, consent letters were requested from the Minister of Growth, Enterprise and Trade, the Dean of Engineering at the University of Manitoba, and the Provincial Ombudsperson approving the appointments for two year terms. With these appointments and the existing appointment on Council whose term continues until fall 2019, the requirements for the constitution of council in section 7 of the Act relative to Appointed Councillors are met.

NORTHERN MEMBERS CHAPTER

N. Handa, P.Eng., FEC (Chair)

J. Lee, P.Eng., (Secretary)

G. Tylerbest, P.Eng., (Vice-Chair)

C. Whitton, P.Eng. (Treasurer)

K. Derksen, P.Eng., (Past Chair)

H. McMillan, P.Eng. (Member at large)

We have successfully organized a number of events and have contributed voluntary participation to the community of Thompson through the following events:

- The Northern Young Women's Conference
- Spaghetti Bridge Competition: The competition was held on May 30th, 2018 at Westwood School. We had students participate in the competition between grades 3-8.
- Annual General Meeting: The Chapter AGM was held on June 6th, 2018 at Vale Regional Community Centre. The executive committee presented the financial report and revised the Constitution and By-laws. We also presented upcoming events, discussed professional developments and recreational events ideas.
- Manitoba Winter Games
- Wine & Cheese

The Northern Manitoba Chapter is working towards establishing a calendar of events for the upcoming year. I would like to thank the committee members who have served the chapter over the past year for their contributions and continuing support. We are looking forward to continuing to promote engineering through community events to the City of Thompson.

PUBLIC AWARENESS COMMITTEE

T. Gitzel, P.Eng., FEC (Chair)
N. Le, P.Eng.
L. Lu, P.Eng.
T. Lytwyn, P.Eng.
C. Robak, P.Eng.
Y. Shi, P.Eng., FEC

M. Singer, P.Eng.
R. Sugden, P.Eng.
R. Taylor, P.Eng.
C. Watters, GIT
G. Whiffen, P.Eng.
P. Williams, EIT

Activities:

- Reviewed Media Campaign for message and content.
- Provided volunteers for Science Fair Judges, and prizes.
- Provided presentations promoting engineering as a profession to elementary and high school students.
- Hosted Spaghetti Bridge competition, and children's activities during PEGW in March.

PUBLIC INTEREST REVIEW COMMITTEE

A. Pawlikewich, P.Eng. (chair)
D. Ennis, P.Eng.
D. Spangelo, P.Eng.

G. Koropatnick, P.Eng.
D. De Pape (Lay Member)
L. Murphy, P.Geo.

The Public Interest Review Committee was created with the passing of by-law 4.5.4 at the 2013 Annual General Meeting.

There were no issues identified over the course of this year which required the meeting of the PIRC committee. Thanks to Rudolph Cameron, P.Eng., Digvir Jayas, P.Eng., and Dawn Nedhoin-Macek, P.Eng for their roles on the PIRC Committee over the past two years.

When reviewing issues either identified by the committee or brought forth to the Association and/or Council members by members of the public, the committee will consider and determine whether an issue is germane to the specialized knowledge and awareness inherent in the professions to determine if there is a credible indication of exposure to a material possibility of danger, loss, injury or other adverse consequences to the public interest.

REGISTRATION COMMITTEE

Steven Wu, P.Eng. (Chair)
Allan Baskin, P.Eng.
Paul Bernatsky, P.Eng.
Rolando Jeria, P.Eng.
Michael Smith, P.Geo.

Sirous Ghelichkhan, P.Eng.
Adam Hayward, P.Eng.
Norman Garcia, P.Eng.
Raj Bernatsky, P.Eng.
Marshall Kirton, MAA - Lay Member

The primary responsibility of the Registration Committee (RC) is to register members of this Association. This duty is carried out within the terms of the Engineering and Geoscientific Professions Act and in accordance with the policies of Council as laid out in the Association's Manual of Admissions.

This Committee reviews files forwarded from the Academic Review Committee (ARC), the Experience Review Committee (ERC) and Association staff. The RC Committee members review these files based on the recommendations from the ARC and ERC in keeping with the Manual of Admissions. Final acceptance of the files is made by the Committee and Council duly notified. The Committee also hears appeals against the decisions of the ARC or ERC, as well as registration related issues and provision of recommendations regarding same to the Association Registrar and Council.

The Registration Committee, composed as per its terms of reference, meets regularly on the last Wednesday of every month so that files processed by the ARC and ERC can be reviewed in a timely manner. This year 12 regular meetings were held, with no appeal meetings nor special hearings required. During this past fiscal year from July 1, 2017 to June 30, 2018, the following number of files were reviewed by the Committee:

- 142 Engineer Interns from Academic Assessment enrolled
- 207 Engineer Interns enrolled
- 4 Engineer Interns from Reinstatement enrolled
- 10 Geoscientist Interns from Academic Assessment enrolled
- 17 Engineers were registered as Licensees
- No Geoscientists applied for Licensee status
- 202 Engineers and 7 Geoscientists were registered as New Members.
- 324 Engineers and 12 Geoscientists were registered by Mobility.
- 25 Engineers and 1 Geoscientists were registered by Reinstatement Mobility.
- 2 Engineers were registered by Reinstatement.
- No Geoscientists applied for Reinstatement.

The Committee has three new members as of June 2018, who are Adam Hayward, P.Eng., Norman Garcia, P.Eng., Raj Bernatsky, P.Eng. All the Committee members are currently within the required term limit from the terms of reference for the Committee. I would like to welcome the three new members and thank all the existing Committee members for their hard-work and dedication carrying out fair, timely and thorough reviews.

I would also like to thank Grant Koropatnick, P.Eng., CEO and Registrar, for his continuing support and visionary thoughts. To Mike Gregoire, P.Eng., Director of Professional Standards for providing timely excerpts and valuable insights on the standards and guidance from various document sources. Finally, I would like to thank Marlene Polson, Registration Coordinator, and Sharon Sankar, P.Eng., Director of Admissions, for their ongoing effort to provide detailed background information on various files of question and timely follow-up to help the Committee complete the reviews.

SPORTS AND SOCIAL COMMITTEE

C. Mazurek, P.Eng. (Chair)
J. Ashdown, P.Eng.

J. Boguski, EIT
R. Petursson, P.Eng

2017-2018 was a year of expansion for the Engineers Geoscientists Manitoba Sports Committee, with the revival of a curling event that was previously put on by the Association from 1966-1994. This additional event was well-attended and took place in January at St. Vital Curling Club and was able to raise \$3,300 for geoscience students at the University of Brandon.

Additionally, the 15th Annual Making Links Engineering Classic was held at the Links at Quarry Oaks Golf Course as an effort to fundraise for the University of Manitoba Faculty of Engineering. After a very hot and enjoyable day of golf, food, and fundraising the generous golfers and sponsors were able to raise \$13,000 for the Faculty.

Thank you to Great West Life for their continued sponsorship as Event Benefactor for the Engineering Classic and now for the new Curling Funspiel. Additional thanks go out to all of our other sponsors, volunteers, committee members, and staff that made these events a success.

WESTMAN CHAPTER

S. Whaley, P.Eng.
K. Cumming, P.Eng. (Treasurer)
Scott Melvin (Secretary)
Agustin Salas Alvarez

Michael Maendel
Ryan Johnston
Brad Newton
Patrick Vandoorne

The EGM Westman Chapter which consists of eight executive members experienced a very proactive 2017/18 season. The EGM Westman held their AGM on October 13th, 2017 which attracted a large member attendance (40+ members). The committee organized numerous professional seminars that encompassed a broad range of engineering topics. Some of the notable PD events planned were:

- “Environmental Containment” Gary McFarlane, Titan Environmental Containment
- “Types of Flow Meters and Process Integration” - Adam Troeller, Lakeside Process Controls Ltd.
- “Climate Change Impacts in Manitoba” - Dr. Henry Venema
- “Inspection and Non-Destructive Testing” - Axis Inspection Group Ltd.
- “Made in Manitoba Climate and Green Plan” - Randall Shymko, Climate Change & Air Quality Branch of Manitoba Sustainable Development

The Chapter continues to volunteer their time and resources to community events. Numerous members participated in judging the annual Westman Manitoba Science Fair (WMSF) held in Brandon. The executive has worked with the WMSF committee to implement a special award for the best Engineer/Geoscientist topic. The Brandon career symposium is another local event that the executive becomes involved with because it is an excellent opportunity to promote engineering and geoscience. Every year the committee has setup a display booth at the Brandon Career Symposium which consists of a spaghetti bridge building contest. The info booth is a fan favorite amongst students and attendees.

The Chapter continues to approach Westman EGM members, committees and schools such as CTTAM (Certified Technicians and Technologists Association of Manitoba) and ACC (Assiniboine Community College) to discuss future professional development sessions that benefit Westman professionals. The coordination between these organizations has helped provide additional educational resources for engineers, geoscientists, technologists, technicians and students in the Westman area.

Recognition for all EGM members who have volunteered and supported the Chapter’s events must be acknowledged. Without the continual support, the committee would not be able to provide the services and CPD functions it does. Also thanks to the executive committee which consists of Kyle Cumming (Treasurer), Scott Melvin (Secretary), Agustin Salas Alvarez, Michael Maendel, Ryan Johnston, Brad Newton and Patrick Vandoorne for their ongoing support and striving to make EGM Westman an active and successful chapter.

The Chapter’s annual general meeting for the upcoming year has been tentatively scheduled for late November to provide members insight on current and future activities. The Westman chapter anticipates a challenging year ahead due to financial restraints.

**ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF
THE PROVINCE OF MANITOBA
O/A ENGINEERS GEOSCIENTISTS OF MANITOBA**

Statement of Operations

Year Ended June 30, 2018

	<u>2018</u>	<u>2017</u>
REVENUE		
Members' annual dues	\$ 2,535,182	\$ 2,355,299
Certificates and licenses	401,555	370,404
Application assessment and administration	263,758	243,886
Examination fees	83,293	96,760
Meetings and events	160,040	218,565
Other	37,993	22,105
	<u>3,481,821</u>	<u>3,307,019</u>
EXPENSES		
Advertising and promotion	150,885	193,810
Amortization	123,178	73,516
Bank and financial service charges	88,822	80,650
Certificates and seals	35,374	34,781
Contract and consulting	467,229	286,895
Licenses dues and subscriptions	108,159	50,305
Equipment rent and lease	57,457	69,902
Funding and support (student support and sponsorships)	137,061	126,516
Honoria, awards and incentives	31,915	7,779
Insurance	18,554	17,423
Meeting, venue and speaker costs	269,970	294,263
Miscellaneous	8,710	22,860
Office supplies	26,623	23,792
Office lease and occupancy costs	372,536	284,771
Postage and delivery	35,695	36,086
Printing and reproduction	52,930	52,313
Professional fees	114,916	111,624
Repairs and maintenance	7,405	15,435
Salaries and benefits	1,542,445	1,447,533
Secondary professional liability insurance program	38,421	38,597
Staff and governance training	38,295	42,539
Telecommunications and internet	20,822	21,075
Travel	45,810	59,505
	<u>3,793,212</u>	<u>3,391,970</u>
DEFICIENCY OF REVENUE OVER EXPENSES	\$ (311,391)	\$ (84,951)
INVESTMENT REVENUE (EXPENSES)		
Realized	266,848	193,892
Unrealized	124,789	288,251
Investment transaction and portfolio management fees	(51,314)	(51,211)
	<u>340,323</u>	<u>430,932</u>
EXCESS OF REVENUE OVER EXPENSES	\$ 28,932	\$ 345,981

**ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF
THE PROVINCE OF MANITOBA
O/A ENGINEERS GEOSCIENTISTS OF MANITOBA
Statement of Financial Position
June 30, 2018**

	2018	2017
ASSETS		
CURRENT		
Cash	\$ 979,192	\$ 1,299,065
Accounts receivable	26,045	33,380
Government remittances receivable	8,407	7,519
Prepaid expenses	110,309	119,232
	1,123,953	1,459,196
INVESTMENTS (Note 3)	4,194,612	4,142,128
CAPITAL ASSETS (Note 4)	1,043,198	573,371
	\$ 6,361,763	\$ 6,174,695
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 358,310	\$ 291,068
Deferred revenue	1,649,658	1,558,764
	2,007,968	1,849,832
COMMITMENT (Note 5)		
NET ASSETS		
Unrestricted	702,247	1,735,993
Invested in capital assets	1,043,198	573,370
Internally restricted	2,608,350	2,015,500
	4,353,795	4,324,863
	\$ 6,361,763	\$ 6,174,695

APPROVED ON BEHALF OF THE COUNCIL

.....
 President
 Grant Kowpatnick CEO & Registrar

Statement of Operations and Statement of Financial Position are excerpts from the full, audited statements.

APPROVED SCHEDULE OF DUES AND FEES

All fees and dues are approved by Council annually in accordance with By-laws 9.1 and 9.2. This table comes into effect on January 1, 2019.

Annual Dues	By-Law	Amount	Last Set
Practising Category	9.1.1		
<i>Annual Dues</i>		\$436	14-Jun-18
Retired Category	9.1.2		
<i>Annual Dues</i>		\$110	20-Sep-18
Temporary Licence	9.1.3		
<i>Annual Dues</i>		\$436	14-Jun-18
Specified Scope of Practice Licence	9.1.4		
<i>Annual Dues</i>		\$436	8-Dec-16
Certificate of Authorization	9.1.5		
<i>Annual Dues for Practicing Entity</i>		\$500	20-Sep-18
<i>Annual Dues for Sole Practitioner</i>		\$250	20-Sep-18
Intern	9.1.6		
<i>Annual Dues</i>		\$218	20-Sep-18
Student	9.1.7		
<i>Annual Dues</i>		\$20	20-Sep-18
Provisional Member	9.1.9		
<i>Annual Dues</i>		\$218	14-Jun-18

Fees	By-Law	Amount	Last Set
Intern	9.2.1		
<i>Non-refundable Admission Fee</i>		\$125	20-Sep-18
Registration (for Professional)	9.2.2		
<i>Non-refundable Admission Fee</i>		\$125	20-Sep-18
Specified Scope of Practice Licence	9.2.3		
<i>Non-refundable Application Fee</i>		\$500	8-Dec-16
Certificate of Authorization	9.2.4		
<i>Non-refundable Administration Fee</i>	9.2.4.1	\$250	8-Dec-16
<i>Non-refundable Renewal Fee</i>	9.2.4.2	N/A	8-Dec-16
Reinstatement	9.2.5		
<i>Non-refundable Admission Fee</i>	(a)	\$125	20-Sep-18
<i>Pro-rated Dues</i>	(b)	Per Manual of Admissions	N/A
<i>Non-refundable De-registration Fee</i>	(c)	\$100	15-Mar-18
Review of Academic Credentials	9.2.6		
<i>Assessment Fee (Internationally Educated)</i>		\$440	20-Sep-18
<i>Assessment Fee (Canadian Geoscientists)</i>		\$105	20-Sep-18
Examinations	9.2.7		
<i>Fee per Examination</i>		\$300	20-Sep-18
<i>Fee per Examination (Re-read)</i>		\$250	20-Sep-18
<i>Annual Administration Fee</i>		N/A	20-Sep-18
Late Payment	9.2.8		
<i>Late Payment Fee</i>		\$52.50	20-Sep-18
Fee for Cancellation of Suspension	9.2.9		
<i>Application for Cancellation Fee</i>		\$100	16-Mar-17
Provisional Member	9.2.11		
<i>Non-refundable Admission Fee</i>		\$125	20-Sep-18

Deposits	By-Law	Amount	Last Set
Registration	6.5.3		
<i>Deposit for Appeal</i>		\$500	20-Sep-18

APPROVED BUDGET FOR THE YEAR ENDING JUNE 30, 2019

As presented to Council June 14, 2018, with adjustments to member fee and Indigenous Outreach added (Note 29)

	2018 Budget	2019 Budget	Difference from 2018 Budget	Notes (see pg. 3)
GENERAL OPERATIONS				
Revenue				1
Administration and Application Fees (Recognized)	357,827	368,072	10,245	
Events Revenue	33,000	41,250	8,250	
Member and License Revenue (Recognized)	2,869,895	3,139,572	218,770	2,29
Miscellaneous Revenue	32,000	32,000	-	
Revenue Total	3,292,722	3,580,894	237,264	
Expense				
Payroll Expenses	(1,504,017)	(1,713,651)	(209,518)	3
Office and Admin	(1,331,365)	(1,360,010)	(26,176)	4
Meeting expenses	(36,174)	(26,310)	9,864	5
Donations and Support	(6,175)	(5,200)	975	
Expense Total	(2,877,731)	(3,105,170)	(224,855)	
GENERAL OPERATIONS NET	414,990	475,723	11,910	
ADD: INVESTMENT INCOME NET OF FEES	299,900	318,200	18,300	1
NET EXCESS FROM OPERATIONS AND INVESTMENTS TO FUND: COMMITTEES, TASKGROUPS, PROJECTS & PROGRAMS	714,890	793,923	30,210	
COMMITTEE, TASKGROUP, PROJECT & PROGRAM NET BUDGETS				
COMMITTEE				
Academic Review Committee	(1,440)	(1,075)	365	5
Audit Committee	(1,880)	(792)	1,088	5
Awards Committee	(1,440)	(1,075)	365	5
Committee for Increasing Participation of Women in	(11,054)	(21,908)	(10,854)	5,6
Communications Committee	(37,960)	(33,717)	4,243	5,7
Continuing Competence Committee	(2,450)	(25,956)	(23,506)	5,8
Council	(114,980)	(57,757)	57,223	5,9,10
Discipline Committee	(18,540)	(28,803)	(10,263)	5,10
Executive Committee	(510)	(396)	114	5
Experience Review Committee	(8,640)	(4,128)	4,512	5
Finance Committee		(396)	(396)	5,11
Geoscience Committee	(4,600)	(6,550)	(1,950)	5
Government Relations Advisory Committee	(1,800)	(1,120)	680	5
Heritage Committee	(2,960)	(2,352)	608	5
Indigenous Professionals Initiative Committee	(350)	(896)	(546)	5
Investigation Committee	(19,025)	(30,512)	(11,487)	5,10
Nominating Committee	(660)	(493)	167	5
Past Presidents	(2,520)	(941)	1,579	5,12
Public Awareness Committee	(14,175)	(15,932)	(1,757)	5
Public Interest Review Committee	(720)	(538)	182	5
Registration Committee	(2,160)	(1,795)	365	5
Salary Survey Committee	(1,000)	-	1,000	5,13
Specified Scope of Practice License Committee	(720)	(538)	182	5
Sports and Social Committee	(720)	(538)	182	5
COMMITTEE Total	(250,304)	(238,207)	12,597	

TASKGROUP				
By-law Change Taskgroup	(630)	(470)	160	5
Centennial Taskgroup		(560)	(560)	14
GR Sustainable Development		(2,150)	(2,150)	14
Ownership Linkage		(202)	(202)	14
Limitations of Actions		(2,150)	(2,150)	14
TASKGROUP Total	(630)	(5,533)	(4,903)	
PROJECT				
Accounting Software Upgrade	(7,640)	(1,140)	6,500	15
Annual Ingenium Conference and AGM	(188,849)	(190,952)	(2,103)	
Annual Report	(9,000)	-	9,000	16
CCWESTT 2020		(25,677)	(25,677)	17
Curling Funspiel		3,600	3,600	18,19
ERP System Modernization		(10,000)	(10,000)	18
Making Links Engineering Classic Golf Tournament	12,755	12,755	0	19
MLA Government Reception	(6,000)	(7,000)	(1,000)	20
New Members Lunch	(19,550)	(12,450)	7,100	5
Office Expansion	(7,380)	-	7,380	21
Provincial Engineering and Geoscience Week	(8,295)	(15,611)	(7,316)	22
Volunteer Appreciation Event	(5,750)	(6,050)	(300)	20
PROJECT Total	(239,709)	(252,525)	(12,816)	
PROGRAM				
Chapter Support	(10,000)	(11,000)	(1,000)	23
CIPWIE Mentorship Program	(2,000)	(6,400)	(4,400)	24
Educational Support	(76,247)	(90,935)	(14,689)	25
Engineers Geoscientists in the Community	(36,000)	(41,000)	(5,000)	26
Advertising Campaign	(100,000)	(100,000)	-	27
Indigenous Outreach	-	(48,323)	(48,323)	29
PROGRAM Total	(224,247)	(297,658)	(25,089)	
TOTAL COMMITTEE, TASKGROUP, PROJECT & PROGRAM BUDGET	(714,890)	(793,923)	(30,210)	
NET BUDGET (revenue over expenses for the year before special projects)	0	0	(0)	
SPECIAL PROJECT APPROVED BY COUNCIL				
Engineering Changes Lives	(282,780)	(463,592)	(180,812)	28

NOTES TO BUDGET

- 1 Revenue forecasts have been estimated based on prior year actuals using regression analysis, and trend analyses including linear, logarithmic, and exponential growth models
- 2 Annual fees are collected on a cash basis and subsequently, unearned portions are backed out to comply with accounting standards; Annual fees in this scenario are based on a member fee of \$436
- 3 Includes wages, benefits, taxes, payroll processing fees; One new full time employee to support Admissions; One new full time employee to support Professional Standards; contractual increases; COLA; compensation survey adjustments; new requirement to pay Provincial HE Tax Levy; Full year of salaries for those hired part way through prior year
- 4 a) A new auditor was engaged for 2018 which typically results in increased first year cost so 2018 budget was high;
b) Computer support services decreased due to hiring a full time IT staff member;
c) Contract and consulting decreased due to examination of prior year actuals;
d) Legal fees increased due to By-law review, and Limitation of Action work;
e) Office lease increase to include first full year of lease and operating costs on second floor;
f) Postage costs decreased because we plan to transition to electronic invoicing;
g) Increased travel budgets for various departments
- 5 General decreases to meeting costs are based on prior year experience food cost adjustments
- 6 Added consulting services to improve social media presence, and for promotional display development
- 7 Printing costs of KP decreased
- 8 \$20K added for ethics training module; \$4K added for Guidelines development
- 9 Governance training budget to align with prior year actuals
- 10 Legal fees adjusted based on analysis of prior years actual
- 11 New Committee in 2018; not previously budgeted
- 12 Decrease to food costs at the direction of the committee through budget feedback
- 13 No committee activity for 2019
- 14 New Taskgroup in 2018; not previously budgeted
- 15 Final stages of implementation
- 16 No longer producing a printed annual report
- 17 New project approved through council
- 18 New project
- 19 Net income, subsequently distributed through programming expenses
- 20 Estimating a bigger turnout due to increased popularity - increased food cost
- 21 Completed
- 22 Increased to include new in-school instructional/promotional video and additional supplies
- 23 Estimated growth in chapter numbers (proportionally distributed each year)
- 24 Changes to agreements with partners; increased events activity
- 25 \$11K Increased student memberships returned to UMES and GeoClubs; remainder additional sponsorship opportunities
- 26 Added support to UMES Western Engineering Competition
- 27 One round of advertising
- 28 Creates net deficit to be funded out of reserves
- 29 Indigenous outreach programming added to draft budget presented to council, subsequent to decision at June Council meeting; new programming funded by \$16 increase to annual member dues (and increases to other fees contingent on the annual member dues rate)

2017 ANNUAL GENERAL MEETING MINUTES

Minutes of the ANNUAL GENERAL MEETING of Engineers Geoscientists Manitoba, held at RBC Convention Center, Winnipeg, Manitoba on Thursday, October 19, 2017.

1. CALL TO ORDER AND DECLARATION OF QUORUM

President Lindsay Melvin called the meeting to order at 2:45 p.m. and welcomed everyone to the 98th Annual General Meeting of Engineers Geoscientists Manitoba.

She then declared that “the RBC Convention Center is located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Metis Nation. We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.”

Ms. McFarlane stated that Engineers Geoscientists Manitoba will be presenting seven awards at the Awards Gala and Dinner tomorrow evening.

Those present stood for the National Anthem; led by Allan Silk, P.Eng.

President Melvin announced that quorum was achieved and declared the meeting duly constituted (with 111 professional members in attendance). She reminded the assembly that Engineers Geoscientists Manitoba will be presenting ten awards at the Awards Gala and Dinner tomorrow evening.

President Melvin explained that in-room voting would be done via hand-held, electronic voting devices and the results of each vote would appear on the screen. Instruction on how to use the voting device were given and a practice vote was held.

Finally, she noted that the meeting was being recorded and asked speakers to use the microphone and to state their name before speaking.

2. STANDING RULES OF THE MEETING

President Melvin introduced professionally trained Parliamentarian, Vera Chernecki and invited her to read the rules of the meeting. It was noted that forms were available at the back of the room for members who wanted to put forth a motion.

It was MOVED by Jonathan Epp and SECONDED by Julian Nedohin-Macek that the Standing Rules of the Meeting be approved.

President Melvin asked if there was any discussion on the motion.

It was MOVED by David Grant and SECONDED by Arnold Permut to amend item 5 on Standing Rules: “up to one minute per turn and the total time, if over 15 minutes to be at the call of the Chair.”

President Melvin asked if there were any objections to amend the original motion to the following: “That the Standing Rules of the Meeting be approved with the exception of rule number 5”.

Hearing no objections, President Melvin called for a vote on the amended original motion.

In Favour – 89%

Opposed – 11%

[CARRIED]

President Melvin then called for a vote on the motion to amend item 5 on the Standing Rules of the meeting.

In Favour – 72%

Opposed – 28%

[CARRIED]

3. APPROVAL OF THE AGENDA

President Melvin asked if there were any additions to the agenda. Hearing none the agenda was adopted as circulated.

She noted that a short break would be taken in agenda item #13.

4. MINUTES OF THE 2016 ANNUAL GENERAL MEETING

President Melvin stated that the minutes of the Annual General Meeting of October 27, 2016 were posted on the Association’s website and also provided in the meeting packages.

She asked if there were any corrections to the minutes.

It was MOVED by Dave Ennis and SECONDED by Arnold Permut that the wording of Item No. 12 be amended by inserting the words; “Dave Ennis noted that the by-law change process had been complicated. He advised the meeting and the President and President-Elect that he would be proposing changes to By-law 17 intended to improve the process.”

President Melvin asked if there were any objections to accepting this correction. An objection was noted. President Melvin called for a vote on the correction to the minutes.

In Favour – 84%

Opposed – 16%

[CARRIED]

President Melvin asked if there were any other corrections to the minutes.

Mike Gregoire noted that the date in the title for item #10 was incorrect and should be October 23, 2015. He also indicated that the name of the BDO representative in item #6 was incorrect and should be Corrine Holman.

President Melvin asked if there were any objections to accepting these corrections. Hearing none, the corrections were accepted.

Hearing no further corrections, the minutes were adopted as corrected

5. INTRODUCTIONS

President Melvin introduced the members of the 2016 - 2017 Council. Also introduced were Dr. Digvir Jayas, Manitoba Director on the board of Engineers Canada; Dr. Ganpat Lodha, Manitoba Director on the Board of Geoscientists Canada; Wells Peever, the Association’s legal counsel; and Pamela Dupuis, Partner from BDO Canada LLP – the Association’s Auditors.

President Melvin asked all Past Presidents of the Association to please stand and be recognized.

She further invited any member that had served on a task group, committee or chapter over the past year to please stand and be recognized.

She further invited any member that had served on a task group, committee or chapter over the past year to please stand and be recognized.

President Melvin recognized the invited guests who were representing other engineering or geoscience associations:

- Russ Kinghorn - President, Engineers Canada

- Jeff O’Keefe - President, Geoscientists Canada
- Stormy Holmes - President-Elect, Association of Professional Engineers and Geoscientists Saskatchewan
- Shawna Argue - Director of Registration, Association of Professional Engineers and Geoscientists Saskatchewan

President Melvin recognized the representatives of related Manitoba organizations:

- Jonathan Beddoes - Dean, Faculty of Engineering, University of Manitoba
- Allyson Desgrosseilliers - Past President, Association of Consulting Engineering Companies (Manitoba)
- Judy Pestrak - Executive Director, Manitoba Association of Architects
- Bob Okabe - Executive Director, Certified Technicians and Technologists Association of Manitoba
- Katie Moist - Vice Stick External, University of Manitoba Engineering Society

President Melvin introduced Mr. Russ Kinghorn, P.Eng., FEC, who brought greetings on behalf of Engineers Canada.

President Melvin introduced Jeff O’Keefe, P.Eng., P.Geo., who brought greetings on behalf of Geoscientists Canada.

6. MOMENT OF SILENCE FOR DECEASED MEMBERS

President Melvin read the names of the members who had passed on during the year. A moment of silence was observed in their memory.

7. REPORT OF THE PRESIDENT

President Melvin transferred the chair to Councillor Eden, and presented her President’s Report.

She mentioned some of the highlights from the past year, which included the new ends, member engagement activities and the 30 by 30 Goal.

President Melvin concluded her report and thanked the many whom she collaborated with and those that provided support.

Councillor Eden asked for any questions from the assembly. Hearing none, Councillor Eden asked the Secretary to record that the President’s Report was presented and received as information. Councillor Eden then returned control of the meeting back to President Melvin.

8. PROBE RESEARCH: MEMBER SURVEY RESULTS

President Melvin invited Scott MacKay from Probe Research to provide a presentation on the member survey conducted this past spring.

He began an explanation of the survey results by noting that the response rate was high compared to other public opinion surveys. Survey highlights included: an increase in the public’s understanding of the profession as a result of the advertising campaign; both members and the general public agreed that the profession will become more important in the future and finally 75 percent of members have a favorable view of the Association.

9. SCRUTINEERS REPORT AND INTRODUCTION OF 2017-2018 COUNCIL

President Melvin announced the names of this year’s election scrutineers and invited Kian Tan, Chief Scrutineer, to provide his report.

Mr. Tan announced the names of the newly elected councillors and provided the results of the by-law vote. He also noted that the report of the scrutineers was provided in the member package.

Discussion on the proposed by-law changes took place. As the initiator of one by-law proposal, Ian Smallwood gave some background information pertaining to his proposal.

President Melvin asked if there was any further discussion on the report. Hearing none, she asked the Secretary to record that the Scrutineer's Report was discussed and received as information.

The 2017-2018 Council was announced and those present were invited to stand and be recognized.

10. AUDITORS' REPORT

President Melvin noted that the Auditor's Report and the Financial Statement were provided in the member package.

She invited Evan Thompson, Chair of the Audit Committee, to present his report. Highlights included the revised investment policy, review of the draft financial statements and audit report, review of Council spending and future monitoring of CEO compliance with executive limitations policies on finance.

President Melvin noted that the Audit Committee fulfilled their mandate and Council approved their report as part of Council's governance policies and monitoring process.

It was MOVED by Alan Silk and SECONDED by Ganpat Lodha that the Auditors' Report for the year ending June 30, 2017 be received.

In Favour - 90%

Opposed - 10%

[CARRIED]

11. APPOINTMENT OF AUDITORS

Evan Thompson, Chair of the Audit Committee, presented the Audit Committee's recommendation of external auditor and spoke of the process used by the committee in making the selection.

It was MOVED by David Grant and SECONDED by Doug Chapman that Deloitte be appointed as the Association's auditors for the 2017-2018 fiscal year.

In Favour - 95%

Opposed - 5%

[CARRIED]

12. 2017-2018 BUDGET AND SCHEDULE OF DUES AND FEES

President Melvin announced that the Budget and the 2017-2018 Schedule of Dues and Fees were provided on the website and in the member package.

She invited Councillor Trenholm to provide an overview of the process for approving the budget and highlights of the 2017-2018 budget.

Discussion on the budget took place.

President Melvin asked if there was any further discussion. Hearing none, she asked the Secretary to record that the 2017-2018 Budget and the Schedule of Dues and Fees were discussed and received as information.

13. PUBLIC INTEREST REVIEW COMMITTEE APPOINTMENTS

President Melvin explained that two committee members were to be appointed by way of a motion, to serve on the Public Interest Review Committee, in accordance with By-law 4.5.4.2.

She called for a 15 minute break so members could seek consent from their potential nominees for committee appointment.

4:23 p.m. Break

4:38 p.m. Meeting resumed

The meeting was called back to order and nominations for the two positions on the Public Interest Review Committee were invited.

- Evan Thompson nominated David Grant.
- Doug Chapman nominated Arnold Permut.
- Dawn Nedohin-Macek nominated Don Spangelo.
- Arun Ogale nominated Dave Ennis.

Hearing no other nominees, President Melvin closed the nominations.

With more than two nominees, President Melvin explained that an election was necessary. She explained the election process. She sought two volunteers (Allan Silk and Evan Thompson) to assist the Chief Scrutineer with the counting of the ballots.

Grant Koropatnick, Registrar abstained from the vote; citing his role as a participant on the Public Interest Review Committee.

Allowing time for the ballots to be counted, President Melvin continued the meeting and noted that the results would be announced after agenda item 14.

14. RESOLUTIONS

President Melvin stated that presentations would be made on the resolutions that Council had been working on since the last AGM.

Councillor Doering provided an overview of Council's response to sub-point 4 of Resolution #1 from the 2015 AGM.

Discussion on the revised GP-10 (Councillor Code of Conduct) policy took place. President Melvin asked if there was any further discussion. Hearing none, she asked the Secretary to record that the report on sub-point 4 of Resolution #1 from the 2015 AGM was presented and received as information.

Councillor Spangelo provided an overview of Council's response to Resolution #1 from the 2016 AGM.

President Melvin asked if there was any discussion. Hearing none, President Melvin asked the Secretary to record that the report of Resolution #1 from the 2016 AGM was presented and received as information.

The Secretary stated that four resolutions for the 2017 AGM were received in accordance with By-law 5.1.4.

Resolution #1

It was MOVED by David Grant and SECONDED by Alan Pollard that whereas the 2016 AGM lost quorum before all the business on the agenda had been completed, and whereas in previous years Council both allowed more time to complete the AGM business and specified a time at which the meeting would reconvene (usually after the lunch speaker) therefore it is resolved that Council allow a reasonable period of time to properly complete the agenda at the Annual General and Special Meetings and also specify a time for the meeting to reconvene in the event that the business of the meeting is not completed at the end of the allotted time.

Councillor Epp spoke to the Resolution. Hearing no further discussion President Melvin called for a vote on the resolution.

In Favour – 54%

Opposed – 46%

[CARRIED]

Resolution #2

It was MOVED by David Grant and SECONDED by Roger Rempel that whereas Bylaw 5.4 calls for Robert's Rules of Order, which in turn call for voting to be by voice, rising or show of hands/cards, and whereas voting, at previous APEGM meetings, has been by raised cards, be it resolved that cards be provided for voting at all general meetings of APEGM, and that all such votes be by raised hands/cards. Secret class-room style polling, open to anyone with a transmitter is not a legitimate voting process; it is even worse when only one person sees the actual output of the system.

David Grant, the Mover of Resolution #2, spoke to the resolution. Councillor Doering also provided comments. Discussion took place after which President Melvin called for a vote on the resolution.

In Favour - 18%

Opposed - 82%

[DEFEATED]

At this time the Mover of Resolutions #3 and #4 asked to withdraw both resolutions. President Melvin asked if there were any objections. Hearing none, withdrawal of Resolutions #3 and #4 occurred by unanimous consent.

President Melvin indicated that the results of the Public Interest Review Committee election were ready and invited the Chief Scrutineer to announce the results.

Mr. Tan announced that Dave Ennis and Don Spangelo were elected and hereby appointed to the Public Interest Review Committee for a two year term.

President Melvin added that if there were no objections, the ballots would be destroyed immediately after the meeting. There were no objections.

15. RECOGNITION OF RETIRING COUNCILLORS

President Melvin recognized the contributions of the following councillors who had completed their term on Council:

- Sarantos Mattheos, LLB
- Lesley McFarlane, P.Eng., FEC
- Dave Owens, P.Geo.
- Don Spangelo, P.Eng., FEC
- Chris Trenholm, P.Eng.,

16. OTHER BUSINESS

(none)

17. GAVEL CEREMONY

The Scott gavel was passed from outgoing President Lindsay Melvin to Vice-President Jonathan Epp. After accepting the gavel, President Epp signed the scroll, which was then returned to its place inside the gavel.

18. INCOMING PRESIDENT

President Epp spoke of the privilege of self-regulation and the vital role the members played in the Association. He presented his outlook for the coming year and noted that while some areas could be improved, he expressed optimism that great things would take place through the hard work and collaboration of Council, the staff and members.

19. CLOSING ANNOUNCEMENTS AND ADJOURNMENT

President Melvin thanked everyone for attending and adjourned the meeting.

The meeting was adjourned at 5:13 p.m.

ENGINEERS CANADA DIRECTOR REPORT

In May of 2018, I completed my term as Engineers Canada Director representing Engineers and Geoscientists Manitoba. I am very pleased that Council has recommended Dawn Nedohin-Macek to be the next Director and she was appointed by the Members of Engineers Canada. She is an outstanding choice and I wish her a great success. I sincerely thank the Engineers and Geoscientists Manitoba for the opportunity to serve the profession at the national level.

Engineers Canada Strategic Plan 2019-2021

Throughout 2017 and spring 2018, Engineers Canada completed governance and strategic planning consultations with visits to regulators, the Qualifications Board, and the Accreditation Board. Input from these consultations was incorporated into the final draft of the 2019-2021 Strategic Plan, which was recommended by the Board to the regulators for approval at the Annual Meeting of Members. The Members unanimously approved the plan and it has now been distributed to all directors, presidents, and CEOs, and shared on the Engineers Canada website.

Governance Improvements

In early April 2018, the Engineers Canada Board approved over thirty new policies in an update to the Board Policy Manual. Four additional policies were approved at the May Board meeting. At the Annual Meeting of Members, the Members approved changes to the purposes of Engineers Canada as stated in the Articles of Continuance and term limits for Board members. A reduction in Board size was considered by the Members but did not carry. Members requested that further investigation into Board size be undertaken during the next phase of the Governance, Strategic Planning, and Consultation project.

Government Relations

Engineers Canada has been highly active in government relations in 2017 and 2018, including multiple reports to parliamentary and senate committees:

- September 11, 2017: Jeanette M. Southwood, Vice-President Corporate Affairs and Strategic Partnerships, testified and answered questions in front of the House of Commons Standing Committee on Transport, Infrastructure and Communities as part of its study of Bill C-49 and the Transport Modernization Act and other associated acts.
- October 26, 2017: David Lapp, Manager, Globalization and Sustainable Development, testified and answered questions in front of the Senate Standing Committee on Energy, the Environment and Natural Resources on, as part of its study on the effects of transitioning to a low carbon economy.
- February 7, 2018: Chris Roney, Past-President of Engineers Canada, testified before the Senate on Bill C-49, the Transportation Modernization Act.
- May 30, 2018: Annette Bergeron, President of Engineers Canada, provided testimony on experiential learning and pathways to employment to the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities.

On April 24, 2018, Engineers Canada staff and committees also met with 56 parliamentarians and their staff for our most successful Hill Day to date. Conversations focused on two key areas: incorporating climate change vulnerability assessments into decisions on major infrastructure projects, and the support of women, girls, and Indigenous peoples in engineering. Over 40 parliamentarians also attended an evening reception hosted by Engineers Canada.

In late May 2018, the Government of Canada announced the “Climate Lens,” which mandates that new major infrastructure projects seeking federal funding will require an assessment of their carbon profile, as well as an assessment of climate change risks related to the projects’ location, design, and planned operation. Infrastructure Canada will also require that an engineer, registered professional planner, or appropriately specialized biologist or hydrologist attest to the adherence of climate change resilience assessments to a methodology that is in accordance with ISO 31000 Risk Management standard. The PIEVC protocol is listed among the three recommended methodologies, and is the only Canadian tool included among them. This announcement represents a significant government relations accomplishment for Engineers Canada, which has been advocating for climate change considerations to be a key part of Canada’s infrastructure planning for a number of years.

Globalization and Sustainable Development

In early May 2018, David Lapp and Darrel Danyluk, former President of Engineers Canada, attended the United Nations Framework Convention on Climate Change (UNFCCC) COP Intersessional meetings on behalf of the World Federation of Engineering Organizations (WFEO). Lapp presented on PIEVC at an associated event entitled “Climate Risk Management for Infrastructure Investments – Building Adaptive Capacity in support of NAP Implementation.”

Lapp also attended the First Nations Water Conference organized by the Ontario First Nations Technical Services Corporation (OFNTSC) to launch the First Nations PIEVC Asset Management Toolkit, which was developed through an extensive collaborative effort.

30 by 30

Work continues on promoting 30 by 30 and developing key partnerships to achieve the target. Early April 2018 saw meetings with both ACEC and participants in the Advancing New Canadian Women in Technology (ANCWT) program. In May, Engineers Canada facilitated interviews with several 30 by 30 champions as a part of a Globe and Mail special feature on engineering. Additionally, Lindsay Melvin and Jeanette Southwood shared their work on 30 by 30 respectively at the CCWESTT Conference and the United States’ 50K Coalition meetings.

Also in May 2018, the University of Calgary’s Schulich School of Engineering endorsed 30 by 30 and named Qiao Sun as a champion. Justin Haley of PEGNL also succeeded Geoff Emberley as a champion. Both joined the second 30 by 30 champions teleconference, which was held in May. Outcomes of the meeting included an agreement to support and participate in a national video campaign for International Women in Engineering Day, and the decision to form a working group that will develop a Champions Charter.

Diversity and Outreach

2018 was the second year that Engineers Canada helped facilitate the Future City Competition in Canada, and winning teams from PEI and Durham District School Board (DDSB) went on to represent Canada in Washington. Notably, the DDSB team won a special award in the competition, a remarkable achievement given how recently the program was created. In May, the program also expanded to include the Durham Catholic District School Board.

March was National Engineering Month—Canada’s largest celebration of engineering excellence. This year, in addition to assisting with over 500 events demonstrating the rewarding nature of a career in engineering, we launched ExploreEngineering.ca, a year-round resource for people to explore careers in engineering.

Finally, in May, the Indigenous Peoples Participation in Engineering subcommittee met for its second teleconference, where it initiated an action plan for an Indigenous peoples’ outreach strategy, to be finalized by the end of the summer.

Accreditation

In the past year, the Engineers Canada accreditation team has been involved with significant outreach activities, including consultations, training workshops, conference workshops, and support for regional meetings on graduate attributes. The two major initiatives associated with accreditation have also seen significant progress:

1. Accreditation Improvement Program (AIP): The AIP, which is a structured, multi-year approach to improving the accreditation of engineering programs, has made substantial progress since last summer, including a now-complete vendor selection process for a data management system and the establishment of workflow baselines, training goals, and regular communications.
2. AU Task Force: Last summer, the Accreditation Board established the AU Task Force to explore how the academic unit approach can continue to be relevant for current education approaches. In May 2018, the AU Task Force completed nationwide consultations with key academic stakeholders, including deans, officials groups, and regulators. A consultation report will be circulated to all stakeholders and posted on the Engineers Canada website this summer.

Qualifications Board

In April 2018, the Qualifications Board met in Gatineau and approved a guideline on principles of climate adaptation and mitigation, and a model guide on direct supervision. They also reviewed improved website content for engineers-in-training, the general direction for the model guide on the academic assessment of non-CEAB applicants, and four examination syllabi. Stakeholder consultations on the model guide and syllabi are underway. June also saw the launch of the Qualifications Board's consultation process for their 2019 work plan, and a subsequent approval of the draft, slated for finalization by the end of year.

Officials Groups

In April 2018, Chairs of the National Practice Officials Group (NPOG) and the Qualifications Board met to discuss transitioning several duties from the Qualifications Board to the practice officials: the coordination of cross-country calls and information exchanges of the environment officials; and continuing professional development. The NPOG also held their quarterly teleconference, where they provided feedback on the draft white paper on qualified persons, reviewed the proposed principles for classes of licensure, discussed CPD mobility and multi-jurisdictional acceptance, and planned for integration of more CPD and environmental issues into their mandate.

In June and April meetings, members of the National Admission Officials Group met to discuss the International Institutions and Degrees Database, the work of the Globalization Committee and mobility registers, the use of the examination syllabi, the national reference points project, the competency-based assessment project, the issue of life membership, and consultation with the AU Task Force. In June, in addition to approving its 2018-2019 work plan, the NAOG elected Kim King from Engineers Yukon as their new Chair and Mark Rigolo from Engineers Geoscientists BC as their new Vice-Chair.

The National Discipline & Enforcement Officials Group met in Regina in early June. Their agenda included discussion of their work plan, the communication of discipline decisions, privacy in complaints and discipline processes, compensation for discipline committee members, ungovernability, off-duty conduct, sexual harassment complaints, enforcement, mediation, and communicating with the media on discipline cases. The group also provided input to some Framework for Licensure elements, and to the CEQB's 2019 work plan and their current consultation regarding the White Paper on Qualified Persons. Finally, the group elected Shawna Argue from APEGS as the new Chair and Carol MacQuarrie from APEGNB as their new Vice-Chair.

For More Information

Visit 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 or Dawn Nedohin-Macek through the Engineers Geoscientists Manitoba office.

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

GEOSCIENTISTS CANADA DIRECTOR REPORT

This report covers the period of my term as Manitoba Director for Geoscientists Canada (GC), during the period July 01, 2017 to June 30, 2018. The Board of Directors had five meetings during this period: September, November, January, April, and June.

Financial Audit

The Audit Committee report was approved for the year 2017 and was approved by the membership at the AGM held in St. Johns. The organization is in good financial health with a reserve of \$510,404 at the beginning of 2018.

Budget & Strategic Plan

The Strategic Plan priority ranking table approved at the 2017 Yellowknife, NWT meeting was utilized to develop the work plan and budget for 2018. An operating budget of \$506,200 for 2018 was approved. The assessment fees collected were not expected to cover all anticipated expenses. A deficit of \$55,000 was projected. This deficit will be covered from the reserve fund accumulated over the last number of years.

New CEO

The 5-member search committee chaired by J O’Keefe short listed candidates. Ms. Andrea Waldie of Mississauga Ontario was the preferred candidate to replace Oliver Bonham, who had given his retirement notice for the first quarter of 2018. The board accepted the recommendation of the search committee and Andrea Waldie was hired February 1, 2018.

AST Phase II Project

The 24 Month AST Phase II project with the budget of \$589,689 was approved by ESDC effective January 29, 2018. First instalment of funding has also been received from the Federal Government. Keith Johnson, MBA, FGC (Hon.) was contracted as project manager. It is anticipated that component 1 of this project will be completed by end of December 2018.

Geoscience Knowledge and Experience Review

GKE survey results from CA’s suggested GKE is in good shape with little need of revision. The CGSC however established two committees to work on minor revisions. One of the committees is focused on wording changes and the other is focused on new photographs to refresh its look and layout.

Securities Commission QP Short Course

Geoscientists Canada presented its QP (Qualified Person) short course in Manitoba with Engineers Geoscientists Manitoba and the Dept. of Geology at the University of Manitoba, hosting the event November 18, 2017. Attendees included 42 registered (36 undergraduate & 6 graduate) students and 6 professionals.

Geoscience and Canada (G4S)

Geoscientists Canada in collaboration with the Canadian Federation of Earth Sciences (CFES) has completed a 28-page document titled: “Geoscience and Canada: Understanding our Earth; The vital role of Canada’s geoscientists.” The document was released during RFG2018 and widely distributed to decision makers in the federal government, academics and all CA’s. This booklet was produced with partial financial support from the Canadian Geological Foundations and contributions from professional geoscientists and science writers across Canada.

RFG2018

The International Union of Geological Sciences (IUGS), the Canadian Federation of Earth Sciences (CFES), the Canadian Institute of Mining, Metallurgy and Petroleum (CIM), the Geological Association of Canada (GAC) and the Mineralogical Association of Canada (MAC) partnered to bring industry, academia and governments together to tackle the growing issue of resources planning. The Conference took its theme from a new IUGS initiative of the same name designed to mobilize geoscientists, policy-makers and other stakeholders to explore resources and sustainability issues. Held in June, the event was attended by 2500 participants.

European Federation of Geoscientists

The EFG with headquarters in Brussels has invited Geoscientists Canada to explore the potential for signing a MOU for easy mobility of professionals between member countries and Canada. Oliver Bonham, Hendrik Falk, Mark Priddle & Garth Kirkham had participated in some of their meetings examining the proposal.

Geoscientists Canada Awards & Fellowships

Dr. Jeremy Hall, P. Geo, FGC a Newfoundland & Labrador Geoscientist, received a 2018 Canadian Professional Geoscientist Award. Nominees for 2018 Fellows of Geoscientists Canada are awaiting approval.

Elections and the New President

President-elect Mark Priddle P.Geo. accepted the gavel and became President for the year 2018-19. Under the new governance policy, officers of Geoscientists Canada are elected by a vote of directors only. Two candidates: Ganpat Lodha, P.Geo. and Jeffery Parks, P.Geo. competed for the position of President-elect. Parks was declared elected after secret ballot voting. Lodha was re-appointed to the position of Treasurer. Yuri Kinakin, P.Geo. from NWT was appointed to the board to replace the outgoing director and past president Hendrik Falk.

2018 Board Members

- President: Mark Priddle, P.Geo., McIntosh Perry, Ottawa, ON.
- President-Elect: Jeffery Parks, P.Geo., GHD, Halifax, NS.
- Past-President: Jeff O'Keefe, P.Geo., Director of Resource Management, Nfld and Labrador Offshore Petroleum Board, St. John's, NL.
- Treasurer: Ganpat S. Lodha, P.Geo., Retired PGeo, Winnipeg, MB.
- Director-Alberta: Colin Yeo, P.Geo., Calgary, AB
- Director-British Columbia: Garth Kirkham, P.Geo., Kirkham Geosystems Ltd., Burnaby, BC
- Director-Manitoba: Ganpat Lodha, P.Geo., Retired PGeo, Winnipeg, MB
- Director-New Brunswick: Michael Parkhill, P.Geo., Dept of Energy, Bathurst, NB
- Director- Newfoundland & Labrador: Jeff O'Keefe, P.Geo., St. John's, NL
- Director-Northwest Territories and Nunavut: Yuri Kinakin, P.Geo., NWT & Nunavut
- Director- Nova Scotia: Jeffery Parks, P.Geo., GHD, Halifax, NS
- Director- Ontario: Mark Priddle, P.Geo., McIntosh Perry, Carp, ON
- Director- Saskatchewan: Kevin Ansdell, P.Geo., Univ. of Sask, Saskatoon, SK

G.S. Lodha, Ph.D, P.Geo., FGC
Geoscientists Canada Director



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