

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, June 11, 2026.

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

ALSO PRESENT: Scott Baldwin; Katie Findlater; Anthony Foderaro; Michael Gregoire; Fiona Hillier; Joseph Lovelace; Jason Mann; Angela Moore; David Thiessen; Eric Schillberg; Lisa Stepnuk; Ian Wiebe; Denise Zaporzan; Anjanette Zielinski

REGRETS: Crystal Paculan

26.04.1 CALL TO ORDER

President Houvardas called the meeting to order at 12:30 p.m.

26.04.2 LAND ACKNOWLEDGEMENT

Councillor Singh read the land acknowledgement.

26.04.3 INTRODUCTIONS

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

26.04.4 ADOPTION OF AGENDA

President Houvardas asked if there were any changes or additions to the agenda. Hearing none, he called for a motion to adopt the agenda.

It was MOVED by Alan Pollard and SECONDED that Council adopts the agenda as presented.

CARRIED

26.04.5 CONFLICT OF INTEREST DECLARATION

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

REPORTS TO COUNCIL

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

President Houvardas reported on his attendance at the May Engineers Canada meetings, noting changes to the regulator session format, a focus on increased collaboration among regulators, information sharing, and the development of a database of regulatory approaches. He also highlighted meetings with the Policy Advisor and the Nomination Committee, and his attendance at the Arab Members Chapter AGM and Volunteer Appreciation event.

President Houvardas discussed the recording of dissenting votes, referencing Robert's Rules and online forms. He reminded everyone that Council generally speaks with one voice unless a special vote is agreed to in advance.

26.04.7

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

Michael Gregoire highlighted several items from his report, including the “Their Story” campaign video produced with Honest Agency to raise the profile of engineers and geoscientists, plans for additional New Members Lunch events following strong attendance, the final meeting of the Experience Review Committee, and the Manitoba Critical Minerals Leadership Forum.

Regarding the Act Change Project, Michael noted that councillor feedback on the Drafting Instructions was still needed before the September Council meeting, when they are to be finalized. He also reported that the Act and React series 5 and 6 had concluded, series 7 was nearing completion, and CTTAM collaboration was continuing, with Eric meeting joint board members and a full joint board meeting planned for the summer.

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

26.04.8

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.

26.04.9

B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

Jason Mann presented his report, noting ongoing efforts to raise national awareness of geoscience licensure, particularly with the federal government. He also discussed four targeted surveys being developed by the Canadian Geoscientists Standards Council (CGSC) on geoscience knowledge and education and provided an update on leadership changes.

At 12:59 p.m. Jason Mann left the meeting

26.04.10

B5. GOVERNANCE COMMITTEE REPORT

Past President Amorim, Vice Chair of the Governance Committee, presented the report and noted that work had begun with Asteria Global to modernize the governance structure, address volunteer fatigue, and clarify committee scope.

26.04.11

B6. CONTINUING COMPETENCY COMMITTEE REPORT

Joseph Lovelace, Chair of the Continuing Competency Committee, was invited to present his report. He provided a summary on the work of the committee, noting a decrease in abatement applications and paused work on updating the ProDev Program pending national harmonization efforts led by PEO.

26.04.12

B7. PROFESSIONAL PRACTICE AUDIT PROGRAM

Antonio Ruales, Professional Standards Director, presented on the development of a Professional Practice Audit program, outlining a phased implementation plan that

would begin with a pilot and transition to mandatory audits. Council discussed cost, staffing, and harmonization with other provinces.

At 1:34 p.m. Joseph Lovelace left the meeting.

CONSENT AGENDA

- 26.04.13** **C1. MINUTES OF THE COUNCIL MEETING MAY 14, 2026**
C2. MINUTES OF THE IN CAMERA SESSION OF MAY 14, 2026
C3. GP-8.1 NOMINATING COMMITTEE – AMORIM
C4. GP-8.11 AUDIT COMMITTEE – WU
C5. GP-8.13 FINANCE COMMITTEE – CHAUHAN
C6. GP-8.16 BY-LAW REVIEW COMMITTEE – PACULAN
C7. CE-2 UNITY OF CONTROL – HOUVARDAS
C8. REGISTRATION COMMITTEE APPOINTMENT

Council approved the appointment of Grantley King, P.Eng. as member to the Registration Committee for a two-year term, effective June 11, 2026, and thanks Nicole Fleury, P.Eng. for her two years of service on the Registration Committee.

Council approved the appointment of Jose Arenas, P.Eng. as member to the Registration Committee for a two-year term, effective June 11, 2026, to replace future outgoing Registration Committee member Kris Maranchuk, P.Eng. whose term will end December 10, 2026.

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

COUNCIL EDUCATION

- 26.04.14** **D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**

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

At 1:35 p.m. Council went on break

At 1:36 p.m. Councillor Thomson left the meeting.

At 1:50 p.m. Council returned from break

Councillor Turman requested that items C4 and C5 from the consent agenda be discussed at some point during the meeting. President Houvardas advised that they would be considered after the Governance section.

GOVERNANCE

- 26.04.15** **G1. 2027 OPERATING BUDGET**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

Michael provided a presentation on the operating budget, reviewing the budgeting process, financial health analysis, statement of financial position, operational vs strategic initiatives and special projects, budgeted statement of operations and fees & dues.

Council discussed expensing the membership database modernization project rather than capitalizing it, noting that this approach is consistent with other regulators' practices and accounting guidance for non-profit organizations.

MOTION:

It was MOVED by Brent Turman and SECONDED that Council approves the 2026-2027 Budget with dues and fees as presented.

CARRIED

26.04.16

G2. 2026 BY-LAW PROPOSALS

Council referred to a Decision Background memo from the By-law Review Committee, dated June 11, 2026.

MOTION 1:

It was MOVED by Alan Pollard and SECONDED that Council approve forwarding the by-law changes outlined in Appendix D of the By-law Review Committee Report to the membership for a vote.

Councillor Singh noted a typo in Appendix D, page 4, where there is an extra "for" in the proposed wording for (b).

Hearing no further discussion, President Houvardas called the question on the motion.

CARRIED

MOTION 2:

It was MOVED by Alan Pollard and SECONDED that Council approve the Dues Relief Policy as drafted by the Task Group with the edits suggested by the By-law Review Committee in the June 11, 2026 memo from BRC to Council.

Council asked that under the Application Process 2) a. that it specify 14 "calendar" days.

Hearing no further discussion, President Houvardas called the question on the motion.

CARRIED

26.04.17

G3. GOVERNANCE MODERNIZATION

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

Michael Gregoire introduced Denise Zaporzan and Scott Baldwin of Asteria Global, who presented their findings and work plan for governance modernization. They reviewed the legacy of the Carver model, recommended streamlining committee structures to reduce volunteer burnout and improve efficiency, and suggested revisiting the 2022 GSI recommendations to determine which remain relevant.

They discussed the distinction between operational and governance roles, recommending language in the Act to clarify Council's responsibility for oversight rather than operations, while maintaining accountability for regulatory and risk oversight. They also noted that many operational changes could be addressed through policy updates rather than by-law amendments, improving decision-making efficiency.

MOTION:

It was MOVED by David Amorim and SECONDED that Council approves the work plan presented by Asteria and agrees to engage them in undertaking the work outlined in their report.

CARRIED

26.04.18

G4. MANUAL OF ADMISSIONS & INTERN REINSTATEMENT POLICY

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

Michael Gregoire outlined the proposed requirement for academic reassessment when an intern's registration lapses. Legal input confirmed the authority to reassess, with a recommended grace period and advance notice. He also noted that the Fair Registration Practices Office (FRPO) raised concerns about fairness and potential barriers for internationally educated applicants.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approve proposed updated policy on intern reinstatement for inclusion in the Manual of Admissions, to come into effect January 31, 2027 following a six-month notice period.

Council discussed fairness concerns and the risk of treating lapsed interns differently from those who maintain registration. Council agreed that councillors would meet with FRPO to better understand their concerns and revisit the policy in September following further review and discussion.

Hearing no further discussion, President Houvardas called the question on the motion.

DEFEATED

President Houvardas and Vice President Fritz agreed to meet with FRPO to discuss the matter further.

At 3:21 p.m. Council went on break

At 3:32 p.m. Council returned from break

26.04.19 G5. 2026-2027 MEETING SCHEDULE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

MOTION:

It was MOVED by Richard Marshall and SECONDED that Council approves the 2026-2027 Council Meeting dates as presented

CARRIED

26.04.20 G6. INVESTIGATION COMMITTEE INTERVIEW PANEL

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

MOTION:

It was MOVED by David Amorim and SECONDED that Council appoint Alan Pollard to participate on the interview panel to fill the vacancy on the Investigation Committee.

CARRIED

26.04.21 G7. CHAPTER FUNDING REQUEST

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

Michael noted that this is the first request under the new policy allowing chapters to ask for special funding beyond the standard annual per-member allocation.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council assign the Executive Committee to review and finalize an Evaluation Framework for Special Funding Requests, which staff can apply to the current request as well as all future requests for special funding by chapters

Council discussed whether these requests should be handled at the Council level or delegated to staff, considering the timing. Concerns about fairness, policy requirements, and the need for real-world examples to inform the framework were discussed. Council also emphasized the need for a policy that considers support for special events and sets clear guidelines for funding, with the current request serving as a useful example for policy development.

Hearing no further discussion, President Houvardas called the question on the motion.

CARRIED

26.04.22 G8. 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
- APEGM-AMLS Task Group – in progress
- Registration Committee Interview Panel – complete

The following action items will be added to the list: meeting with FRPO, the Investigation Committee interview panel, and a review of the framework for chapter special funding requests.

26.04.23 G9. PLANNING THE AGENDA FOR THE NEXT MEETING

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 11, 2026.

GP-8.3 Executive Committee – Mike Houvardas
GP-8.14 Human Resources Committee – Justin Rempel
GP-8.15 Governance Committee – Rick Marshall

26.04.24 C4. GP-8.11 AUDIT COMMITTEE & C5. GP-8.13 FINANCE COMMITTEE

Councillor Turman noted non-compliance or partial compliance in both the Audit Committee and Finance Committee monitoring reports and asked what mechanisms Council uses to achieve compliance. Suggested actions included reminding the Audit Committee to complete a self-monitoring report on the appropriateness of Council spending and either requesting budget information from each committee chair or revising the Finance Committee Terms of Reference.

At 4:00 p.m. Councillor Bohm left the meeting

At 4:01 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

26.04.27 At 4:57 p.m. Council came out of camera and the meeting was adjourned.

The next Council meeting will be Thursday, September 10, 2026 at 12:30 p.m.

Mike Houvardas, P.Eng.
President

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