

2025 - 2026

COMMITTEE & CHAPTER REPORTS

FOR THE PERIOD JULY 1, 2025 - JUNE 30, 2026

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COMMITTEES OF COUNCIL

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 Committee is responsible 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. This past year the committee has had two appeals from the

Registration Committee, one went to hearing and we are awaiting a decision, the appellant withdrew their appeal after the first meeting. The committee is presently hear one appeal for Discipline Committee. An appeal that was held over from last year was merged with a new complaint made to the discipline committee and is working its way through that process.

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

AUDIT COMMITTEE

The Audit Committee recommended retaining the Fort Group for the fiscal 2026 audit. The committee met with the auditors on June 1, 2026, to review their audit plan for the year ending June 30, 2026. The auditors will review the draft financial statements with the audit committee (with the Finance Committee in attendance) on August 27, 2026.

The Audit Committee met 4 times during the year ended June 30 and activities included:

- Meeting with Auditors in August 2025 to review the draft audited financial statements
- The fiscal 2025 audit by The Fort Group resulted in a clean audit report. Selected highlights were presented at the AGM in October 2025 by the Chair of the Audit Committee

- Meeting with the Auditors to review the fiscal 2026 audit plan
- Preparations for the 2026 AGM
- The Chair participated in a Communications Strategy workshop
- Reviewed the committee's terms of reference
- Reviewed EL-3 and EL-4
- Reviewed Vendor Selection Policy

A review of the organization's committee structure was undertaken in March by the Governance Committee which recommended that the Audit Committee also include risk in its terms of reference. Council is considering this recommendation. No decision has been finalised.

Submitted By: Don Bergan (Chair)

BY-LAW REVIEW COMMITTEE

The By-Law Review Committee (BRC) is an ad hoc committee established at the direction of Council to review proposed amendments to the EngGeoMB By-Laws. When necessary, recommendations are provided to Council on best course of action, though ultimately, it is Council who decides whether the by-Law change should be put through for voting.

For the reporting period of July 1, 2025, to June 30, 2026, the committee was established to review a few by-law proposals brought forward by Council and members. The BRC met on numerous occasions throughout the year to examine the submissions in detail, discuss possible issues and/or specifics in regard to each proposal, assess the appropriateness in regard to the *Engineering and Geoscientific Professions Act*, and then consider the implications for EngGeoMB's governance, practicing membership and licensees.

While the BRC does its own review of the proposals brought forward, there is a weighted priority on membership engagement, to fully comprehend the various perspectives and the impact on actual practicing members, of the possible proposed changes. Focus groups and meetings - both online and in person - are scheduled for membership engagement to discuss the possible changes, ask questions in regard to the changes, and gather comments and feedback from membership to the BRC for the recommendations to Council.

When necessary, the BRC also sought advice from legal for relevant information regarding the proposed by-law changes such that, the changes would be clear, concise, and easily enforced with the Act.

Submitted By: Crystal Paculan (Chair)

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 15th year and met 4 times in a hybrid combination of virtually and in person over the last year.

During this time, the committee reviewed:

- 30 applications for abatement
- 2 applications for return to active practice

The CCC paused their review of potential changes to the ProDev program. This is due to discussions happening at the national level around a potential harmonized national

Continuing Professional Development (CPD) model for jurisdictions to follow. It would not make sense to update our program at this time, only to have it potentially change again in the near future. The Committee continues to receive updates from the Professional Standards Director about the state of these national discussions.

In October, members of our task force attended a meeting held by PEO, who was coordinating the effort to develop a harmonized national CPD program, in which we were asked to provide our input.

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)

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, 2025 until June 30, 2026.

DISCIPLINE COMMITTEE MEMBERSHIP

The Act requires the Discipline Committee to comprise at least 3 laypersons and 6 professional members, plus the Chair. At present the Committee comprises 4 laypersons, 6 professional members and the Chair (who is also a professional member).

The term of office for committee members is four years and is renewable. The term of office for the chair is two years and may be renewable for consecutive appointments. Unfortunately, on March 23, 2026, JoAnne Reinsch tendered her resignation to Mike Gregoire. No reasons were offered for her resignation, although it should be noted that JoAnne has volunteered with EngGeoMB for almost 12 years in total. Her role has not been filled on the Committee.

FINDINGS OF DISCIPLINE COMMITTEE OR PANEL

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 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) File 21.05 - Y. Shan - hearing date May 5, 2026. Hearing adjourned until June 25, 2026. Hearing occurred. Committee is deliberating. Follow up meeting with legal team occurred on Aug 4, 2026.
- (b) File 23.04 - David Odaisky - hearing set for Dec 1-3, 2026.

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

- (a) File 25.20 - R.A. Syjuco
- (b) Files 21.13, 22.01, 22.21, 23.02, and 25.09 - J.W. Arthur
- (c) File 24.07 - Name Redacted
- (d) File 24.01 - K.B. Steckley

For the latest information on Upcoming Hearings and Published Decisions see

<https://www.EngGeoMB.ca/Discipline.html>

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

FINANCE COMMITTEE

The Finance Committee provides financial oversight on behalf of the Association, supporting sound decision-making in the areas of budgeting, financial planning, financial reporting, internal controls, and financial policies. As a committee of Council, it reports to Council and carries out its work in alignment with Council's direction.

The Finance Committee is made up of at least five members and includes Council-appointed Councillors, a member-at-large appointed by Council, the Director of Finance & IT, and the CEO & Registrar. The Chair is a Councillor appointed by Council, while the Vice Chair is selected by the Committee. During the year, the Committee included Kaitlin Fritz (Interim Chair), Arshdeep Chauhan (Vice Chair), Brent Turman, Dave O'Connor, Ian Wiebe, and Michael Gregoire.

The Committee is expected to meet at least four times each year, with meeting schedules and frequency adjusted as needed to support its responsibilities. Over the past year, the committee met on the following dates:

- December 5, 2025
- January 16, 2026

- April 17, 2026
- May 5, 2026
- May 27, 2026
- August 19, 2026

Meeting agendas are established by the Chair and shared with committee members in advance. Minutes are maintained for each meeting and are available to the Executive Committee, Audit Committee, and Council.

Over the past year, the Finance Committee has been actively engaged in the budgeting process, helping to ensure strong alignment between the Association's strategic priorities and its financial plans. The Committee also continued to review financial reporting and support practices that safeguard the organization's financial health. EngGeoMB remains in a strong financial position.

Submitted by: Kaitlin Fritz, P.Eng. (Chair)

GOVERNANCE COMMITTEE

The Governance Committee was established as a Committee of Council in May 2024 and has completed its second year of activity.

The Committee's mandate was 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's mandate is to oversee the ongoing review and revision of Council policies and committee Terms of Reference (TOR) to ensure a consistent governance framework. It also provides recommendations on Council size and required competencies and capabilities for elected and appointed Councillors, including diversity considerations; candidate pre-screening; pre-election orientation; and related governance matters. In addition, the Committee oversees implementation of recommendations from Governance Solutions Inc.'s report, Governance Best Practices Review, dated September 16, 2022.

The committee met 9 times in 2025-2026:

2025: July 18, August 18, October 16, December 3;
2026: January 26, March 4, April 15, May 6 and June 3, 2026.

The Committee provided a report to Council at each of its Council meetings throughout the year.

Highlights of the years' activities follow:

POLICY AND PROTOCOL DOCUMENTS

The Governance Committee worked on the following policy and protocol documents and recommend that the documents be sent to Council for review and approval:

- Policy Review Protocol
- Communications Protocol
- Committee Evaluation Procedures
- Council Skills Matrix Framework
- Council Attributes and Competency Policy
- Delegation of Authority Policy

GOVERNANCE COMMITTEE TASK GROUPS

The Committee established task groups throughout the year to facilitate the work on policy and procedural items and acquired consultants to assist with that work:

- 2025-2029 Strategic Plan
- Committee Structure
- GP-8.9 Registration Committee monitoring report
- GP-13 Council Member Orientation Policy
- Council and Committee Evaluation Procedures Policy Review
- Executive Limitations Review
- Staff Advancement of Work Policy
- Remuneration of Elected Council Members
- Governance Policy Handbook/Location

Governance Solutions Inc. (consultant) worked with members of the Committee over the past year. The

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Committee also reviewed and recommended proposals from Asteria Global (consultant) to work with Council and the Executive on top of hierarchy governance activities.

COMMITTEE TERMS OF REFERENCE

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

- Public Interest Review Committee (GP-8-12)
- Nomination Committee

SUMMARY OF ACTION ITEMS

The Committee made progress on the implementation of its terms of reference.

Submitted by: Christina McDonald (Chair)

HUMAN RESOURCES COMMITTEE

The purpose of the Human Resources (HR) Committee is to review, report, and make recommendations to Council regarding HR policies and to assess HR related risks and provide recommendations to Council. In addition, the Committee provides support to ensure compliance with legal and regulatory policies related to the organization's human resources as needed.

The HR Committee is a very active and dynamic committee that met 12 times throughout the reporting period. In December 2025 we said farewell to our two Council members, Kaitlin Fritz and Shipra Verma, and

welcomed two new Councillors, Julia Singh and Justin Rempel in January 2026.

We continued to work through items identified in our Work Plan which included the development of a CEO Compensation policy, a CEO Succession plan, as well as a policy for reporting misconduct. The committee would like to thank Association staff member Angela Moore, Director of Operations, for her assistance in guiding and supporting us to ensure we always have the resources and information available that we need.

Submitted by: Janice Lane, CPHR (Chair)

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 12 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 nine active investigation files on record. A total of 25 new complaints or concerns were received, and 19 files were closed.

Of the 25 new complaints received:

- 11 of the complaints were submitted by members of the public,
- 6 were submitted by an Authority Having Jurisdiction,
- 3 were submitted by another member,
- 2 were submitted anonymously,
- 1 was based on actions taken by another provincial regulator,
- 1 was submitted by the Investigation Committee, and,

- 1 was submitted by the Appeal Committee.

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

The Committee also undertook a review of the practice notes and guidelines published on the Association's website. As a result of this work, several documents were updated and adopted, new guidance documents were approved, and outdated materials were removed and archived.

Specifically, the Committee updated and adopted the Solar Panel Installation Practice Note, Practice Standard for Structural Drawings Guideline, Site Photographs and Privacy Practice Note, and Conflict of Interest Guideline; adopted the Principles of Climate Adaptation and Mitigation Guideline; and removed and archived the Limit States Design Practice Note, Engineers Canada Code of Ethics Interpretation Guideline, and Building Commissioning Guide. The Committee also identified additional practice notes and guidelines requiring development and review and is currently undertaking that work.

The Committee would like to thank Vice-Chair Tom Malkiewicz, P.Eng., for his valuable contributions during his eight-year term on the Committee, which concluded

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on July 1, 2026. Following the conclusion of his term, a call for volunteers with expertise in structural engineering was issued. Several expressions of interest were received and candidates will be interviewed. Recommendations for appointment will subsequently be brought forward to Council for consideration in the fall.

On behalf of the Investigation Committee, I would also 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: J. Doering, P.Eng., FEC (Chair)

NOMINATING COMMITTEE

The Nominating Committee is a committee of Council that is responsible for ensuring that each election of councillors has a qualified candidate for every vacancy. For the 2026 election, there were four (4) vacancies with at least one (1) required to be filled by a professional geoscientist.

In support of accomplishing its mandate, the Nominating Committee advertised an open call for nominations in April 2026 via direct email and EngGeoMB News Notice, which closed on May 15, 2026 (a two-week extension to the closing date was granted this year in order to provide interested members with more time to apply). Additionally, an online Council information session was held by the Nominating Committee on April 10, 2026, to provide a high-level overview of the Councillor role and Q&A to prospective applicants. Those who applied were assessed to confirm they met the prerequisite requirements (members in good standing, Manitoba residents, etc.) to serve on Council before being interviewed by a subpanel of the Nominating Committee to better understand their interest in serving on Council, to clarify the expectations and time commitment of the Councillor role, and to answer any applicant questions. Following the interviews

of all compliant applicants, the Nominating Committee proposed a slate of seven (7) candidates at the June 11, 2026, Council Meeting which was approved by Council.

Interestingly, in the spring of 2026, Council approved a new Council Competencies and Skills Matrix proposed by the Governance Committee. Although the timing of this approval relative to the Nominating Committee's schedule was too late to make use of the matrix for the open call itself, the Nominating Committee did ask the applicants to assess themselves against the matrix ahead of the interviews with each applicant. It is anticipated (and the Committee's recommendation) that in future years, the Governance Committee will identify desired competencies and skills that the Nominating Committee will target in the development of the slate of candidates.

As Chair of the Nominating Committee, I would like to thank all the volunteer committee members and the Association's support staff for their hard work in developing a strong slate of candidates for the 2026 election.

Submitted By: David Amorim, P.Eng., FEC (Chair)

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), the Academic Review Committee (ARC), 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.

The Registration Committee, as per its terms of reference, meets monthly on the last Wednesday of the month

so that applications and files processed by the ERC or through the CBA program are reviewed in a timely manner.

During this past fiscal year from July 1, 2025, to June 30, 2026, the Registration Committee held 12 regular meetings and reviewed and approved the following for intern enrolment, professional registration, and licensure:

- **Professional Members (from Intern):** 398 (388 engineering, 10 geoscience)
- **Specified Scope of Practice Licensees:** 17
- **Interns (educated in Canada):** 258
- **Interns (from assessment/internationally-educated):** 303
- **Interns (from other Canadian regulators):** 35
- **Reinstated Interns:** 47
- **Reinstated Members:** 26
- **Temporary Licensees:** 44

This past year, the Committee was challenged with interesting and complex application files, including two

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appeals of RC decisions to the Appeal Committee. The RC is awaiting the Appeal Committee's decision for one file, and the second appeal was withdrawn by the applicant.

With the shift to all applicants being required to complete 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.

The Committee also discussed and submitted recommendations for a variety of documents including CBA Interpretation Statements, a CBA Validator Requirements Policy, a Use of Artificial Intelligence in CBA Reports Policy, and had members involved in a task group that developed the *Guideline for Developing a Proposed Scope of Practice for a Specified Scope of Practice Licence*

that were recommended by the RC and adopted by Council.

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 function at EngGeoMB 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. Thank you!

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

OPERATIONAL COMMITTEES

ACADEMIC REVIEW COMMITTEE

The Academic Review Committee (ARC) advises the Registration Committee on whether applicants seeking enrolment as engineering or geoscience interns meet the academic qualification requirements for registration. As a committee of the CEO and Registrar, the ARC interprets and applies the policies and guidelines for assessing academic qualifications established by Council through the Manual of Admissions.

Established on August 1, 2025, under the updated Manual of Admissions, the Committee held its inaugural meeting on August 13, 2025, and formally confirmed its Terms of Reference on October 15, 2025. Membership initially consisted of five professional engineers (P.Eng.) and one professional geoscientist (P.Geo.) and was expanded in June 2026 with the addition of three professional engineers representing a broader range of disciplines, bringing total membership to nine volunteers.

The ARC meets monthly, or as required, through virtual meetings hosted on Microsoft Teams. Throughout the year, committee members are assigned files for academic review and assessment based on their areas of professional expertise. The Committee also reviews reassessments and Competency-Based Assessments (CBAs) to determine eligibility for examination waivers.

The Committee reviewed academic assessments completed by contracted academic assessors and

made recommendations to the Registration Committee regarding applicants' academic eligibility and any confirmatory or technical examination requirements. Under its terms of reference, the ARC is also responsible for conducting an annual review of the academic assessment program to help ensure that criteria are applied consistently and fairly to all applicants. The committee's first annual review of the academic assessment program will be conducted during the 2026/2027 reporting year.

Between July 1, 2025, and June 30, 2026, the ARC met eleven times to review files classified as confidence levels 1, 2, and 3 under the Association's Manual of Admissions. During this period, the committee reviewed and made recommendations on 437 assessment files, including:

- **Academic assessments:** 401
- **Reassessments:** 17
- **CBA reports reviewed for examination waivers:** 17
- **Course request reviews:** 2

As part of its work during the year, the committee also reviewed and provided feedback on the Engineers Canada Canadian Engineering Qualifications Board (CEQB) proposed revisions to the examination syllabi for geomatics and environmental engineering.

Submitted by: Adrian Todeila, P.Eng. (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 forms available on the Engineers Geoscientists Manitoba website, with a submission deadline of February 27, 2026. We also welcomed Tânia Martins, PhD, Chief Geologist with the Manitoba Geological Survey and an internationally recognized expert in critical minerals and lithium-bearing pegmatites, whose leadership in advancing Manitoba's critical minerals research and extensive contributions to the global geoscience community brought valuable insight to our discussions. We were equally pleased to welcome Carol D. Martiniuk, P.Geo., a retired Senior Petroleum Geologist and former Acting Director of Manitoba's Petroleum Branch, whose distinguished career in petroleum resource management, regulatory policy

development, and public service leadership provided a wealth of experience and perspective to our discussions.

Between January and May, the committee convened for four virtual meetings and two in-person meetings, held on January 14, March 12, March 27, April 10, April 24, and May 22. A total of 18 nominations were received across eight award categories. Each nomination was carefully evaluated against the award criteria, and recommendations were submitted to the CEO for approval. Unfortunately, no nominations were received for the Leadership 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 2026 Awards Ceremony and Recognition Lunch is scheduled for October 29 at the Centro Caboto Centre and will feature video presentations celebrating the achievements of the winners.

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

EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

The Equity, Diversity and Inclusion (EDI) Committee was formed in October 2024 as a committee of the CEO to provide advice to the Director of Equity and Representation on the implementation of the Equity in Regulation Action Plan. The Committee's work supports Engineers Geoscientists Manitoba's strategic imperatives and objectives of ensuring that the professions reflect the public they serve, addressing systemic inequities, and promoting engineering and geoscience as desirable professions for all.

The Committee developed a first draft of an EDI Commitment Statement, which was brought to practitioners for feedback through engagement sessions before being finalized and approved by the Committee.

EQUITY, DIVERSITY AND INCLUSION COMMITMENT STATEMENT

Engineers Geoscientists Manitoba is committed to leading and supporting inclusive and equitable practices throughout the professions of engineering and geoscience. We recognize the need to address systemic issues of inequity and inequality in alignment with our mandate.

Our practitioners are striving to continually advance a profession that reflects and embraces the diversity of our communities and encourages the

competencies of open-mindedness, respect, and empathy.

Together, we share responsibility for protecting the public and ensuring that equity, diversity, and inclusion are treated as essential to our work.

The Committee also advised on the development of an EDI Guiding Principles tool to support Association staff and volunteers in reviewing and developing policies and processes.

The Committee evaluated Truth and Reconciliation and EDI professional development e-learning modules hosted by other engineering and geoscience regulators to inform both procurement and the potential development of in-house modules. The Committee then began developing an outline for an EDI e-learning module specific to engineering and geoscience. During the 2024–2025 reporting period, the Committee's work focused on developing the professional development curriculum for this module. The Committee reviewed materials and met six times to provide recommendations, insights, and feedback on scope, learning outcomes, structure, content, language, and testing. The finalized curriculum is now in production with the consultant.

Submitted by: Lisa Stepnuk, EIT (Director of Equity and Representation)

EXPERIENCE REVIEW COMMITTEE

To become a registered professional engineer or geoscientist in Manitoba, individuals must be academically qualified and demonstrate that they have the needed competencies. Until 2022, proving readiness required submitting work experience reports that demonstrated four years of acceptable work experience under the supervision or mentorship of qualified professionals, and letters of reference. The Experience Review Committee (ERC) reviewed these work experience reports and references to assess readiness for registration.

In July 2021, Engineers Geoscientists Manitoba introduced a competency-based assessment (CBA) process. Beginning March 2022, all new applicants were routed to the CBA process. Interns that had begun reporting under the ERC process were given the option of staying with it or switching to CBA.

In 2025, those still in the ERC process were advised and reminded that they had until March 31, 2026, to complete the ERC process, otherwise they would need to complete the CBA process to become registered. As of June 30, 2025, there were 152 interns in the ERC process. 45 of

these did not meet the 31 March 2026 deadline and were transferred to the CBA process. The remaining interns submitted experience reports and reference letter requests.

The ERC held its final meeting on June 10, 2026, after which the committee was dissolved. The Registration Committee will review all outstanding references.

I would like to thank ERC volunteer members for their time, dedication, and collective wisdom, which stimulated deeper thinking, more diverse discussions and hence more reasoned decisions when assessing complex intern work experience files, and EngGeoMB staff members: Chantelle Cabral, FEC (Hon.), Experience Assessment 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.

The transition from ERC to CBA was progress. Every ending brings new beginnings.

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

GOVERNMENT RELATIONS ADVISORY COMMITTEE (GRAC)

Government Relations Advisory Committee (GRAC) is responsible for handling specific assignments within the Government Relations department at Engineers Geoscientists Manitoba. The committee provides advice, feedback, and professional perspectives on government relations initiatives, legislative modernization efforts, stakeholder engagement activities, and policy matters affecting Engineers Geoscientists Manitoba. During the 2025-2026 reporting period, GRAC's primary focus was supporting the review and modernization of *The Engineering and Geoscientific Professions Act* through the review of legislative proposals, engagement reports, policy documents, and drafting materials.

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*.

During 2025-2026, the Government Relations Advisory Committee (GRAC) met 10 times and continued to play a key advisory role in Engineers Geoscientists Manitoba's Act Change Project. The Committee provided guidance on legislative development, government relations, stakeholder engagement, legal analysis, and public consultation activities.

GRAC's primary focus was supporting the development of a modern legislative framework for the Association. Key activities included reviewing the G4 Legislative Objectives, advancing the Legislative Proposal, providing input on drafting instructions, and considering policy issues related to artificial intelligence, Professional Practice Management Plans (PPMPs), proactive regulation, registration, and diversity in decision-making. The Committee worked closely with Council, government officials, legal counsel, and consultants to ensure the proposed framework reflects current regulatory needs while remaining adaptable to future challenges.

A significant milestone was the completion and submission of the Legislative Proposal to the Government of Manitoba.

By spring 2026, the proposal had progressed through several stages of government review and received positive feedback regarding its scope, preparation, and policy rationale. Legislative modernization remains a shared priority of both Engineers Geoscientists Manitoba and the provincial government.

Stakeholder engagement was a major component of GRAC's work. Through Probe Research's Act and React series, the Committee reviewed practitioner feedback on topics including artificial intelligence, PPMPs, practice reviews and audits, registration processes, reserved activities for technicians and technologists, diversity in decision-making, and the definition of professional practice. The Committee also supported the launch of the Act Change website, public open houses, and outreach to regulators, educational institutions, employers, government representatives, and other professional associations. GRAC continued to examine issues related to Truth and Reconciliation, equity, diversity, and inclusion, considering practitioner feedback, legal advice, and leading practices from other regulated professions. The Committee also monitored discussions with CTTAM regarding potential practice rights for technicians and technologists, focusing on public safety, scope of practice, accountability, governance, and regulatory independence.

As the Act Change Project moves into the legislative drafting phase, GRAC will continue providing strategic advice and support to advance legislative modernization in collaboration with government and other interest holders.

Submitted by: Juan Duque (Administrative Assistant, Government Relations)



See the QR code for more information about the Act Change Project

HERITAGE COMMITTEE

The Committee is composed mostly of a group of senior members who continue to be the main active contributors. Ganpat Lodha resigned from the committee this past year after serving for many years.

The Committee works on four main objective areas.

- 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 on 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

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

Biographies of several notable members, several who were past president; Charles Attwood, Richard Johnson, Ken Jardine, Jacob Hoogstraten, Carson Templeton, Nick Diakiw, Doug Ruth, Frank Fowler, and Thomas Deacon. William (Bill) McKay and Len Bateman's memoirs on the Engineering Institute of Canada website have been linked to separate pages on the Wiki site to add content originally prepared by those two key members of the Association.

A Heritage Committee profile area has been set up to describe the members of the committee and possibly attract other members who may have similar interests. Profiles for long time members Richard Jones, Glen Cook, Dave Ennis, and Gordon Goldsborough have been posted so far.

Honourary Lifetime Members, a new posting connects the listing on the Association's main website.

Interesting Projects and Industries: The story of the Transcona grain elevator told by the Canadian Society for Geotechnical Engineers has been linked to a page on the Wiki site. The development of Winnipeg's aviation industry history, the development of the telephone system in Manitoba, the history of manufactured gas and distribution in Manitoba have all been posted.

A YouTube playlist has been assembled under the title of Manitoba Virtual Geotour on the Wiki site. This posting is

a collection of 40 videos prepared by James Bamburak, P.Geo. James developed this set while he worked at the Province in the Manitoba Geological Survey group.

Administration & Education topics: A very interesting article on the history of the Engineering Institute of Canada pre-1920 was posted. This article describes the early beginnings of engineering regulatory bodies within each province.

The Committee has been working on two other projects;

- To support additional online presence, the publication of the first short video about the history of the Louise Bridge is nearly ready for release. The short video follows a similar concept that has been used in the Abandoned Manitoba Series produced by Gord Goldsborough and his video team and sponsored by the Association.
- The update of the display panels in the reception area at the offices has been a project that has been worked on over the last year. The displays were first published in 2010, and they are due for a refresh and update. The project is to increase the in-person experience for members and is expected to be completed in the next reporting year.

If you are interested in this type of volunteer work, please contact the Engagement and Outreach Coordinator to connect you with the Committee.

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

INGENIUM TASK GROUP

The Ingenium Task Group continued to support the planning and delivery of the Association's annual Ingenium Professional Development Seminars, one of Engineers Geoscientists Manitoba's primary professional development offerings.

The Task Group welcomed two new members, Jessica Adelman, M.Eng., P.Geo. (EGBC, EGM), and Leonnie Kavanagh, P.Eng. (SM), FEC. Their experience and expertise will be valuable additions to the group as planning continues for future conferences.

The Task Group provided feedback and industry perspective on conference programming and speaker selection, while also supporting conference preparation activities. To assist both new and returning members, an onboarding guide was developed during the year to serve as a practical reference for conference planning timelines, Task Group responsibilities, speaker review processes, moderator expectations, and other information related to conference delivery.

The 2026 Ingenium Professional Development Seminars will be held from November 17 to 19, 2026. The conference program includes a broad range of technical and professional development presentations covering topics such as artificial intelligence, critical minerals, infrastructure, sustainability, advanced manufacturing, leadership, professional practice, and other issues relevant to Manitoba's engineering and geoscience community.

An in-person networking event, included with conference registration, will be held on the final day, offering attendees an opportunity to connect with speakers, colleagues, and industry professionals.

Through its support of conference planning and delivery activities, the Task Group helps ensure that the conference remains a valuable professional development opportunity for Manitoba's engineering and geoscience community.

Submitted by: Maria Vargas (Events Coordinator)

INDIGENOUS PROFESSIONALS COMMITTEE INITIATIVE (IPIC) COMMITTEE

The Indigenous Professionals Initiative Committee (IPIC) is a committee of the CEO that advises on strategic initiatives with a focus on First Nations, Métis, and Inuit peoples in alignment with Engineers Geoscientists Manitoba's strategic imperative to reflect the diverse public it serves. IPIC provides guidance on elevating public recognition of professional engineers and geoscientists, while actively addressing the historic underrepresentation of Indigenous practitioners. The Indigenous Engagement and Reconciliation Specialist supports the committee as a facilitator, resource person, and active member.

Over the past year, the committee has focused on the following:

- Identifying systemic obstacles faced by Indigenous people to foster a more inclusive professional environment.
- Promoting and showcasing the achievements of Indigenous practitioners to ensure engineering and geoscience careers are visible, equitable, and inclusive to First Nations, Métis, and Inuit peoples and that First Nations, Métis, and Inuit practitioners are more visible to everyone.
- Advancing the understanding of Truth and Reconciliation within the professions and the Association through the development of e-learning curriculum for upcoming learning modules on the topic and updating the Association's Land Acknowledgment.

JULY 1, 2025, TO JUNE 30, 2026, EVENTS:

1. COMMITTEE MEETING DATES

September 25, 2025, December 11, 2025, February 17, 2026, and April 22, 2026

2. AISES IN CANADA NATIONAL GATHERING

Date: March 5 - 7, 2026

Location: Toronto, Ontario

Description: The annual AISES Conference was held in Toronto, ON, from March 5-7, 2026. The conference brings together Indigenous STEM professionals and their allies for vital networking, sharing, and discussions on topics such as traditional knowledge in STEM and empowering Indigenous youth in STEM, along with other extra-curricular activities. Randy Herrmann, Nicole Everett, and Lisa Stepnuk were in attendance, including four ENGAP students. Sponsorship from the Association allowed the students from the program to attend.

3. INDIGENOUS PEOPLES DAY EVENT - DOCUMENTARY SCREENING & PANEL DISCUSSION / FIRESIDE CHAT

Date: June 16, 2026 - 6:00 - 8:00 p.m.

Location: Winnipeg Art Gallery

Description: In celebration of Indigenous Peoples Day, the committee hosted a screening of the documentary *Building Bridges: Decolonizing Engineering at the University of Manitoba*. A discussion with those involved from the project, including Elder Norman Meade, and a cocktail reception with Indigenous themed menu followed the screening. Registration for this event was open to all members of the Association.

Submitted by: Nicole Everett (Indigenous Engagement and Reconciliation Specialist)

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.

Events held during National Engineering and Geoscience Month included an in-person networking event, multiple professional development sessions, and the screening of the film, *Cities of the Future* in both Winnipeg and Brandon, MB.

During this year's Provincial Engineering and Geoscience Week, volunteers hosted children's activities at Kildonan Place Mall, with record turnout. The 2026 Spaghetti Bridge

Competition was held at several locations, including Kildonan Place Mall, Bruce Middle School, Niverville High School, Samuel Burland School, and the EngGeoMB office with a virtual participation option. Student-built trusses were tested to failure, showcasing both structural design and the enthusiasm of participating students.

This competition has been held annually since 1995, and like previous years, Engineers Geoscientists Manitoba partnered with Harvest Manitoba for the event. This year, the Association was able to donate \$32,000 to Harvest Manitoba based on the total load held by all bridges.

Our volunteers have started documenting the revised process to ensure this event runs smoothly each year, and have begun planning ways to ensure it stays sustainable as we keep growing our participation each year. Thank you to all the volunteers, students, and teachers that make these events possible.

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

SPORTS AND SOCIAL COMMITTEE

Activity from the Sports & Social Committee for the 2025-2026 year consisted of the planning and coordination of the 2026 Curling Funspiel, the 2026 Making Links Engineering Classic, and one social event.

We are pleased to report that the two major fundraising events occurred as planned and with sustained strong attendance. The Funspiel brought in a donation of \$6,230.00 for the University of Manitoba Department of Earth Sciences GeoClub Student Association and the Making Links Golf tournament raised \$20,960.00 for the University of Manitoba Faculty of Engineering. We received good feedback on both events, particularly towards the social hour at the end of the golf tournament in place of a dinner which shortens the day.

Our third-ever Social Event at the Association office was well attended. These informal drop-in events are great networking opportunities for members of the engineering and geoscience community. Each event has seen increased turn-out and therefore the committee is encouraged to continue planning these events. We would like to sincerely thank our Event Benefactor - Canada Life - and all of the sponsors and participants at our curling and golfing events.

Submitted by: Cameron Mazurek, P.Eng. (Chair)

CHAPTERS

ARAB MEMBERS CHAPTER

The Arab Members Chapter was officially approved by the Council of Engineers Geoscientists Manitoba on January 19, 2017. Open to engineers, geoscientists, and students who have an interest in Arab culture, the chapter promotes professional development and engagement within the engineering and geoscience community through technical presentations, student bursaries, and support for Capstone Projects where appropriate and budget allows.

As of May 2026, approximately 110 engineers are affiliated with the Arab Members Chapter. During the reporting period, the chapter participated in the EngGeoMB

Chapters Summer Picnic at Assiniboine Park and hosted three technical presentations covering Building Off-Grid Solar Containers in Manitoba: The Mobilibox Project, CCDC Construction Management Contracts – CCDC 5A/5B, and the Lake Manitoba and Lake St. Martin Outlet Channel Project. The Chapter also held its 2026 Annual General Meeting at Kings Restaurant on May 30, providing an opportunity for members to review the Chapter's activities and conduct its annual business.

Submitted by: Hamid Belmezouar, EIT (Chair)

CHINESE MEMBERS CHAPTER

The Chinese Members Chapter was established in 2013 and continues to provide opportunities for professional development, networking, cultural engagement, and community service. Open to all who have an interest in Chinese culture and heritage, the Chapter welcomes engineers, geoscientists, and students from diverse backgrounds.

During the reporting period, the Chapter organized and participated in the following activities:

- 1. PANEL DISCUSSION (SEPTEMBER 12, 2025):** The Chapter co-hosted a panel discussion with the Association of Chinese Professors in Manitoba at the University of Manitoba, bringing together industry, business, and government leaders to share career insights with students.
- 2. AMRIZE OPEN-HOUSE PLANT TOUR (SEPTEMBER 19, 2025):** The Chapter participated in an open-house plant tour hosted by Amrize Canada Inc., with 61 members gaining insights into aggregate and concrete production, sustainability, and quality control.
- 3. CHARITY KITCHEN SERVICE (SEPTEMBER 20, 2025):** Five Chapter volunteers served at Siloam Mission, helping prepare and distribute meals to people experiencing homelessness.
- 4. PUMPKIN CARVING CONTEST (OCTOBER 18, 2025):** The Chapter co-hosted a Pumpkin Carving Contest with the Winnipeg Chinese Senior Association, welcoming more than 40 families and over 60 children for an afternoon of family and community activities.
- 5. LITTLE ENGINEER 2025 (NOVEMBER 8, 2025):** The Chapter hosted the Little Engineer event in

collaboration with the Royal Aviation Museum of Western Canada, welcoming nearly 50 students for hands-on STEM learning and aviation-themed activities.

- 6. MECHANICAL ENGINEERS NETWORKING (NOVEMBER 9, 2025):** The Chapter hosted its annual Mechanical Engineers Networking Event, providing an opportunity for mechanical engineers to exchange professional experiences and build industry connections.
- 7. ELECTRICAL AND COMPUTER ENGINEERS NETWORKING (JANUARY 31, 2026):** The Chapter hosted its annual Electrical and Computer Engineers Networking Event, bringing members together for professional networking and discussions on career development and industry experiences.
- 8. CIVIL AND BIOSYSTEMS ENGINEERS NETWORKING (FEBRUARY 21, 2026):** The Chapter hosted a networking event for civil and biosystems engineers, bringing together students and professionals to exchange experiences, build connections, and explore career opportunities.
- 9. ANNUAL GENERAL MEETING (MARCH 28, 2026):** The Chinese Members Chapter held its Annual General Meeting at Kum Koon Garden Restaurant. The meeting included updates on the Chapter's activities, governance, finances, and membership, as well as the election of new Executive Board members. Outstanding volunteers were recognized, and the event featured a professional development seminar on artificial intelligence.

Submitted By: Allen Liu, P.Eng. (Chair)

ETHIO-ERITREAN MEMBERS CHAPTER

Formally established in 2019, the Chapter traces its roots to informal gatherings of Ethiopian and Eritrean engineers beginning in 2009. Since then, it has grown into a community committed to professional development, mentorship, cultural connection, and community service. The Chapter supports engineers, geoscientists, students, and other professionals through networking, technical engagement, mentorship, and initiatives that promote licensure, education, and career development.

During the reporting period, the Chapter continued to advance several initiatives, including professional

networking and engagement, professional registration and career support, mentorship and knowledge sharing, and student and young professional engagement. The Chapter promoted engineering and geoscience careers and professional registration within the community, encouraged participation in Engineers Geoscientists Manitoba programs and activities, and supported internationally educated professionals in connecting with Manitoba's engineering and geoscience community.

Submitted by: Efrem Teklemariam, P.Eng., FEC (Chair)

FILIPINO MEMBERS CHAPTER

The Filipino Members Chapter was formally established in 2011. Open to engineers, geoscientists, interns, technologists, and students with an interest in Filipino culture, the Chapter promotes professional growth, community engagement, and cultural connection through mentorship, scholarships, networking, and community service.

During the reporting period, the Filipino Members Chapter organized and participated in a wide range of professional, educational, community service, and cultural activities.

HARVEST MANITOBA VOLUNTEERING: JULY 19, 2025

The Chapter participated in a volunteer session at Harvest Manitoba, with 26 members contributing their time to support the organization's food assistance programs.

MANITOBA HYDRO HIGH VOLTAGE TEST FACILITY TOUR: AUGUST 15, 2025

The Chapter organized a tour of Manitoba Hydro's High Voltage Test Facility, providing 15 participants with an opportunity to learn about high-voltage testing and related engineering applications.

ANCOP WALK: AUGUST 16, 2025

Nine Chapter members participated in the ANCOP Walk in support of community initiatives.

BOWLING FUNDRAISER: SEPTEMBER 27, 2025

The Chapter hosted a bowling fundraiser attended by 172 participants, raising more than \$3,100 to support Filipino Members Chapter scholarship and bursary awards.

PAUL ONG'S CONCERT FOR A CAUSE: OCTOBER 18, 2025

The Chapter participated in Paul Ong's Concert for a Cause, with 11 members attending in support of the charitable event.

30 BY 30 INITIATIVE - FILIPINAS IN ENGINEERING: NOVEMBER 1, 2025

The Chapter hosted a panel discussion featuring Maria Karla Pascual, Jennifer Adriano, and Lea Esconde, with 29 attendees. The event highlighted the experiences and contributions of Filipino women in engineering.

ANNUAL HOLIDAY GALA: NOVEMBER 29, 2025

The Chapter hosted its Annual Holiday Gala, attended by approximately 160 people. The event included scholarship and bursary awards and recognition of newly registered MITs and P.Engs.

BREAKFAST WITH SANTA: DECEMBER 13, 2025

The Chapter participated in Breakfast with Santa as part of its community and family engagement activities.

CHRISTMAS CHEERBOARD: DECEMBER 13, 2025

The Chapter participated in the Christmas Cheerboard initiative, supporting families during the holiday season.

KNIGHTS OF RIZAL YOUTH RECOGNITION AWARDS: DECEMBER 30, 2025

The Chapter participated in the Knights of Rizal Youth Recognition Awards, supporting the recognition of youth achievements within the community.

VOLUNTEER APPRECIATION EVENT: JANUARY 24, 2026

The Chapter hosted a volunteer appreciation event attended by 38 participants to recognize members who contributed to the Chapter's activities.

ANNUAL GENERAL MEETING AND PROFESSIONAL DEVELOPMENT SEMINAR: FEBRUARY 7, 2026

The Chapter held its Annual General Meeting and Professional Development Seminar.

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PTI TRANSFORMERS FACILITY TOUR: FEBRUARY 27, 2026

The Chapter organized a tour of the PTI Transformers facility, providing members with an opportunity to learn more about transformer manufacturing and related engineering operations.

PCCM TOGETHER IN RHYTHM: FEBRUARY 21, 2026

The Chapter supported PCCM Together in Rhythm through stage setup, decorations, and event participation.

PROFESSIONAL DEVELOPMENT SEMINAR – COMPETENCY-BASED ASSESSMENT: MAY 2, 2026

The Chapter hosted a professional development seminar titled Competency-Based Assessment – Essential to Your Path to Engineering Licensure, presented by Arnulfo Tan, P.Eng. The session was attended by 55 participants.

PINAYS MANITOBA AWARDS NIGHT: MAY 10, 2026

The Chapter supported Pinays Manitoba Awards Night and recognized Ethel Fernandez as a recipient of the Trailblazer Award.

MAYFLOWER FESTIVAL: MAY 30, 2026

The Chapter participated in the Mayflower Festival

in support of Filipino cultural engagement and community activities.

PHILIPPINE HERITAGE MONTH FLAG RAISING: JUNE 6, 2026

The Chapter participated in the flag-raising ceremony marking the launch of Philippine Heritage Month activities.

SHARING CIRCLE: JUNE 17, 2026

The Chapter supported the Sharing Circle through stage setup and cleanup, video support, and presentation materials.

KNIGHTS OF RIZAL – NOLI ET FILI: JUNE 19, 2026

The Chapter participated in the Noli et Fili opera/zarzuela and wreath-laying ceremony as part of Philippine Heritage Month activities.

PHILIPPINE INDEPENDENCE BALL: JUNE 20, 2026

The Filipino Members Chapter attended and supported the Philippine Independence Ball, marking the 128th Anniversary of the Proclamation of Philippine Independence and Filipino Heritage Month. The event highlighted Filipino culture, history, and the achievements of the Filipino community in Winnipeg.

Submitted by: Elen Tapia, EIT (Chair)

INDIA MEMBERS CHAPTER

Established in 2016, the India Members Chapter brings together engineers, geoscientists, interns, technologists, technicians, and students with an interest in Indian culture and heritage. The Chapter supports professional development and networking by providing opportunities to learn about the engineering profession, employment and licensure pathways, industry practices, and professional growth. With approximately 270 practitioners currently affiliated with the Chapter, it continues to provide a welcoming platform for members to connect, learn, and celebrate their shared cultural heritage.

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

2025 SUMMER PICNIC – AUGUST 23, 2025

The India Members Chapter participated in the Engineers Geoscientists Manitoba Summer Picnic in collaboration with the Filipino, Chinese, Arab, Ethio-Eritrean, and Nigerian Members Chapters. The event attracted more than 250 members and family members and featured a variety of international foods, cultural activities, and friendly competitions. The India Chapter proudly sponsored samosas and jalebis, contributing to an afternoon of community, cultural celebration, and fellowship.

MANITOBA START RESUME DEVELOPMENT WORKSHOP – SEPTEMBER 16, 2025

Members participated in an interactive workshop on

developing strong, targeted resumes. The session introduced Manitoba Start services, different resume formats, Applicant Tracking Systems (ATS), and strategies for tailoring resumes to specific employment opportunities.

FIELD TOUR – PTI MANUFACTURING FACILITY – OCTOBER 29, 2025

Members toured PTI Transformers, Canada's largest 100% Canadian-owned transformer manufacturer. The tour provided an opportunity to learn about advanced manufacturing processes, engineering practices, and the production of custom-engineered transformer solutions.

EXPLORING PRECAST CONCRETE PD EVENT – NOVEMBER 18, 2025

The professional development session explored the precast concrete industry, including its benefits, manufacturing processes, quality management, certifications, and applications. The presentation also highlighted different precast components and structural systems, as well as the aesthetic possibilities offered through colour, form, and texture.

CHAPTER ANNUAL RETREAT – DECEMBER 12, 2025

The Chapter hosted its annual retreat to recognize and appreciate the commitment and contributions

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of its executive members. Executive members and their families gathered for lunch and an opportunity to celebrate the Chapter's accomplishments and strengthen relationships.

ENGINEERING YOUR FUTURE - JANUARY 20, 2026

This presentation focused on professional and career development, including the Engineering Intern pathway, permanent employment, and professional licensure. Topics also included building skills with purpose, navigating systemic challenges, making a lasting impression in interviews, and developing effective soft skills.

10TH YEAR ANNIVERSARY CELEBRATION - MARCH 7, 2026

The India Members Chapter celebrated its 10th anniversary at the Punjab Cultural Centre under the theme "Bridging Engineering Across Borders: A Decade of Impact and Collaboration." Members,

families, and distinguished guests gathered for an evening featuring inspiring stories, awards, cultural performances, entertainment, networking, and dinner. The celebration recognized the Chapter's decade of achievements and the contributions of those who helped shape its success.

ANNUAL GENERAL MEETING AND PD EVENT - JUNE 23, 2026

The Chapter held its Annual General Meeting alongside a professional development presentation titled "Choose Your Mountain". The presenter shared her mountaineering journey and visit to Mount Everest Base Camp, highlighting themes of personal ownership, courage, resilience, growth, and pushing beyond familiar boundaries. The session encouraged participants to pursue meaningful challenges and expand their potential.

Submitted by: Preet Dhingra, P.Eng. (Chair)

INDIGENOUS MEMBERS CHAPTER

The Indigenous Members Chapter supports and encourages the participation of Indigenous people in the engineering and geoscience professions. The Chapter promotes professional development, mentorship, networking, and community engagement while supporting Engineers Geoscientists Manitoba's efforts to strengthen Indigenous representation within the professions. The Chapter also works closely with the Indigenous Peoples Initiative Committee (IPIC) to advance opportunities for Indigenous members, students, and professionals.

Over the past year, the Chapter participated in the Future of Indigenous Business Banquet on March 20, 2026, at

the University of Manitoba by sponsoring a table for Engineering Access Program (ENGAP) students. The student-led event celebrates Indigenous excellence and entrepreneurship in Manitoba and features panel discussions with Indigenous leaders and business professionals. The event provided ENGAP students with an opportunity to connect with Indigenous leaders, industry professionals, and students from fields beyond engineering, while learning about Indigenous leadership, entrepreneurship, and career opportunities.

*Submitted By: Gregory Page, P.Eng., FEC
(Chair)*

IRANIAN MEMBERS CHAPTER

Established in 2026, the Iranian Members Chapter brings together engineers, geoscientists, interns, and other professionals registered with Engineers Geoscientists Manitoba who have an interest in, or connections to, professionals with Iranian backgrounds. The Chapter supports the practice of engineering and geoscience through professional networking, knowledge sharing, and collaboration, while fostering an inclusive environment that

reflects the diverse experiences and backgrounds of its members.

During its inaugural year, the Chapter held its first gathering on June 18, 2026, welcoming members and guests for an evening of networking and community building.

Submitted By: Shahram Nami, P.Eng. (Chair)

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 members of the engineering and geoscience community who value cultural exchange and community engagement. It also supports professional networking and opportunities for members to build connections within the engineering and geoscience community.

Over the past year, the Chapter hosted a Chapter Bowling Night on August 19, 2025, providing members with an opportunity to connect socially, build relationships, and strengthen the Chapter community in a relaxed and informal setting.

Submitted By: Leo Reznik, P.Eng. (Chair)

NIGERIAN MEMBERS CHAPTER

The Nigerian Members Chapter was officially established on January 16, 2020. Since its establishment, the Chapter has grown into an active community dedicated to engaging, educating, and empowering professionals in engineering and geoscience, while supporting internationally trained members and fostering professional and community connections. The Chapter continues to promote inclusion and mentorship, encourage student and newcomer engagement, and provide opportunities for members to develop professionally and build meaningful networks.

Over the past year, the Nigerian Members Chapter hosted and participated in the following activities:

INNOVATING TOMORROW: SEPTEMBER 2025

The Chapter hosted a professional development session exploring the role of research and patents in shaping the built environment.

NIGERIA GAMES: DECEMBER 2025

The Chapter organized a recreational event at the Dakota Community Centre, providing members and their families with an opportunity to gather, participate in games, and strengthen community connections.

RUNNING BUSINESS/ENGINEERING PRACTICE BACK HOME: DECEMBER 2025

This professional development session provided insights and strategies for establishing and scaling businesses and engineering practices from abroad.

TEAM VISIONERS STRATEGY MEETING: JANUARY 2026

The Chapter held a strategy meeting focused on the Work-Ready Program, the inauguration of three committees, and planning for the Chapter's 2025 programs.

PATHWAYS TO LANDING ENGINEERING JOBS: FEBRUARY 2026

The Chapter hosted a panel discussion and Q&A session focused on strategies for achieving employment goals and navigating the path toward engineering careers in Canada.

CBA REPORTING / PROFESSIONAL DEVELOPMENT REPORTING TECHNIQUES: MARCH 2026

This virtual professional development session helped members understand how to complete their Competency-Based Assessment (CBA) reports and effectively document their professional development activities.

WORK-READY PROGRAM: APRIL 2026

The Chapter launched its Work-Ready Program to provide newcomers with hands-on Canadian work experience and help them develop the skills and experience needed to pursue employment opportunities in their desired fields.

SPORTING RECREATIONAL EVENT AND GAMES: MAY 2026

The Chapter hosted a recreational event at the Dakota Community Centre, bringing members and their families together to participate in games, socialize, and build stronger community connections.

HEALTH AND WELLBEING TALK: MAY 2026

The Chapter hosted a session addressing health and wellbeing in the workplace, including managing the stresses associated with sedentary work and engineering considerations related to safe drinking water.

Submitted By: Peter Owoade, P.Eng. (Chair)

QUEER MEMBERS CHAPTER

The Queer Plus Members Chapter focuses on the practice of engineering and geoscience by practitioners who identify with diverse sexual and gender identities, orientations, and expressions, as well as varied romantic or relationship practices (2SLGBTQ+). The Chapter provides opportunities for professional networking, development, and community building, while welcoming members who share an interest in its Chapter Focus. Now in its third year, the Chapter continued to welcome new members and strengthen engagement through regular meetings, social activities, and professional development opportunities. Building on the Chapter logo developed the previous year, promotional stickers and buttons were also ordered for members to help promote the Chapter in their workplaces.

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

NETWORKING EVENT: JULY 2, 2025

Members gathered for a casual outdoor get-together and networking event at Assiniboine Park, providing an opportunity to connect with fellow members in an informal setting.

ANNUAL GENERAL MEETING: SEPTEMBER 17, 2025

The Chapter held its Annual General Meeting at Epp Siepmann Engineering.

SOCIAL GATHERING: SEPTEMBER 17, 2025

Following the AGM, members gathered at Little Brown Jug for an informal social event and an opportunity to continue networking and building community.

MEETING: JANUARY 14, 2026

The Chapter held a virtual meeting for the executive and members-at-large to discuss Chapter activities and initiatives.

20X20 PROFESSIONAL DEVELOPMENT EVENT: MAY 6, 2026

The Chapter hosted a professional development event at the Engineers Geoscientists Manitoba office. Ten members shared their unique professional and personal experiences through a “20x20” style presentation, providing an opportunity for mutual learning, professional development, and connection.

MEETING: JUNE 17, 2026

The Chapter held a virtual meeting for the executive and members-at-large to discuss ongoing activities and upcoming initiatives.

Submitted by: Mitchell Haw, P.Eng. (Chair)

SOFTWARE, TECHNOLOGY, AND EMBEDDED PRACTITIONERS (STEP) CHAPTER

The Software, Technology, and Embedded Practitioners (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 hosted a Networking for Introverts session at the Engineers Geoscientists Manitoba

office. The session provided a calm and structured environment for engineers and other professionals who prefer more reflective approaches to networking. Attendees participated in small, peer-to-peer discussions about managing energy and expectations, building professional connections, and making networking a more deliberate and sustainable experience.

Submitted by: Chris Otto, P.Eng. (Chair)

WESTMAN MEMBERS CHAPTER

The Westman Chapter serves Engineers Geoscientists Manitoba members living and working primarily in southwestern Manitoba. The Chapter supports member engagement and connection by organizing professional development presentations, networking opportunities, and community outreach activities. It also promotes engineering and geoscience to students and youth throughout the region through career events and volunteer activities.

Over the past year, the Westman Chapter organized the following activities:

ANNUAL GENERAL MEETING: DECEMBER 10, 2025

The Chapter held its Annual General Meeting virtually through Teams, providing members with an opportunity to receive updates on Chapter activities and participate in the Chapter’s annual business.

**WHEAT KINGS MIXER AND RECRUITMENT:
JANUARY 20, 2026**

The Chapter hosted a networking and recruitment event at the Keystone Centre, providing members with an opportunity to connect with colleagues and prospective members in a social setting.

**U OF T ACADEMIC WOOD TOWER: JANUARY 30,
2026**

The Chapter hosted a Lunch and Learn at the Victoria Inn featuring Andrew Kempthorne of Western Archrib. The presentation focused on the University of Toronto Academic Wood Tower and provided members with an opportunity to learn about the project and its engineering and construction considerations.

**CAVITATION DETECTION AND CONTROL AND DE-
RAGGING TECHNIQUES FOR PUMP LONGEVITY:
FEBRUARY 26, 2026**

Richard Gibson of ABB presented a Lunch and Learn on techniques for detecting and controlling cavitation and de-ragging to improve pump performance and longevity.

**BRANDON CAREER SYMPOSIUM: MARCH 17-18,
2026**

The Chapter participated in the Brandon Career Symposium at the Keystone Centre, where local member volunteers staffed an Engineers Geoscientists Manitoba booth. The event provided an opportunity to promote engineering and geoscience careers to young people in the region.

RING OF FIRE: MARCH 19, 2026

The Chapter hosted a Lunch and Learn at the Victoria Inn featuring Dan Kuenstler of Dillon Consulting on the Ring of Fire.

**CITIES OF THE FUTURE SCREENING: MARCH 21,
2026**

The Chapter hosted a screening of Cities of the Future at Landmark Cinemas, providing members and the broader community with an opportunity to explore topics related to future cities and the built environment.

**BRANDON SCHOOL DIVISIONAL CAREER FAIRS:
APRIL 21 - 23, 2026**

Local Chapter members participated in career fairs at Vincent Massey, Crocus Plains, and Neelin high schools. These events provided an opportunity for engineers to engage with students, promote engineering and geoscience careers, and encourage the next generation to consider careers in the professions.

**WESTERN MANITOBA SCIENCE FAIR: APRIL 14,
2026**

Numerous Chapter members volunteered as judges at the annual Western Manitoba Science Fair in Brandon. The Chapter executive continued working with the WMSF committee to support a special award for the best Engineering/Geoscience project, with sponsorship support from Engineers Geoscientists Manitoba.

Submitted by: Ryan Johnston, P.Eng. (Chair)