

2024 - 2025

COMMITTEE & CHAPTER REPORTS

FOR THE PERIOD JULY 1, 2024 - JUNE 30, 2025

2024 - 2025 COMMITTEE & CHAPTER REPORTS

APPEAL COMMITTEE

The Appeal Committee was created in 2023 after Act and by-law changes in November 2023. This committee was created to remove from Council the responsibility for hearing appeals. The new committee has assumed responsibility for hearing appeals of registration decisions and appeals of investigation committee decisions of dismissal; issuance of a formal written caution; or imposition of an agreed penalty.

Since the committee was created, we have dealt with three appeals of registration decisions and five appeals of investigation committee decisions. To the end of June 2025 four appeals had been completed. None of these appeals were upheld. A manual for use by the committee was developed and has been used extensively, with approval by Council expected in September 2025.

Submitted by: Doug Chapman, P.Eng.(SM), FEC (Chair)

ARAB MEMBERS CHAPTER

The Arab Members Chapter was officially approved by the Council of Engineers Geoscientists Manitoba on January 19, 2017. Open to all engineers, geoscientists, and students who identify with or have an interest in Arab culture—regardless of professional status or background—the Chapter fosters an inclusive environment that celebrates cultural diversity within the engineering community.

Its mission is to promote the engineering profession by offering technical presentations that enhance knowledge and professional development, providing bursaries to active engineering students, and supporting student Capstone Projects where appropriate. Through these efforts, the Chapter contributes meaningfully to the advancement of engineering in Manitoba.

As of May 2025, approximately 107 engineers are affiliated with the Arab Members Chapter. Over the past year, the Chapter engaged members and contributed to the broader engineering community through the following activities:

CHAPTER'S 8TH ANNIVERSARY: JANUARY 25, 2025

The Chapter celebrated its 8th Anniversary at the Fort Garry Library. The event highlighted the Chapter's achievements and included the presentation of bursaries to engineering students, with participation from the Chapter Chair.

TECHNICAL PRESENTATION: FEBRUARY 22, 2025

Chapter Vice Chair Ahmad Kanan, P.Eng., delivered a technical session on the Difference Between Seismic and Wind Loads According to National Building Code of Canada 2020. The event provided valuable professional development for attendees interested in structural engineering and building codes.

2025 ANNUAL GENERAL MEETING: APRIL 26, 2025

The Arab Members Chapter held its Annual General Meeting at the Engineers Geoscientists Manitoba office. The meeting welcomed members of the Chapter as well as representatives from other chapters, including the Filipino, India, Chinese, and Nigeria Chapters. The event featured guest speaker Ms. Sophia Mirza of Fillmore Riley Law Firm, who shared legal and professional insights with attendees.



2024 - 2025 COMMITTEE & CHAPTER REPORTS

AUDIT COMMITTEE

Thank you to Christina McDonald and Alastair Fog for their service on the Audit Committee.

The Audit Committee recommended retaining the Fort Group for the fiscal 2025 audit. The committee met with the auditors on June 3, 2025 to review their audit plan for the year ending June 30, 2025. The auditors will review the draft financial statements with the audit committee (with the finance committee in attendance) on August 28.

The Audit Committee met 3 times during the year ended June 30 activities included:

- Meeting with auditors in September 2024 to review the draft audited financial statements
- Meeting with the auditors to review the fiscal 2025 audit plan
- Discussed having the committee review EL-3 and EL-4
- The chair participated in a review of the Governance structure
- The fiscal 2024 audit by The Fort Group resulted in a clean audit report. Selected highlights were presented at the AGM in October 2024.
- Preparations for the 2025 AGM

Submitted By: Don Bergan (Chair)

AWARDS COMMITTEE

The Awards Committee plays a vital role in recognizing excellence within the engineering and geoscience community. Its mandate is to receive nominations and select members of the association to be honored by Engineers Geoscientists Manitoba, Engineers Canada, and Geoscientists Canada.

This year, nominations were accepted through online forms available on the Engineers Geoscientists Manitoba website, with a submission deadline of February 28, 2025. The Committee was pleased to welcome Maria Vargas, the new Event Coordinator, in January. Her energy and professionalism were a great asset throughout the awards season. We also welcomed Vikram Banthia, P.Eng., Director of the Price Institute of Advanced Manufacturing and Mechatronics, who's academic and industry insights added valuable perspective to our discussions. At the same time, the Committee bid farewell to Ganpat Lodha, P.Geo., FGC, a long-time member and the first Chair of the Awards Committee. His dedication, leadership, and thoughtful contributions over the years have been instrumental in shaping the awards program, and his presence will be greatly missed.

Between March and May, the Committee convened for three virtual meetings and two in-person meetings, held on February 21, March 14, April 4, April 17, May 1, and May 15. A total of 28 nominations were received across nine award categories, representing a significant increase from the previous years. Each nomination was carefully evaluated against the award criteria, and recommendations were submitted to Council for approval. Unfortunately, no nominations were received for the Diversity Employer Award, which remains an important category for future engagement.

Committee members prepared citations for each award recipient, which were forwarded to the Awards Luncheon organizing team for follow-up. The 2025 Awards Luncheon is scheduled for October 23 at the Centro Caboto Centre and will feature video presentations celebrating the achievements of the winners.

Submitted By: Vaibhav Banthia, P.Eng. (Chair)

2024 - 2025 COMMITTEE & CHAPTER REPORTS

BY-LAW REVIEW COMMITTEE

The By-law Review Committee is an ad hoc committee established at the direction of Council to review proposed amendments to the Association's By-laws and to provide recommendations for consideration.

For the 2024–2025 reporting period (July 1, 2024 – June 30, 2025), the Committee was convened to review one by-law proposal submitted by a member as well as several proposals brought forward by Council. The Committee met on numerous occasions throughout the year to examine these submissions in detail, assess their alignment with the Engineering and Geoscientific Professions Act, and consider their implications for the Association's governance and practitioners.

In addition to our internal review, the Committee placed strong emphasis on engaging members to better understand their perspectives on the proposed changes. Meetings and focus groups were held with practitioners to discuss the potential amendments, answer questions, and gather feedback. This input was an important part of our work and helped guide the Committee in preparing balanced and thoughtful recommendations.

The Committee also sought advice from legal counsel to ensure that the proposed by-laws were clear, enforceable, and consistent with the Act. This step provided valuable guidance and gave additional confidence that the recommendations were sound and aligned with best governance practices.

The Committee's recommendations were submitted to Council for review and, where appropriate, advanced for inclusion in the 2025 practitioner vote.

Submitted By: Lisa Thomson, P.Eng. (Chair)

CHINESE MEMBERS CHAPTER

The Chinese Members Chapter was established in 2013 by a group of dedicated professional engineers of Chinese origin. Today, the Chapter includes over 150 affiliated chapter members and continues to foster a vibrant and supportive community. Open to all who have an interest in Chinese culture and heritage, the Chapter welcomes engineers, geoscientists, and students from diverse backgrounds. Since its founding, the Chapter has remained active in delivering professional development, networking, and community service opportunities for its members and the broader engineering community.

Over the past year, the following activities were organized:

1. BUSINESS SEMINAR EVENT: AUGUST 17, 2024

The Chapter hosted a seminar at the University of Manitoba, offering practical insights into Canadian asset allocation. Expert speakers covered insurance, investments, real estate, and regulations, empowering attendees to make informed financial decisions.

2. CHARITY KITCHEN SERVICE EVENT: SEPTEMBER 21, 2024

Volunteers participated in a kitchen service event at Siloam Mission, preparing and serving meals to over 500 individuals in need. The initiative provided members with a rewarding and humbling experience while supporting the local community.

3. MECHANICAL ENGINEER NETWORKING: NOVEMBER 9, 2024

This networking event brought together professionals, graduates, and students to share experiences and explore career opportunities. Professors from the University of Manitoba provided valuable insights on industry-academic collaboration.

4. 3RD ANNUAL LITTLE ENGINEER: JANUARY 5, 2025

The Chapter hosted its annual youth-focused event at Whyte Ridge Community Centre, where children and families participated in a fun and educational rubber band car contest celebrating creativity and engineering skills.

5. ENGINEER CAREER PATH DISCUSSION PANEL: JANUARY 26, 2025

Senior engineers from diverse disciplines shared their experiences and advice, offering attendees valuable career insights and networking opportunities.

6. 10TH ANNIVERSARY GALA: MARCH 7, 2025

The Chapter marked its 10th Anniversary with a Gala Dinner attended by 140 guests at Centro Caboto Centre.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

The event honored past leaders, celebrated a decade of achievements, and strengthened community ties through awards and performances.

7. SMART VERTICAL FARMING PILOT FACILITY TOUR: MARCH 30, 2025

Members toured the University of Manitoba's Smart Vertical Farming Pilot Facility. Professor Zhang delivered a presentation and guided participants through the facility, fostering knowledge exchange and professional networking.

8. A PEEK AT THE INNER WORKS OF A HYDROELECTRIC GENERATING UNIT: APRIL 13, 2025

Harry Qiao, P.Eng., Maintenance Engineer at Manitoba Hydro, presented an engaging technical talk titled General Introduction to Hydroelectric Turbines.

10. DONATION TO SUPPORT WILDFIRE EVACUEES: JUNE 8, 2025

As part of its commitment to social responsibility, the Chapter organized a donation drive to collect essential household and personal care supplies. These were provided to individuals and families displaced by the recent wildfires in Manitoba.

CONTINUING COMPETENCY COMMITTEE

The Continuing Competency Committee (CCC) is a committee of Council that is responsible for reviewing compliance of members to the continuing professional development program (ProDev) that includes requests for interpretation, applications for abatement, applications for resumption of practice and publishing interpretation notes on ProDev reporting items. The CCC has entered its 14th year and met 5 times in a hybrid combination of virtually and in person over the last year.

The CCC continued to embark upon an internal review of our ProDev program. Highlights of this activity include creation of a table comparing ProDev programs across Canada and updates from Engineers Canada as to status of potential cross country continuing professional development program. There is still uncertainty around the cross-country Engineers Canada model and the time associated with this type of implementation, along with the perceived benefits and disadvantages of the other models we have reviewed. The committee wants to ensure there is a strong reason for change.

The committee also continued to reviewed senior members needing to meet professional development targets. The committee very much recognizes the many years of service and contributions to the profession that these senior members have demonstrated over the years.

With some recent Act changes, the Association has the ability to publish the names of members that are not in compliance with ProDev. Along with the previous decision to indicate in the directory that the member is suspended, the committee decided that, in cases where a suspended member is employed by a Certificate of Authorization (CoA) holder, the CoA holder should be notified of the member's suspension, as supported by the Act. These actions did appear to have a positive effect on members regaining ProDev compliance.

I would like to thank the Engineers Geoscientists Manitoba support staff for the many hours they put into supporting and guiding this committee.

Submitted by: Joseph Lovelace, P.Eng. (Chair)

2024 - 2025 COMMITTEE & CHAPTER REPORTS

DISCIPLINE COMMITTEE

The Discipline Committee engages in the discipline process of a member, acting as the 'judge' in the form of a panel during a hearing. Each panel usually comprises three Discipline Committee members; a Panel Chair, and two other Committee members, one of whom is a layperson.

The Investigation Committee could be considered to be the prosecution during the investigation, while also registering a conviction and imposing a penalty.

Both the Discipline Committee and the Investigation Committee are provided with legal counsel, provided by EngGeoMB.

This report is for the period from July 1 2024 until June 30 2025. Between July 1 2024 and January 2025, the Chair of the Discipline was Don Spangelo. In January 2025, the role of Discipline Committee Chair transferred to Chris Hewitt. Don resigned from the Committee, to undertake another volunteer role with EngGeoMB.

DISCIPLINE COMMITTEE MEMBERSHIP

The Act states that The Discipline Committee or any panel of the Committee may or may not find that the conduct of an investigated person constitutes unskilled practice of professional engineering or professional geoscience, or professional misconduct.

WRITTEN DECISION

The Act states that the Discipline Committee or any panel of the Committee shall, following the completion of a hearing, prepare a written decision on the matter consisting of the reasons for its decision, and a statement of any order made by it.

PUBLICATION OF DECISION

The Act states that notwithstanding that any proceeding or part of a proceeding that may have been held in private, the Association, may after the expiration of any appeal period, publish - (a) the name of an investigated person in respect of whom an order is made; and (b) the circumstances relevant to the finding of unskilled practice of professional engineering or professional geoscience, or the finding of professional misconduct.

DISCIPLINE COMMITTEE ACTIVITIES DURING THE REPORTING PERIOD

There are presently two active files:

- (a) Joint Charge - JW Arthur - hearing date set for June 16-27, 2025
- (b) File 21.05 - Y. Shan - hearing date TBD.

Throughout the course of the reporting period, the following matters were dealt with:

- (a) K. Kapusniak - Notice of Voluntary Withdrawal January 2025.
- (b) B. J. R Smit - Notice of Voluntary Withdrawal February 2025.

For the latest information on Upcoming Hearings and Published Decisions see
<https://www.EngGeoMB.ca/Discipline.html>



Submitted By: Chris Hewitt, P.Eng. (Chair)

EXPERIENCE REVIEW COMMITTEE

In order to become a registered professional engineer or geoscientist in Manitoba, individuals must be academically qualified and demonstrate that they have gained the competencies necessary to become a registered Professional Engineer or Professional Geoscientist. Until 2022, proving readiness for professional registration required submitting work experience reports that demonstrate that interns were getting acceptable work experience under the supervision or mentorship of qualified professionals. The Experience Review Committee (ERC) assesses these work experience reports. Once four years of acceptable work experience is approved and letters of reference attesting to the intern's readiness for registration are received, ERC forwards the intern's file to the Registration Committee for professional registration.

In July 2021, Engineers Geoscientists Manitoba introduced a competency-based assessment (CBA) process. From March 2022 onward, all interns who had not yet submitted a report under the Pre-Registration Program were routed to the CBA process. Interns that had begun reporting under the Pre-Registration Program were given the option of staying with Pre-Registration or switching to CBA.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

When the CBA program was introduced, Engineers Geoscientists Manitoba had 1786 interns in the Pre-Registration Program. As of June 30, 2025, there remained 152 interns in the Pre-Registration Program. This represents a decline of 44.7% of interns from 275 interns remaining last year.

Those still in the Pre-Registration Program were advised in November 2024 that EngGeoMB is sun-setting the Pre-Registration Program in early 2026. Interns must submit reports demonstrating four years of acceptable work experience by March 31, 2026. Interns for whom reports are not received and approved interns will need to reapply and complete the CBA process to become registered. It is anticipated that the ERC will sunset in June 2026. Until then, the ERC will continue to meet to assess submissions.

I would like to thank Association staff members Chantelle Cabral, FEC (Hon.) Domestic Registration Program Coordinator, Anjanette Zielinski, Director of Registration, and Michael Gregoire, P.Eng., FEC, CEO, Registrar, and Secretary, whose hard work, knowledge, diligence and attention to detail has kept the ERC functioning smoothly, and all 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. I would also like to acknowledge the ongoing commitment of those ERC members that have signed on to become CBA assessors.

Submitted by: Bert Phillips, P.Eng.(SM), FEC (Chair)

ETHIO-ERITREAN MEMBERS CHAPTER

Formally established in 2019, the Chapter traces its roots back to informal gatherings of Ethiopian and Eritrean-origin engineers beginning in 2009. Since then, it has grown into a vibrant community committed to professional development, mentorship, cultural connection, and community service. The Chapter supports its members through networking opportunities, technical events, and initiatives that promote licensure, education, and civic engagement.

FILIPINO MEMBERS CHAPTER

The Filipino Members Chapter was officially established following the efforts of a group of Philippine-educated engineers who came together in 2009 to advocate for the interests of Filipino-Canadian professionals within Engineers Geoscientists Manitoba. In 2011, the Chapter's constitution and by-laws were signed, formally creating the Association's first chapter centered around a shared cultural heritage.

Open to engineers, geoscientists, interns, technologists, and students with an interest in Filipino culture and heritage, the Chapter is committed to fostering professional growth, community engagement, and cultural connection. Its objectives include supporting licensure and education through mentorship and scholarships, promoting career development, and collaborating with community service organizations.

Over the past year, the Chapter remained highly active, organizing a wide range of professional development, networking, cultural, and community service events for its members and the broader Manitoba community.

1. FACILITY TOUR (IVC VITA HEALTH): JULY 19, 2024

Members toured IVC Vita Health, learning about the company's history and its role as a major Canadian supplier of Natural Health Products (NHP) and Over-the-Counter (OTC) products. Department heads provided detailed explanations of production processes and quality controls, making the visit highly engaging and informative.

2. VOLUNTEERING AT HARVEST MANITOBA: JULY 20, 2024

Twenty-two members volunteered at Harvest Manitoba, helping to sort and prepare food hampers for distribution. This initiative supported food security efforts while fostering teamwork and community spirit among Filipino Members Chapter members.

3. FACILITY TOUR (CERTAINTIED): AUGUST 21, 2024

Members visited Certainteed Winnipeg, a major drywall producer in Canada. The tour included a detailed explanation of manufacturing processes and safety protocols, enhancing participants' understanding of industrial operations.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

4. ENGGEOMB AWARDS AND RECOGNITION CEREMONY: OCTOBER 24, 2024

Members attended the ceremony at the Fort Garry Hotel, supporting honorees Ethel Fernandez, P.Eng., recipient of the Judith Weiszmann Women in Engineering Champion Award, and Dr. Marolo Alfaro, P.Eng., recipient of the Technical Excellence Award.

5. BOWLING FUNDRAISER: OCTOBER 26, 2024

Held at Chateau Lanes, this fundraiser drew 135 participants and raised over \$2,500 for FMC scholarships and bursaries. The event combined camaraderie, competition, and community support.



6. SCHOLARSHIP AND BURSARY SELECTION PROCESS: NOVEMBER 16, 2024

The Chapter conducted its annual review of student applications, awarding scholarships and bursaries to deserving Filipino engineering and geoscience students based on academic merit, financial need, and leadership potential.

7. CAREER CONNECT: NOVEMBER 22, 2024

At this career event in Morden, FMC leaders and members shared their experiences and promoted opportunities in engineering and geoscience to students and job seekers.

8. ANNUAL HOLIDAY GALA: NOVEMBER 30, 2024

The Chapter hosted its annual gala at Canad Inns Fort Garry, featuring dinner, entertainment, recognition of outstanding members, scholarship and bursary presentations, and a raffle draw.

9. CHRISTMAS CHEER BOARD: DECEMBER 14, 2024

Volunteers assembled and delivered food hampers to five families, continuing FMC's annual tradition of supporting families in need during the holidays.

10. VOLUNTEER APPRECIATION NIGHT: FEBRUARY 7, 2025

Members gathered at Mangkok International Cuisine to celebrate and recognize the dedication of FMC volunteers in a festive and social evening.

11. 30 BY 30 INITIATIVE: FILIPINAS IN ENGINEERING: FEBRUARY 21, 2025

This event celebrated women in engineering with dinner, games, and inspiring talks, attracting 56 participants and creating a welcoming space for mentorship and networking.



12. ANNUAL GENERAL MEETING: MARCH 8, 2025

The AGM, held at Louis Riel Library, was attended by 46 participants and featured reports on the past year, financial updates, and elections for the 2025 Executive Committee. CEO Michael Gregoire recognized FMC as one of EngGeoMB's most active chapters.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

13. PROFESSIONAL DEVELOPMENT SEMINAR #1: MARCH 29, 2025

Roger Rempel, P.Eng., FEC, delivered a seminar on Advancing Low Carbon and Climate Resilience Initiatives in Manitoba.

14. FACILITY TOUR (PRICE INDUSTRIES): APRIL 11, 2025

Seventeen members toured Price Industries, gaining insights into HVAC system production and company operations, including a presentation by CFO Mike George.

15. FACILITY TOUR (MACDON INDUSTRIES): APRIL 25, 2025

Thirteen members toured MacDon Industries, receiving detailed explanations of the company's manufacturing processes.

16. PROFESSIONAL DEVELOPMENT SEMINAR #2: MAY 3, 2025

Arnulfo Tan, P.Eng., presented Competency-Based Assessment – Essential to Your Path to Engineering Licensure, sharing guidance for EITs pursuing licensure.

17. PINAYS MANITOBA TRAILBLAZERS RECOGNITION: MAY 10, 2025

Members attended the Pinays Manitoba Awards Night at Viscount Gort Hotel to support Ethel Fernandez, who received the Trailblazer Award.

18. FACILITY TOUR (CARTE INTERNATIONAL): MAY 16, 2025

Nine members toured Carte International, learning about transformer fabrication processes including core assembly, coil winding, and testing.

19. PHILIPPINE FLAG RAISING CEREMONY: JUNE 1, 2025

FMC joined the Philippine Heritage Council of Manitoba at the Philippine Canadian Centre to mark the start of Philippine Heritage Month with cultural performances and community celebrations.

20. SHARING CIRCLE: JUNE 11, 2025

As part of Heritage Month, FMC supported the Sharing Circle event focused on youth and culture, assisting with stage set-up, video recording, and presentation slides.

21. PHILIPPINE INDEPENDENCE BALL: JUNE 21, 2025

FMC supported the Independence Ball at Victoria Inn, celebrating the 127th anniversary of Philippine independence with cultural programming and volunteer stage decorations.

22. MULTI-CULTURAL SUMMER PICNIC: JUNE 28, 2025

Members participated in the community picnic at Tyndall Park, which featured games, performances, and the unrolling of a large Philippine flag. FMC volunteers assisted with logistics and clean-up.

GOVERNANCE COMMITTEE

The Committee's mandate is to provide oversight and support on the review of Council Policies and Committee Terms of Reference (TOR) and any revisions in an ongoing basis to ensure framework consistency; to provide recommendations on Council size and competencies/capabilities needed (elected and appointed Councillors), including diversity; pre-screening of candidates; pre-election orientation, etc.; and to provide oversight on the implementation of recommendations from the Government Solutions Report, titled Governance Best Practices Review, dated September 16, 2022.

The committee met 12 times in 2024-2025: July 4, September 16, 27, October 17, 31, Dec 2, January 9, February 7, March 20, April 17, May 15 and June 9.

The committee provided a report to Council at each of its Council meetings throughout the year. In 2024-2025, the Committee completed a diverse array of items including:

2024 - 2025 COMMITTEE & CHAPTER REPORTS

COMMITTEE TERMS OF REFERENCE

The Governance Committee reviewed and made recommendations to Council to modify the following committee's Terms of Reference:

- Registration Committee
- Human Resources Committee
- Governance Committee
- Nomination Committee

ACCESSING EXTERNAL EXPERTISE

In November 2024, Council approved the Governance Committee to retain Governance Solutions Inc. (GSI) to support the Governance Committee with the implementation of some of the GSI governance recommendations. The Governance Committee has been working assiduously with GSI on a number of items including the development of Board Evaluations, Communications and Policy Review Protocols and Delegations of Authorities Policy.

PRESIDENT'S TERM LENGTH

The Committee provided Council with a recommendation to Council on the President's term length that it remain as a one-year term.

SUMMARY OF ACTION ITEMS

The Committee made progress on the implementation of the actions within the Committee Action Items document that comprised its Terms of Reference items and the Governance Solutions Report Recommendations that have not yet been implemented.

Under the Governance Committee terms of reference action items, the following items are now complete:

- A SharePoint site has been created for Council Policies, with all known policies uploaded.
- An Orientation program for new councillors and professional development training for Council, with topics including governance, reading financial reports, and evaluating Council's performance.

Submitted by: Christina McDonald (Chair)

GOVERNMENT RELATIONS ADVISORY COMMITTEE (GRAC)

GRAC is accountable to and takes direction from the Director of Government Relations for its processes and administration. It recommends the formation of task groups to handle specific assignments under the Director of Government Relations. It is accountable for its activities and those of its reporting groups. The advising members are responsible for providing sound advice on the various items outlined in the Association's Government Relations Operational Plan, ensuring that the strategy fulfills the End E-4 set by the Association. A review of the documentation is required to ensure that members are well-informed on the topics being discussed. Working members are responsible for providing information to formulate the documentation utilized by GRAC. The information and insight provided are crucial to the committee's success.

On December 1, 2025, the committee was restructured and newly constituted. As part of this process, new Terms of Reference were developed, and new members were selected to support the committee's renewed mandate. Council and the CEO/Registrar/Secretary have identified the Government Relations Department's top priority over the next several years as working closely with the Manitoba Government on a major restructuring and modernization of the Association's governing legislation, The Engineering and Geoscientific Professions Act.

The committee met four times during the 2024 - 2025 year. It received updates and provided input regarding:

- Changes to the Engineering and Geoscientific Professions Act
- Interest Holder Engagement Sessions
- The legal RFP process
- Government Correspondence
- Act Change Advocacy vs. Regulation Research
- Legislative Objectives
- MLA Reception

2024 - 2025 COMMITTEE & CHAPTER REPORTS

In conclusion, the GRAC is essential to the Association's government relations strategy because it facilitates task-specific initiatives, provides well-informed recommendations and ensures alignment with the Association's strategic objectives. The active participation and expertise of both working members and advisors are critical to GRAC's functions. GRAC is in a strong position to carry out its mission thanks to its recent reorganization and the adoption of revised terms of reference. GRAC's input will be crucial in leading and assisting with this important legislative change as the Association places a high priority on working with the Government of Manitoba to update the Engineering and Geosciences Professions Act.

Submitted by: Scott Sarna, FEC(Hon), Director of Government Relations (Chair)

HERITAGE COMMITTEE

The committee is composed mostly of a group of senior members who continue to be the main active contributors.

The committee works on four main objective areas. There is lots of work to do, so if you are looking for new opportunities, please reach out to us:

- Research, recover, preserve, and protect the heritage of engineering and geoscience as it relates to Manitoba.
- Present our professions' heritage to Association members and to the public of Manitoba.
- Work with other groups and organizations that have common objectives. The committee accomplishes this objective by collaborating closely with Gordon Goldsborough of the Manitoba Historical Society to leverage content of mutual interest.
- Maintain the Heritage Wiki Site. This is the main way that the committee shares its content. The committee continues to publish content that was originally drafted for a Centennial Book in 2020 as well as new content on to the Heritage Wiki site. The site is listed on the 'About Page' of Engineers Geoscientists Manitoba website and can be accessed at the following location:
https://EngGeoMB-Heritage.a2hosted.com/index.php/Main_Page

Members are encouraged to check out the wide range of new content posted in the last year including the following.

Notable members: Thomas Deacon, Sanford Fleming, Henry Norlande Ruttan, George De Pauw, Walter Saltzberg, Donald Stephens, Nathan Bubbis, Ralph Bullock.

Interesting Projects and Industries: Louise Bridge, Manufactured Gas and Distribution, First Bridges, Oil in Manitoba: Geology, Exploration and Production, Canadian Pacific Railway Development in Manitoba, Black Brant Rockets, Thirty years of geoscience and geotechnical research in Whiteshell Area (Whiteshell Nuclear Research - Used Fuel Disposal Program), Manitoba's Rural Highways.

Administration & Education topics: Engineering and Geoscience Education Foundation, History of The Department of Geological Sciences at the University of Manitoba, Geology, Association Registrars, Geological Survey organizations and evolution of Geosciences in Manitoba, and Engineering Wives Association.

The committee has also been tasked by council to implement the original funds that were budgeted for a Centennial Book for other heritage related purposes into the following four categories; to support additional Online Presence, In-Person Presence, Next Generation Focus, Administrative Support (training).

Various products are currently in development to support the above objectives. One project to support increased online presence is the publication of the first short video on a historical project in the Winnipeg area following a similar concept that is used in the Abandoned Manitoba Series. Gord Goldsborough and his video team are working with committee members to produce something like Kanuchuan, the lost hydroelectric generating station in northern Manitoba available at <https://www.Youtube.com/Watch?v=xe06YOy-3OM>

An update of the displays in the reception area is also in development. This project is to increase the in-person experience for members and is expected to be completed in the next reporting year.

In terms of administrative support several committee members are continuing their professional development training by participating in indigenous history program available through the University of Alberta to help them better understand the context of how the association's history fits within the broader Canadian context.

If you are interested in this type of volunteer work, please contact the Volunteer coordinator to connect you with the committee.

Submitted by: Glen Cook, P.Eng.(SM), FEC (Chair)

2024 - 2025 COMMITTEE & CHAPTER REPORTS

HUMAN RESOURCES COMMITTEE

In September 2023, Council approved the creation of a new committee, the Human Resources Committee. The purpose of the Human Resources Committee is to define and manage the CEO employment relationship. Review, report, and make recommendations to Council regarding HR policies and compensation. Receive and review reports from the CEO regarding the selection, performance management, and succession planning of senior executives. To assess HR related risks and provide recommendations to Council. To ensure compliance with legal and regulatory policies related to the organization's human resources. The composition of the committee is a Chair, two council members and one member in good standing. In addition, the association Manager of Human Resources sits on the committee.

The first meeting of the new committee was in September 2024, and the committee met monthly thereafter for a total of eight meetings. One of the first actions of the committee was to review and update the Terms of Reference and have it approved by Council. With an updated Terms of Reference in hand, the committee created a Work Plan that was also reviewed and approved by Council. The completed items from the approved Work Plan include:

- Identified a list of current HR policies and reviewed and made recommendations for change.
- Developed a SharePoint site for HR Committee information.
- Reviewed and made recommendations for change to a newly created Respectful Workplace policy.
- Received and reviewed annual report from CEO on selection, performance management and succession planning of senior executives.
- Developed and recommended a process for establishing, monitoring and evaluating CEO annual performance and setting annual goals and objectives.

The committee looks forward to continuing to complete the tasks outlined in their Work Plan which includes assessing any HR risks for the Association. The committee would like to thank Association staff member Angela Moore for her assistance in guiding and supporting us and ensuring we had the right resources and information available to accomplish so much in our first year.

Submitted by: Janice Lane CPHR

INDIA MEMBERS CHAPTER

Established in 2016, the India Members Chapter brings together engineers, geoscientists, interns, technologists, and students with an interest in Indian culture and heritage. Formed to support internationally educated professionals in navigating the licensure process, the Chapter continues to foster professional growth through workshops, industry tours, and networking opportunities.

Over the past year, the Chapter hosted the following events and activities:

1. PROFESSIONAL DEVELOPMENT SEMINAR: SEPTEMBER 19, 2024

"Using RPA/AI in Workflow and Process Automation" This seminar explored the use of Robotic Process Automation (RPA) and Artificial Intelligence (AI) in streamlining workflows, automating repetitive tasks, and enabling efficient collaboration across hybrid work environments. Attendees learned how these technologies can improve operational efficiency, adaptability, and return on investment while fostering more resilient organizational practices.

2. INDUSTRIAL VISIT (MOTORCOACH INDUSTRIES): NOVEMBER 13, 2024

The India Chapter hosted an exclusive industrial visit to Motorcoach Industries (MCI), North America's leader in motor coach design and manufacturing. With over 80 years of innovation, MCI is renowned for its focus on safety, comfort, and sustainable engineering. Participants explored advanced production processes and gained first-hand insight into the technologies shaping the future of transportation.

3. CHAPTER ANNUAL RETREAT: DECEMBER 14, 2024

The India Chapter held its annual retreat to celebrate and recognize the hard work and commitment of its executive members. The gathering featured a delicious lunch and provided an opportunity for executives and their families to reflect on accomplishments and strengthen team connections.

4. PROFESSIONAL DEVELOPMENT SEMINAR: JANUARY 16, 2025

"Introduction to Hydro-Electric Dams" by guest speaker Mike Toma, P.Eng., presented on hydroelectric power generation at Manitoba Hydro. The seminar covered the different types of dams (concrete and embankment), their components, potential failure modes, design considerations, and best practices in surveillance, inspections, and instrumentation.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

5. 2025 ANNUAL GENERAL MEETING & SPOTLIGHT ON MANITOBA START SERVICES: APRIL 10, 2025

The India Chapter AGM included a presentation on Manitoba Start's wide range of services supporting newcomer integration into the workforce. Topics included career guidance, employment support, skill development, and employer connections. Attendees gained practical strategies for professional growth and insight into the positive impact Manitoba Start has on career development.

6. PROFESSIONAL DEVELOPMENT SEMINAR: JUNE 5, 2025

"AutoCAD Workshop" The India Members Chapter hosted a hands-on AutoCAD workshop for beginners and intermediate learners. The session equipped attendees with essential technical drawing, documentation, and design communication skills applicable across engineering disciplines, including mechanical, civil, electrical, and architectural fields.

INDIGENOUS MEMBERS CHAPTER

The Indigenous Members Chapter is dedicated to supporting and encouraging the participation of people who identify as Canadian Indigenous people in the practice of engineering and geoscience. Its purpose is to assist Engineers Geoscientists Manitoba in advancing Indigenous representation through mentorship, professional development, and community collaboration. The Chapter also works closely with the Indigenous Peoples Initiative Committee (IPIIC) and supports the Association's commitment to increasing Indigenous membership. Over the past year, the Chapter hosted the following activities to foster engagement and celebrate Indigenous leadership and achievements in engineering and geoscience: In June 2024, the Chapter hosted a wine and cheese gathering to honour Indigenous engineering students, interns, and professionals featured in the Our Future campaign. Four participants: Trevor Ouellette, Erin Ouellette, Mihskakwan James Harper, and Jarell Crampton were recognized with framed prints from the campaign. The evening created a welcoming space for networking over appetizers and beverages, while also serving as an early celebration of National Indigenous Peoples Day, held annually on June 21. The Chapter also held its Annual General Meeting in September 2024.

INVESTIGATION COMMITTEE

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 10 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 13 meetings during the year. In addition, numerous sub-committee meetings were held to review the various complaints, concerns and questions received. The year began with five active investigation files on record. A total of 14 new complaints or concerns were received, and 11 files were closed.

- 10 of the complaints were submitted by members of the public,
- 1 was based on actions taken by another provincial regulator,
- 1 was submitted by the Experience Review Committee, and
- 2 were submitted by another member.

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 conduct of the members. Members may reference the Good Character Guideline for more information.

The Committee also reviewed the practice notes available on the Association's website, recommending updates to several and the removal of those that are no longer relevant. The Committee also assessed the published guidelines, identified those requiring review, and is currently in the process of completing those reviews.

On behalf of the Investigation Committee, I would like to thank the Engineers Geoscientists Manitoba support staff, Antonio Ruales, P.Eng., Lorraine Dupas, FEC (Hon.), and Catharine Hucks for the many hours they put into supporting this committee, their dedication, and for their guidance and support to improve and streamline the committee's processes to be more effective as a committee of Council.

Submitted by: Tom Malkiewicz, P.Eng., FEC (Vice-Chair)

INDIGENOUS PROFESSIONALS COMMITTEE INITIATIVE (IPIC) COMMITTEE

The Indigenous Professionals Initiative Committee (IPIC) advises on strategies to increase and improve opportunities for Indigenous youth in Manitoba on their paths to becoming engineers and geoscientists. The committee also supports the development of educational opportunities for staff and practitioners on Indigenous knowledge and culture. It is vital to build relationships with Indigenous advisory bodies and organizations to best inform Engineers Geoscientists Manitoba on the pursuit of increasing Indigenous membership within the Association.

JULY 1, 2024, TO JUNE 30, 2025

1. COMMITTEE MEETING DATES – (870 PEMBINA HWY – OR – MICROSOFT TEAMS)

October 11, 2024 - 12:00 – 1:30pm

December 10, 2024 - 12:00 – 1:30 pm

March 24, 2025 - 12:00 – 1:30 pm

May 12, 2025- 12:00-1:30pm

2. EQUITY IN REGULATION ACTION PLAN DISCUSSIONS

Date: October – Ongoing

Description: Throughout the year, committee members were engaged and informed on any updates regarding the ongoing 2024 - 2028 Equity in Regulation Action Plan.

3. OUR FUTURE CAMPAIGN MEDIA PURCHASE

Date: January 6 – April 18, 2025

Description: The Our Future campaign re-ran via social media (Instagram, Facebook and LinkedIn) from January 6 - April 18, 2025 (102 days). Committee members were routinely briefed about the status of the campaign and discussed the marketing analytics, i.e. how often the ads were being clicked on by users. The top performing Instagram add received a total of 500.1k views, resulting in 2,087 clicks to the Our Future website, and the top performing Facebook add received 403.2k views, resulting in 1526 site visits.

4. CAISES CONFERENCE

Location: Hilton Toronto, Ontario

Description: The Annual AISES Conference was held in Hilton Toronto, Ontario from March 6-8, 2025. The conference brings together Indigenous STEM professionals and their allies for vital networking, sharing on traditional knowledge topics in STEM, and other extra-curricular activities. Randy Herrmann and Luc Letourneau were in attendance, including four ENGAP students. Sponsorship from the Association allowed two additional Indigenous students to attend.

5. INDIGENOUS PEOPLES DAY EVENT – ALL MY RELATIONS WORKSHOP

Date: June 24, 2025 – 10:00-2:00 pm

Location: Ma Mawi Wi Chi Itata Centre

Description: In celebration of Indigenous Peoples Day, the Indigenous Chapter and IPIC Committee agreed to host the half day “All My Relations” workshop by Brian Mcleod, owner Strong Heart Consultation. The workshop is meant to offer guidance on how to respectfully engage in traditional practices and build meaningful relationships within Indigenous cultural spaces. Registration for this event was open to all members of the Association.

Submitted by: Lisa Stepnuk, EIT



2024 - 2025 COMMITTEE & CHAPTER REPORTS

ISRAELI MEMBERS CHAPTER

The Israeli Members Chapter provides a welcoming space for engineers, geoscientists, interns, and students with an interest in Israeli culture and heritage to connect, collaborate, and grow professionally. The Chapter is open to all members of the engineering and geoscience community who value cultural exchange and community engagement.

In addition to fostering connection among members, the Chapter is committed to promoting the professions to younger generations, mentoring future members, and supporting internationally educated engineers and geoscientists in their registration journey. Over the past year, the Chapter hosted its General Meeting on May 30, 2025, at Assiniboine Park, offering members an opportunity to gather in person, share updates, and strengthen community ties in a relaxed and inclusive setting.

NIGERIAN MEMBERS CHAPTER

The Nigerian Members Chapter was officially established on January 16, 2020, following Council's approval of its constitution and by-laws. Since then, the Chapter has grown into a vibrant community dedicated to engaging, educating, and empowering professionals in engineering and geoscience, while supporting internationally trained members and fostering connections with business and community organizations.

This year, the Nigerian Members Chapter experienced remarkable growth. The Chapter strengthened inclusion, mentorship, and student involvement, supported by active sub-committees and improved data management through a new member database project. Engagement was strong across all activities, with more than 50 members attending the 2025 Annual General Meeting.

SUMMER PICNIC: AUGUST 25, 2024

The Chapter joined fellow members at the annual Engineers and Geoscientists summer picnic, a day of networking and cultural celebration.

SEPTEMBER PD EVENT: MEET-GREET-EMPOWER – SEPTEMBER 28, 2024

Members participated in presentations on strategies for securing engineering jobs and improving financial literacy.

KNOW YOUR CHAPTER: OCTOBER 12, 2024

The Chapter launched its first banner and rebranded with a new slogan, engaging members through a fun quiz competition.

NOVEMBER PD EVENT: RECHARGE – NOVEMBER 30, 2024

An interactive session focused on staying relevant in the workplace, along with an empowerment talk on real estate investment opportunities.

STAKEHOLDERS DINNER: JANUARY 25, 2025

Executives hosted key stakeholders, including past leaders, sub-committee chairs, and P.Eng. holders, to discuss the Chapter's vision and future direction.

APRIL PD EVENT: INTRODUCTION TO HYDRO-ELECTRIC DAMS – APRIL 26, 2025

Guest speaker Mike Toma, P.Eng., of Manitoba Hydro, delivered an engaging presentation on dam safety and design, with additional insights from chapter experts.

MAY PD WORKSHOP: MASTERING CBA REPORTING – MAY 24, 2025

A hands-on professional development workshop focused on Competency-Based Assessment (CBA) reporting and resume writing.

FORWARD PROJECT INITIATIVE: JUNE 21, 2025

The Chapter was invited to participate with a display stand, offering mentorship, networking, and skill-building opportunities.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

INTERNATIONAL WOMEN IN ENGINEERING DAY (INWED) PANEL: JUNE 23, 2025

The Chapter contributed to the nomination process, with one member selected as a panelist, showcasing the Chapter's support for women in engineering.

ANNUAL GENERAL MEETING & 5TH ANNIVERSARY CELEBRATION: JULY 26, 2025

The AGM, themed Empowering Connections for Growth, celebrated the Chapter's 5th anniversary. Awards and scholarships were presented in recognition of service and excellence.



PEGW COMMITTEE

Every March, the Association hosts Provincial Engineering and Geoscience Week (PEGW) as part of the larger National Engineering and Geoscience Month across Canada. Here, Canadian youth see what makes engineering and geoscience exciting and fun career choices.

PEGW in Manitoba aims to promote engineering and geoscience as a career, celebrate Manitoba's excellence in engineering and geoscience, and showcase the vital role engineering and geoscience play in the daily lives of all Manitobans.

During this year's Provincial Engineering and Geoscience Week, our volunteers hosted Children's activities at Kildonan Place Mall, with record turnout. The 2025 Spaghetti Bridge Competition was held in various locations, such as the KP Mall, Bruce Middle School, and Niverville High School, and virtually online at the EngGeoMB office. The student-built bridges withstood 27,000 lbs of force before the spaghetti trusses catastrophically failed across the stage!

This competition has been held annually since 1995, and like previous years, Engineers Geoscientists Manitoba partnered with Harvest Manitoba to put on the event. This year, the Association was able to donate \$32,000 to Harvest Manitoba. Thank you to all the volunteers, students and teachers that make these events possible.

Submitted by: Tristen Gitzel, P.Eng., FEC (Chair)

2024 - 2025 COMMITTEE & CHAPTER REPORTS

QUEER MEMBERS CHAPTER

The Queer+ Members Chapter supports the participation of Engineers Geoscientists Manitoba members with diverse sexual and gender identities, orientations, expressions, and relationship practices (2SLGBTQ+), while also welcoming allies as associates. The Chapter's purpose is to provide networking opportunities, advocacy, support, and a sense of community for members and associates alike.

Now in its second year, the Chapter continued to grow its membership and engagement while introducing new initiatives to strengthen its identity. In August 2024, it co-hosted a networking event with the University of Manitoba EngiQueers group, creating a welcoming space for students and professionals to connect. The Annual General Meeting was held in October 2024 at Epp Siepmann Engineering, followed by a social gathering at Saddlery, giving members an opportunity to build connections in a more informal setting.

To further establish its presence, the Chapter developed a new logo with member input in December 2024, followed by a membership survey in January 2025 to guide future priorities. Executive elections were held electronically in March 2025, after which members gathered at the EngGeoMB Office to review survey results, discuss upcoming initiatives, and finalize promotional items featuring the new logo.

REGISTRATION COMMITTEE

The Registration Committee (RC)'s primary responsibility is to register qualified applicants as members and interns of the 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.

The Committee reviews applicant files forwarded from the Experience Review Committee (ERC) and Association staff, as well as completed competency-based assessment (CBA) reports assessed by the Association's CBA assessors. The RC members review these files in keeping with the Manual of Admissions. Final acceptance of the files and determination of applicant's professional readiness is made by the Committee and Council is duly notified.

Four new members were appointed to the Committee this year including lay members - William Menzies and Cindee Laverge, Talita Soares Lara, P.Eng. and Vitaliy Churilov, P.Eng.). I want to say thank you to Ken Mills, lay member, for his hard work and dedication to the RC Committee since 2021. Additionally, I would like to welcome and say thank you to our new members for volunteering their time to the Committee.

The Registration Committee, as per its terms of reference, meets regularly on the last Wednesday of every month so that files processed by the ERC or through the CBA program are reviewed in a timely manner.

During this past fiscal year from July 1, 2024, to June 30, 2025, the Registration Committee held 12 regular meetings and reviewed and approved the following for professional registration and licensure:

- First-time registrations (through Pre-Registration) - 78 (73 engineering, 5 geoscience)
- First-time registrations (through CBA) - 183 (175 engineering, 8 geoscience)
- Specified Scope of Practice License (SSPL) licensees - 8 (engineering)

Other applications approved by the Registration Committee included the following:

- Member-in-training (interns) - 238
- Member-in-training (interns) (internationally educated) - 413
- Reinstatement member-in-training (interns) - 49
- Reinstatement registrations - 19
- Temporary Licenses - 40

This year, the Committee was challenged with interesting and complex application files, including six appeals of RC decisions to the Appeal Committee. The Appeal Committee upheld the RC's decision in all six appeals.

With more applicants completing competency-based assessment (CBA), Committee discussions covered topics on ethics, technical competence, academic qualifications, and professional conduct. These discussions maintain EngGeoMB accountability and ensure every approved member has met the requirements of engineering and/or geoscience professionalism technically, academically, and ethically.

2024 - 2025 COMMITTEE & CHAPTER REPORTS

The Committee also discussed and submitted recommendations in a variety of admissions-related areas including academic assessment criteria, for consideration by the Manual of Admissions Task Group.

I would like to thank Michael Gregoire, P.Eng., CEO, Registrar, and Secretary, Anjanette Zielinski, Director of Admissions, and Omolaja Aribisala, Registration Coordinator, for their tireless work assisting the Committee both in and outside of our meetings.

The Registration Committee is the final step in approving an applicant's file for registration as a professional member. Without the help of all the dedicated volunteers, this crucial function at Engineers Geoscientists Manitoba would not be possible. I would like to thank all the current and past Committee members. Your commitment to our role and function at EngGeoMB plays a significant part in ensuring the integrity of the engineering and geoscience professions in Manitoba so, thank you!

Submitted by: Kristopher Maranchuk, P.Eng. (Chair)

SOFTWARE, TECHNOLOGY, AND EMBEDDED PRACTITIONERS (STEP) CHAPTER

The STEP Chapter focuses on the practice of engineering and technology development within Manitoba's software and embedded systems communities. Its objectives are to promote professional development, encourage standards of excellence and collaboration, increase member engagement with the Association, and represent the interests of members within Engineers Geoscientists Manitoba.

Over the past year, the Chapter concentrated on strengthening its internal operations and laying the foundation for future engagement. The Chapter held two online status meetings during the year — on August 28, 2024, and June 4, 2025 — to induct new executives, review progress, and discuss potential industry connections for future talks and events. These efforts reflect the Chapter's commitment to building a strong operational base while preparing for expanded activities in the year ahead.

WESTMAN MEMBERS CHAPTER

The Westman Chapter serves EngGeoMB members living and working primarily in southwestern Manitoba. The Chapter sponsors professional development presentations and special events each year to support member engagement and connection.

Over the past year, the Westman Chapter organized three networking and luncheon events, including a presentation on the Design and Performance of the Daly Overpass by Kent Bannister, a membership mixer at a Wheat Kings game, and a session on the Brandon Manitoba Provincial Nominee Program Immigration Initiative (BMPNP II) presented by Samuel Solomon and Gerald Cathcart.

The Chapter also continues to contribute to the community through volunteer efforts. Members served as judges at the annual Western Manitoba Science Fair (WMSF) in Brandon on April 8, 2025, and worked with the WMSF committee to introduce a special award for the best Engineering/Geoscience project, with sponsorship support from head office. In addition, members actively participated in the Brandon Career Symposium, held March 18-19, 2025, at the Keystone Centre, where local volunteers staffed the Association's booth to promote engineering and geoscience to youth. The Chapter also supported outreach at the Souris Career Fair on May 7, 2025.

Through these activities, the Westman Chapter continues to strengthen member connections while supporting education and career awareness in the region.