

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, May 14, 2026.

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**PRESENT:** Mike Houvardas presiding; Christian Bohm; David Amorim; Steve Brennan; Kaitlin Fritz; Richard Marshall; Crystal Paculan; Alan Pollard; Justin Rempel; Julia Singh; Lisa Thomson; Brent Turman

**ALSO PRESENT:** Lori Darragh; Jay Doering; Michael Gregoire; Chris Hewitt; Fiona Hillier; Sonya Mann; Patrick Mason; Angela Moore; Eric Schillberg; Lisa Stepnuk; David Thiessen; Ian Wiebe; Anjanette Zielinski

**REGRETS:** Arshdeep Chauhan; Steven Wu

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**26.03.1 CALL TO ORDER**

President Houvardas called the meeting to order at 12:31 p.m.

**26.03.2 LAND ACKNOWLEDGEMENT**

Vice President Fritz read the land acknowledgement.

**26.03.3 INTRODUCTIONS**

President Houvardas welcomed councillors, guests, staff and observers to the meeting.

**26.03.4 ADOPTION OF AGENDA**

President Houvardas asked if there were any changes or additions to the agenda. Hearing none, the agenda was adopted as presented.

**26.03.5 CONFLICT OF INTEREST DECLARATION**

President Houvardas asked for any conflicts of interest regarding the agenda; none were declared.

REPORTS TO COUNCIL

**26.03.6 B1. CHAIR'S REPORT - PRESIDENT MIKE HOUVARDAS, P.ENG.**

President Houvardas highlighted some of the items in his report including meetings with the CEO, participation in Geoscientists Canada and Engineers Canada meetings, and engagement with the Ontario Association of Landscape Architects regarding their Title Act.

The meeting with the Deputy Minister of Municipal and Northern Relations and the City of Winnipeg CAO about the Birchwood Terrace construction method was discussed, and added that the Investigation Committee has been tasked with developing a public-facing practice note on building inspection and maintenance.

At 12:40 p.m. Councillor Paculan joined the meeting.

**26.03.7**

**B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC**

Michael Gregoire outlined the key highlights of his report, including successful Provincial Engineering Geoscientists Week (PEGW) events, the launch of the Codes Acceleration Fund project, engagement of Chadwick Consulting for government relations support, completion of the cybersecurity assessment, and progress on migrating the membership database to a software-as-a-service (SaaS) platform.

He then referred Council to the initiatives list required under the CEO evaluation process adopted last fall. The Executive Committee has approved the list, and the next steps are to finalize the supporting action items and complete the mid-year review by the end of June.

Michael provided an update on the Act Change Project, noting that the deadline to submit drafting instructions has been extended to October 31<sup>st</sup>. Council was encouraged to review the “Information and Questions for Council” document and provide feedback to Eric Schillberg before the June Council meeting.

He then reviewed the Governance Scorecard and highlighted changes made since the last Council meeting.

**26.03.8**

**B3. ENGINEERS CANADA DIRECTOR'S REPORT**

Jitendra Paliwal sent his regrets. President Houvardas noted that any questions about the report may be directed to him for follow-up.

**26.03.9**

**B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT**

Jason Mann sent his regrets. President Houvardas noted that any questions about the report may be directed to him for follow-up.

**26.03.10**

**B5. DISCIPLINE COMMITTEE REPORT**

Chris Hewitt, P.Eng., FEC, Chair of the Discipline Committee was invited to speak to his report. He reviewed the purpose and composition of the committee, and provided a summary of the committee's current caseload.

President Houvardas thanked Chris for his report.

At 1:09 p.m. Chris Hewitt left the meeting

**26.03.11**

**B6. INVESTIGATION COMMITTEE REPORTS**

Jay Doering, P.Eng., FEC, Chair of the Investigation Committee, was invited to speak to his report. He reviewed the composition of the committee and reported on the current caseload, noting a trend toward a higher volume of complaints.

Sonya Mann, lay member of the Investigation Committee, was invited to speak to her report. She confirmed that the committee is meeting the requirements of its terms of reference and acting in the public interest.

President Houvardas thanked Jay and Sonya for their reports.

At 1:23 p.m. Jay Doering and Sonya Mann left the meeting

**26.03.12 B7. GOVERNANCE COMMITTEE REPORT**

Past President Amorim, Vice Chair of the Governance Committee, presented the report. Highlights included updates to the Governance policy handbook, continued development of the Council attributes and competencies policy, and the engagement of Asteria Global to support the committee.

He also reported that a recent review of the Nominating Committee's terms of reference found that two subclauses had been unintentionally removed in an earlier policy update. The committee recommended reinstating them.

MOTION:

It was MOVED by Steven Brennan and SECONDED that Council approve the Governance Committee recommendation to reinstate the removed subclauses.

CARRIED

**26.03.13 B8. FINANCE COMMITTEE REPORT**

Vice President Fritz, Chair of the Finance Committee, presented the report and the 2027 preliminary draft budget.

Michael also reported that member dues will not increase and that the membership database migration is included in the draft budget. The ongoing SaaS subscription cost is estimated at \$80K per year.

Formal approval of the budget is scheduled for the June Council meeting.

**26.03.14 B9. BY-LAW REVIEW COMMITTEE REPORT**

Councillor Paculan, Chair of the By-law Review Committee, presented the report on the draft by-law changes.

Council discussed member proposals and policy changes arising from Probe feedback.

Councillor Thomson also reported that the committee plans to start work on the next cycle of by-law proposals after current drafts are finalized.

Approval that the by-law changes be forwarded to the membership for vote is scheduled for the June Council meeting.

CONSENT AGENDA

**26.03.15 C1. MINUTES OF THE COUNCIL MEETING MARCH 12, 2026**

**C2. MINUTES OF THE IN CAMERA SESSION OF MARCH 12, 2026**

**C3. GP-8.4 DISCIPLINE COMMITTEE – BRENNAN**

**C4. GP-8.5 INVESTIGATION COMMITTEE – POLLARD**

**C5. GP-8.17 APPEAL COMMITTEE – BOHM**

By placement on the consent agenda, council approved these items with the approval of the agenda at the beginning of the meeting.

COUNCIL EDUCATION

**26.03.16 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**

President Houvardas reviewed the comments and feedback from the March Council meeting.

At 1:52 p.m. Council went on break

At 2:08 p.m. Council returned from break

GOVERNANCE

**26.03.17 G1. ENGINEERS CANADA GOVERNANCE REVIEW**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated May 14, 2026.

At 2:10 p.m. Patrick Mason joined the meeting.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council authorize the President (or their proxy) to vote in favour of the following two motions being brought forward at the Engineers Canada Annual Meeting of Members in May:

- “THAT the Members approve in principle a reduction in the size of the Engineers Canada Board, based on a ‘one-Regulator, one-seat’ model; and that corresponding bylaw amendments be brought to a Special Meeting of Members for approval”; and
- “THAT the Members approve in principle the inclusion of independent Directors on Engineers Canada’s Board; and that corresponding bylaw amendments be brought to a Special Meeting of Members for approval.”

CARRIED

**26.03.18 G2. MEMBERSHIP DATABASE MODERNIZATION**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated May 14, 2026.

Michael explained the need to move from a custom-built system to a software-as-a-service (SaaS) model due to increased demands, risk of single-person dependency, and scalability concerns.

He introduced Patrick Mason, President, Tech Market Inc., an independent advisor, engaged to guide vendor selection, leveraging his experience with multiple regulators and SaaS migrations.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approve financial expenditures for the replacement of the membership database management system, in advance of the coming fiscal year.

CARRIED

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council approve the process used to date, with the input from an independent advisor, in lieu of an RFP process, to select the vendor for the database modernization project.

CARRIED

At 2:33 p.m. Patrick Mason left the meeting

**26.03.19 G3. MANITOBA ASSOCIATION OF LANDSCAPE ARCHITECTS LEGISLATION – LETTER OF SUPPORT**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated May 14, 2026.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council authorize the president to submit a letter supporting Bill 234, The Registered Landscape Architects Act.

CARRIED

**26.03.20 G4. REVIEW OF OUTSTANDING ACTION ITEMS LIST**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026 and the following updates were made,

- IC to develop guideline on limiting liability and bring to Council for input – in progress
- CEO Evaluation Review – in progress
- By-law Revisions to implement Remuneration Task Force recommendations – to be done next cycle, remove from list
- APEGM-AMLS Task Group – in progress
- Registration Committee Interview Panel – in progress
- By-law Revisions to Update Intern Term Limits – to be done next cycle, remove from list

**26.03.21 G5. PLANNING THE AGENDA FOR THE NEXT MEETING**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated May 14, 2026.

GP-8.1 Nominating Committee – David Amorim

GP-8.11 Audit Committee – Steven Wu  
GP-8.13 Finance Committee – Arshdeep Chauhan  
GP-8.16 By-law Review Committee – Crystal Paculan

At 2:49 p.m. President Houvardas moved that the meeting go in camera for the purposes of discussing private and confidential matters about an individual, labour relations, investigations, discipline, appeals, litigation or potential litigation.

## ADJOURNMENT

**26.03.24** At 3:50 p.m. Council came out of camera and the meeting was adjourned.  
The next Council meeting will be Thursday, June 11, 2026 at 12:30 p.m.

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Mike Houvardas, P.Eng.  
President

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Michael Gregoire, P.Eng., FEC  
CEO & Registrar