

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, December 11, 2025.

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

ALSO PRESENT: Anthony Foderaro; Michael Gregoire; Fiona Hillier; Jason Mann; Angela Moore; Antonio Ruales; Eric Schillberg; Lisa Stepnuk; Jessica Vandenberghe; Ian Wiebe; Anjanette Zielinski

REGRETS: Jitendra Paliwal

25.07.1 CALL TO ORDER

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

25.07.2 LAND ACKNOWLEDGEMENT

President Houvardas read a land acknowledgement

25.07.3 INTRODUCTIONS

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

25.07.4 ADOPTION OF AGENDA

President Houvardas requested that item C3 be taken off the Consent Agenda and scheduled for discussion prior to the Council Education section.

Hearing no further changes, President Houvardas called for motion to adopt the agenda.

It was **MOVED** by David Amorim and **SECONDED** that Council adopts the agenda as amended.

CARRIED

25.07.5 CONFLICT OF INTEREST DECLARATION

President Houvardas asked if anyone had a conflict of interest to declare on any item on the agenda. Since none were declared, he proceeded to the following item on the agenda.

REPORTS TO COUNCIL

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

President Houvardas presented his report, highlighting key topics covered during the Engineers Canada President's Group meeting on December 2nd. He also

reminded Council of the upcoming Winter Retreat scheduled for January 23rd and 24th.

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

Michael Gregoire summarized his report, highlighting various events and activities which relate to the strategic imperatives and outcomes within the strategic plan.

Michael noted that the Act Change will be discussed in more detail later in the meeting, so for the report he briefly highlighted the project's timeline and current engagement activities. Eric Schillberg offered more details about the Act and React series, noting strong early engagement from practitioners.

Michael presented the Governance Scorecard and addressed the items that have been updated since the November Council meeting.

25.07.8 B3. ENGINEERS CANADA DIRECTOR'S REPORT

President Houvardas passed along Jitendra's regrets and encouraged everyone to read the report. Michael provided a brief update on the Engineers Canada board meeting, noting the approval of the budget and the recommendation on the per capita fee assessment.

25.07.9 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

Jason Mann highlighted the recent activities of Geoscientists Canada, including outreach efforts, the decision not to formally engage with the Geological Society of London, and lobbying efforts in Ottawa.

At 1:00 p.m. Jason Mann left the meeting

25.07.10 B5. GOVERNANCE COMMITTEE REPORT

Past President Amorim delivered the report, noting the recent work done by the committee and the policies being presented for Council approval later in the meeting.

25.07.11 B6. REMUNERATION TASK GROUP REPORT

Councillor Brennan provided an update on the Remuneration Task Group, noting that the group has met three times and is working on a draft recommendation to be presented at the January 2025 Council meeting.

CONSENT AGENDA

25.07.12 C1. MINUTES OF THE COUNCIL MEETING NOVEMBER 13, 2025

C2. GP-8.6 NATIONAL LIAISONS – AMORIM

C4. GP-14 PRIMARY COUNCIL LINKAGES – THOMSON

C5. E-5 PRACTITIONERS REFLECT THE DIVERSITY OF THE PUBLIC – GREGOIRE

C6. EL-9 EMERGENCY EXECUTIVE SUCCESSION – GREGOIRE

C7. REGISTRATION COMMITTEE APPOINTMENT

That Council approves the appointment of Carolyn Hudek, P.Geo. member to the Registration Committee for a two-year term, to replace outgoing member Christian Bohm, P.Geo., effective December 17, 2025, and thanks Christian Bohm for his two and half years of service on the Registration Committee.

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

25.07.13 C3. GP-13 COUNCIL MEMBER ORIENTATION – BOHM

President Houvardas asked Councillor Bohm to expand on his report about Council member orientation.

Councillor Bohm noted an overall satisfaction with the onboarding process but flagged some inconsistencies and areas for improvement.

At 1:13 p.m. Councillor Paculan joined the meeting.

COUNCIL EDUCATION

25.07.14 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Houvardas reviewed the comments and feedback from the November meeting.

GOVERNANCE

25.07.15 G1. GOVERNANCE COMMITTEE POLICIES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

Council discussed the proposed Council and Committee Evaluation Procedures and expressed discomfort with the policy's broad scope and lack of detail, suggesting the need to clarify the purpose and cadence of evaluations, and whether all layers (Council, president, committees, individuals) should be evaluated annually.

Council agreed to remove the Council and Committee Evaluation Procedures from the main motion and vote on it separately.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council adopt the new Policy Review Protocol and Delegation of Authorities policy.

CARRIED

MOTION:

It was MOVED by David Amorim and SECONDED that Council adopt the new Council and Committee Evaluation Procedures.

DEFEATED

Council agreed to send the Council and Committee Evaluation Procedures back to the Governance Committee for further revisions, specifically to add a clear statement of purpose, reassess the necessity of annual evaluations for certain roles, and amend the external review requirement to allow greater flexibility rather than making it mandatory.

MOTION:

It was MOVED by Steven Brennan and SECONDED that Council adopts the new Communications policy.

CARRIED

At 2:00 p.m. Council took a break

At 2:16 p.m. Council returned from break

Michael introduced the review of the governance policy handbook, explaining the task was to remove references to "Ends" and replace them with references to the strategic plan.

MOTION:

It was MOVED by David Amorim and SECONDED that Council adopts the changes to the Council Governance Policy Handbook as outlined in the version accompanying this memo.

CARRIED

25.07.16

G2. STRATEGY PERFORMANCE MANAGEMENT TOOL (KPIs)

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

Michael presented the draft KPIs developed by MNP for the new strategic scorecard. Each KPI's rationale and intended measurement focus were discussed.

Council provided feedback, including suggestions to measure the percentage of Manitoba's population that are professional engineers or geoscientists, along with a metric to track how many students move from university graduation to professional registration.

Council was asked to provide further feedback by email, with the goal of presenting a final version of the strategic scorecard for approval at the January Council meeting.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council approves the discontinuation of carver monitoring reports (Ends and Executive Limitations reports).

CARRIED

25.07.17 G3. 2026 BY-LAW PROPOSALS

Council referred to a Decision Background memo from Antonio Ruales, Director of Professional Standards, dated December 11, 2025.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that, in accordance with By-law 16.3, Council proposes to amend By-law 15.3.8 Report of Investigation Committee and By-law 10.1 Dues and Fees, as per the information presented in this memo.

CARRIED

At 2:46 p.m. Anthony Foderaro joined the meeting

25.07.18 G4. ENGINEERS CANADA REGIONAL CEAB MEMBER INTERVIEW PANEL

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

MOTION:

It was MOVED by Allan Pollard and SECONDED that Council appoints Councillor Fritz and Councillor Pollard to conduct interviews of a short list of the candidates in the attached list and provide a recommendation back to Council for a list of nominees that will be forwarded to Engineers Canada for consideration.

CARRIED

25.07.19 G5. EXECUTION OF INSTRUMENTS POLICY

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

In reviewing the policy, Michael noted that President approval of CEO expenses is a deviation from current practice. Council raised concerns about the practicality and necessity of this change, as CEO expenses are typically paid via corporate credit card and reviewed by the Accounting Department. Furthermore, introducing another level of approval would increase workload without reducing risk. Council agreed to strike the bullet requiring President approval of CEO expenses from the policy

At 2:57 p.m. Councillor Rempel left the meeting

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approves the new Execution of Instruments policy, with the bullet that the CEO expenses must be approved by Council President or Vice-President be removed and acknowledged that this policy will supersede the motion in item 22.03.17 of the May 2022 Council meeting minutes. This policy will also be referenced in the new Delegation of Authorities policy.

CARRIED

At 3:15 p.m. Jessica Vandenberghe joined the meeting

President Houvardas announced that agenda item G8 will be discussed next in order to accommodate the presenters' schedule.

25.07.20 G8. ACT CHANGE - LEGISLATIVE OBJECTIVES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

Eric Schillberg, Anthony Foderaro (Filmore Rielly), and Jessica Vandenberghe (Guiding Star) presented an overview of the supplementary legislative objectives, outlining their purpose and recommended guidance for their incorporation into the broader Legislative Proposal themes.

Hearing no concerns, Eric confirmed that these supplementary legislative objectives will be integrated into the Legislative Proposal, which will be presented to Council for formal approval at their January meeting.

President Houvardas announced that Council will proceed with the scheduled agenda, beginning with item G6.

25.07.21 G6. 2026 ANNUAL GENERAL MEETING - DATE AND LOCATION

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

MOTION:

It was MOVED by Alan Pollard and SECONDED that the 2026 Annual General Meeting be held in Brandon on October 22, 2026.

CARRIED

25.07.22 G7. APEGM-AMLS RESOLUTIONS (deferred)

25.07.23 G9. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025 and the following updates were made,

- IC to develop guideline on limiting liability and bring to Council for input – in progress
- Review By-law 10.2 with respect to the elements outlined in the memo for the new Dues Relief Policy – remove
- Remuneration Task Group – in progress
- CEO Evaluation Review – in progress
- Execution of Instruments Policy – remove
- Nominating Committee Appointments – in progress
- Registration Committee Appointments – remove
- Intern Term Limits Task Group – in progress

25.07.24 G10. PLANNING THE AGENDA FOR THE NEXT MEETING

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 11, 2025.

GP-8.9 Registration Committee – Lisa Thomson

GP-8.12 Public Interest Review Committee – Crystal Paculan

GP-12 Cost of Governance – Richard Marshall

At 4:21 p.m. Council went on break

At 4:29 p.m. Council returned from break

At 4:30 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

25.07.26 At 4:53 p.m. Council came out of camera and the meeting was adjourned.

The next Council meeting will be Thursday, January 29, 2026 at 12:30 p.m.

Mike Houvardas, P.Eng.
President

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