

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, November 13, 2025.

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

**ALSO PRESENT:** Michael Gregoire; Fiona Hillier; Jason Mann; Angela Moore; Jitendra Paliwal; Antonio Ruales; Scott Sarna; Eric Schillberg; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

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**25.06.1 CALL TO ORDER**

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

**25.06.2 LAND ACKNOWLEDGEMENT**

A land acknowledgement was read by President Houvardas

**25.06.3 INTRODUCTIONS**

President Houvardas welcomed everyone to the meeting and a round table of introductions was made.

**25.06.4 ADOPTION OF AGENDA**

President Houvardas asked if there were any changes or additions to the agenda.

Past President Amorim requested that the approval of the September 11, 2025 draft minutes be removed from the Consent Agenda. President Houvardas noted that this item will be discussed after the Conflict of Interest Declaration.

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

It was MOVED by Alan Pollard and SECONDED that Council adopt the agenda as amended.

CARRIED

**25.06.5 CONFLICT OF INTEREST DECLARATION**

President Houvardas asked if anyone had a conflict of interest to declare on any item on the agenda.

Councillor Pollard stated that, as a board member of the Engineering and Geoscience Education Foundation, he will abstain from both discussion and voting on the Council Liaison role under agenda item G11.

**25.06.6**

**C1. MINUTES OF THE COUNCIL MEETING SEPTEMBER 11, 2025**

Past President Amorim addressed the comment noted on page 6, in item G2, Climate Change Resolution Task Group Report, pertaining to procedural concerns. He stated that, upon review of Robert's Rules of Order, all procedures were properly followed, and recommended that the minutes be amended to reflect this.

It was proposed that the wording be amended or the paragraph be removed. Council agreed that removing the paragraph about procedural concerns would be cleaner.

Hearing no further discussion, President Houvardas called for a motion to approve the minutes.

**MOTION:**

It was **MOVED** by David Amorim and **SECONDED** that Council approve the minutes of September 11, 2025 as amended.

**CARRIED**

**REPORTS TO COUNCIL**

**25.06.7**

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

President Houvardas provided a detailed report on recent activities, including meetings with the past president, attending the Awards ceremony and AGM, and participating in the ACEC Future Leaders networking dinner.

**25.06.8**

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

Michael Gregoire discussed the final version of the Strategic Plan, which was provided to councillors at the meeting. He noted that the next step will be to develop an action plan to support it.

He proceeded to present his report, mentioning the revised format and highlighting several items that aligned with the strategic plan's imperatives. The Act Change Report covered timelines, key milestones and discussion of upcoming member engagement. Lastly, Michael commented on some of the updated KPIs in the Governance Scorecard, noting that a session to develop the new scorecard is scheduled for November 28<sup>th</sup>. That session will include several councillors, the management team, and the Chair of the Governance Committee.

**25.06.9**

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

Jitendra Paliwal shared the latest news about Engineers Canada's governance review and accreditation program, along with updates from their Finance and Audit Risk Committee.

- 25.06.10 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT**  
Jason Mann provided an update on recent board meetings, the 2026 budget, and the potential engagement of a consultant lobbyist to help communicate with government agencies.  
At 1:23 p.m. Jason Mann left the meeting.
- 25.06.11 B5. GOVERNANCE COMMITTEE REPORT**  
Past President Amorim discussed the two task groups created by the Governance Committee; one to review and make recommendations for policy GP-16 Council Planning Cycle and Agenda Control, the other to review GSI's recommendations on Council's committee structure.
- 25.06.12 B6. FINANCE COMMITTEE REPORT**  
Ian Wiebe, Director of Finance and IT provided an update on the Finance Committee's recent meeting, highlighting the quarter one results and notable variances in application fees, examination fees, and investment income.
- 25.06.13 B6. AUDIT COMMITTEE REPORT**  
Councillor Pollard invited questions regarding the written report. Hearing none, President Houvardas proceeded to the next agenda item.

#### CONSENT AGENDA

- 25.06.14 C2. MINUTES OF THE IN CAMERA SESSION OF SEPTEMBER 11, 2025**  
**C3. APPEAL COMMITTEE CHAIR APPOINTMENT**  
Council appoint Allan Silk, P.Eng., FEC as the Chair of the Appeal Committee.
- C4. PUBLIC INTEREST REVIEW COMMITTEE TOR AND PROCESS**  
Council approves the attached Terms of Reference and Procedures documents to replace the old Terms of Reference for the Public Interest Review Committee.

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

#### COUNCIL EDUCATION

- 25.06.15 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**  
President Houvardas reviewed the comments and feedback from the September meeting.

## GOVERNANCE

### **25.06.16 G1. ELECTION OF VICE-PRESIDENT AND EXECUTIVE COMMITTEE MEMBER**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

Past President Amorim asked whether Council wished to revise the election process for next year, highlighting concerns about new councillors being required to vote for the Vice President and Executive Committee member without sufficient knowledge of the candidates. He suggested creating a formal process where candidates would declare their interest in advance and provide councillors with a written platform. Council agreed that this matter should be discussed at a future Council meeting.

President Houvardas asked Appointed Councillor Steven Brennan to assist Michael Gregoire, and act as a witness to the counting of nominations and ballots.

President Houvardas called for nominations for the position of Vice-President.

Nomination forms were distributed to all Council members, then collected by the Secretary. The list of nominees was given to President Houvardas.

President Houvardas read the names of the nominees aloud and asked whether they would allow their name to stand:

- Kaitlin Fritz (accepted)
- Alan Pollard (accepted)
- Lisa Thomson (declined)

Ballots were distributed to all Council members, then collected by the Secretary. The name of the elected person was given to President Houvardas.

President Houvardas announced that Kaitlin Fritz had been elected Vice-President.

President Houvardas called for nominations for the position of Executive Committee Member.

Nomination forms were distributed to all Council members, then collected by the Secretary. The list of nominees was given to President Houvardas.

At 1:46 p.m. Jitendra Paliwal left the meeting.

President Houvardas read the names of the nominees aloud and asked whether they would allow their name to stand:

- Christian Bohm (accepted)
- Alan Pollard (accepted)

- Julia Singh (accepted)
- Lisa Thomson (accepted)
- Steven Wu (accepted)

Ballots were distributed to all Council members, then collected by the Secretary. The name of the elected person was given to President Houvardas. President Houvardas announced that Lisa Thomson had been elected as the Executive Committee member.

**MOTION:**

It was MOVED by Kaitlin Fritz and SECONDED that the ballots and nomination forms be destroyed immediately after the meeting.

CARRIED

**25.06.17**

**G2. NOMINATING COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

**MOTION 1:**

It was MOVED by Kaitlin Fritz and SECONDED that Council appoint Mike Houvardas, David Amorim, Steven Wu, and Jay Doering to the Nominating Committee for a one-year term.

CARRIED

**MOTION 2:**

It was MOVED by David Amorim and SECONDED that Council appoint David Amorim to serve as Chair, and Mike Houvardas to serve as Vice-Chair of the Nominating Committee for a one-year term.

CARRIED

Councillor Bohm volunteered to serve on the committee, fulfilling the requirement in subclause 4.2.7 that requires the committee to have at least one P.Geo. member.

**MOTION:**

It was MOVED by Alan Pollard and SECONDED that Council appoint Christian Bohm, P.Geo. to the Nominating Committee for a one-year term.

CARRIED

A volunteer call will go out seeking candidates for the other roles on the Nominating Committee.

**MOTION 3:**

It was MOVED by Kaitlin Fritz and SECONDED that Council appoint Councillor Lisa Thomson and Councillor Alan Pollard to conduct interviews of the candidates from the volunteer call.

CARRIED

**25.06.18**

**G3. OWNERSHIP LINKAGE COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

Councillor Rempel raised concerns regarding the committee's relevance. Councillors noted that topics of interest could still be presented to Council, but they could be coordinated by the CEO, rather than a standing committee. It was suggested that Council postpone appointments to the committee until the Governance Committee task group, which is currently reviewing Council's committee structure, delivers its recommendation.

**MOTION:**

It was MOVED by Justin Rempel and SECONDED that Council will intentionally not populate the Ownership Linkage Committee until such time as the Governance Committee task group provides a recommendation to Council on the continuation of this committee.

CARRIED

**25.06.19**

**G4. CONTINUING COMPETENCY COMMITTEE COUNCIL MEMBER**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

**MOTION:**

It was MOVED by Steven Brennan and SECONDED that Council appoint Councillor Lisa Thomson as the member of Council to the Continuing Competency Committee for a two-year term.

CARRIED

**25.06.20**

**G5. AUDIT COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

**MOTION 1:**

It was MOVED by Crystal Paculan and SECONDED that Council appoint Councillor Alan Pollard, and Councillor Steven Wu to the Audit Committee for a one-year term.

CARRIED

**MOTION 2:**

It was MOVED by Alan Pollard and SECONDED that Council re-appoint Don Bergen and Sebastien Tremblay to the Audit Committee for a three-year term ending March 2029.

CARRIED

MOTION 3:

It was MOVED by Julia Singh and SECONDED that Council re-appoint Don Bergen as the Chair and Alan Pollard as the Vice-Chair of the Audit Committee.

CARRIED

**25.06.21**

**G6. PUBLIC INTEREST REVIEW COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION:

It was MOVED by Arshdeep Chauhan and SECONDED that Council appoint Councillor Kaitin Fritz and Councillor Crystal Paculan to act on Council's behalf in appointing members to the Public Interest Review Committee on an ad hoc basis, in accordance with the established processes, for a one-year term.

CARRIED

**25.06.22**

**G7. FINANCE COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION 1:

It was MOVED by David Amorim and SECONDED that Council appoint Vice-President Kaitlin Fritz and Councillor Arshdeep Chauhan to the Finance Committee for a one-year term.

Past President Amorim mentioned that the intent was to bring on someone with an accounting background to fill the appointed councillor vacancy, and that this individual could join the Finance Committee. Council agreed that the new appointed councillor could be added to the committee once appointed.

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

CARRIED

MOTION 2:

It was MOVED by Lisa Thomson and SECONDED that Council re-appoint Dave O'Connor to the Finance Committee for a two-year term ending March 2028.

CARRIED

The Council discussed whether to appoint the new appointed councillor as Chair of the Finance Committee. They decided that Vice President Fritz would act as interim chair for now, and the position will be reconsidered once the new appointed councillor officially joins Council.

MOTION 3:

It was MOVED by Steven Brennan and SECONDED that Council appoint Vice President Kaitlin Fritz as the interim Chair of the Finance Committee.

CARRIED

**25.06.23**

**G8. HUMAN RESOURCES COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council appoint Councillor Julia Singh and Lay Councillor Justin Rempel to the Human Resources Committee for a one-year term.

CARRIED

**25.06.24**

**G9. GOVERNANCE COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION 1:

It was MOVED by Lisa Thomson and SECONDED that Council appoint Councillor Richard Marshall, Councillor Alan Pollard, Councillor Julia Singh, Past President Amorim, and Lay Councillor Steven Brennan to the Governance Committee for a one-year term.

CARRIED

MOTION 2:

It was MOVED by Kaitlin Fritz and SECONDED that Council appoint Past President David Amorim as Vice Chair of the Governance Committee.

CARRIED

**25.06.25**

**G10. BY-LAW REVIEW COMMITTEE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION 1:

It was MOVED by Justin Rempel and SECONDED that Council appoint Councillor Lisa Thomson, Councillor Alan Pollard, and Lay Councillor Crystal Paculan to the By-law Review Committee for a one-year term.

CARRIED



MOTION 2:

It was MOVED by Julia Singh and SECONDED that Council appoint Crystal Paculan as Chair and Lisa Thomson as Vice Chair of the By-law Review Committee.

CARRIED

**25.06.26**

**G11. THE ENGINEERING AND GEOSCIENCE EDUCATION FOUNDATION COUNCIL LIAISON**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

At 2:43 p.m. Councillor Pollard left the meeting

Michael explained the Foundation's purpose to raise money for engineering and geoscience education in Manitoba, noting that they are a separate entity, and the liaison role is mainly to facilitate communication between the Foundation and Council.

At 2:49 p.m. Councillor Pollard returned to the meeting

Councillor Pollard provided further clarification on the Foundation, explaining that it funds both students and departments, typically through the universities, and highlighted that the Foundation meets about six times a year.

The value of the liaison role was discussed, with some suggesting that more information be provided to Council in the future on the purpose of the foundation so that it could be determined whether or not a liaison to this specific group is required.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council appoint Mike Houvardas as the Council liaison to the Engineering and Geoscience Education Foundation for 2025-2026.

CARRIED

Councillor Pollard abstained

**25.06.27**

**G12. GEOLOGY STUDENTS - COUNCIL LIAISON**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION:

It was MOVED by Julia Singh and SECONDED that Council appoint P.Geo. Councillor Christian Bohm as the Council liaison to the University of Manitoba Geology Club and the Brandon University Geology Club for 2025-2026.

CARRIED

**25.06.28**

**G13. UMES - COUNCIL LIAISON**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

**MOTION:**

It was MOVED by Kaitlin Fritz and SECONDED that Council appoint Intern Councillor Arshdeep Chauhan, as the Council liaison to the UMES for 2025-2026.

CARRIED

Council took a break at 2:57 p.m.

Council returned from break at 3:10 p.m.

**25.06.29**

**G14. CLIMATE CHANGE RESOLUTION TASK GROUP REPORT**

Council referred to a Decision Background memo from Mike Houvardas, President and Task Group Chair, dated November 13, 2025.

President Houvardas spoke to the background of the 2024 resolution, the formation of the task group and the activities of the task group leading up to the report of the resolution at the 2025 AGM.

**MOTION:**

It was MOVED by Mike Houvardas and SECONDED that Council approve the proposed climate change plan as presented by the Climate Change Task Group recommending that EGM create a climate change information portal for its members, where the Investigation Committee with the assistance of EGM staff, provide, share and make known resources useful to its members prepared either by EGM, other regulators or scientific associations regarding the matter of climate change. And that, Council establish a new ad hoc Climate Change Portal Group/Committee to develop a detailed plan for the information portal comprised of an engineer, a geoscientist, a lay councillor, the chair of the Investigation committee (or their appointee), an EGM member in good standing and an EGM staff member, and with the assistance of the CEO, review the plan for cost, resource requirements, scope, schedule, etc. for final approval by Council prior to implementation.

Councillors raised concerns about the motion, including potential costs, and the need for member engagement and consultation with staff. Some questioned if the portal would achieve the intended outcome, suggesting alternatives like mandatory CPD modules. They discussed governance versus operational roles and whether Council should be involved in such detailed planning.

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

DEFEATED

It was MOVED by David Amorim and SECONDED that Council task the CEO with reporting back to Council on how he will be meeting the imperative “Engineers and geoscientists will be recognized as stewards in the protection of the environment” in the strategic plan. Council thanks the Climate Change Resolution Task Group for their work, and acknowledges that the task group’s work is now complete.

CARRIED

**25.06.30 G15. PTC CONSTRUCTION**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

**MOTION:**

It was MOVED by Mike Houvardas and SECONDED that Council approves PTC’s Commercial General Liability as sufficient coverage to comply with the Act and its intended purpose to protect the public, provided that they submit confirmation annually in writing that PTC’s sole client is its parent company.

Council discussed the insurance requirements for PTC Construction. Legal counsel's input was considered, and questions were raised about why PTC is structured as a subsidiary with a single client and whether this creates unnecessary complexity or risk. Council discussed whether this arrangement could set a precedent for future cases and whether it truly protects the public.

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

DEFEATED

**25.06.31 G16. SELECTION PROCESS FOR NEW APPOINTED COUNCILLOR**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

Michael reviewed the process for selecting a new appointed councillor, stating that volunteer calls have been sent to CPA Manitoba and Volunteer Manitoba, and some individuals have already expressed interest. Past President Amorim, as Chair of the Appointed Councillor Committee, will supervise the process.

**25.06.32 G17. REGISTRATION COMMITTEE – INTERVIEW PANEL**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

**MOTION 1:**

It was MOVED by Lisa Thomson and SECONDED that Council approve Councillor Crystal Paculan and Councillor Julia Singh to participate on the interview panel for the recruitment of up to two new P.Geo. members on the Registration Committee and recommend candidates to Council.

CARRIED

MOTION 2:

It was MOVED by Crystal Paculan and SECONDED that Council confirms that Christian Bohm, P.Geo. remain on the Registration Committee until the new P.Geo. member appointments.

CARRIED

**25.06.33 G18. IRANIAN CHAPTER**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approve the establishment of the Iranian Member chapter.

CARRIED

**25.06.34 G19. 2026 ANNUAL GENERAL MEETING**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION:

It was MOVED by Steven Brennan and SECONDED that the 2026 Annual General Meeting take place on Thursday, October 22, 2026, as a hybrid event in Winnipeg.

CARRIED

**25.06.35 G20. RULES OF PRACTICE AND PROCEDURE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approves the Rules of Practice and Procedure: Investigations, Discipline & Appeals as presented.

CARRIED

**25.06.36 G21. TERM LIMITS FOR INTERNS**

Council referred to a Decision Background memo, dated November 13, 2025.

Michael Gregoire clarified that, although the memo bears his name, he was not its author and that the name on the memo should have been President Mike Houvardas, who wrote the memo.

**MOTION:**

It was MOVED by Mike Houvardas and SECONDED that Council, in accordance with By-law 16.3, directs the By-law Review Committee to consider and further develop a proposal to alter the by-laws so that a limit be imposed for the length of time that one can remain enrolled as an intern.

Discussion included questions about the number of long-term interns, the implications for public perception and professional standards, identifying the problem being addressed and whether a term limit is the right solution.

Council debated whether the By-law Review Committee should handle this issue, or whether or a task group should be created to further study and develop a proposal regarding term limitation for interns.

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

DEFEATED

**MOTION:**

It was MOVED by Lisa Thomson and SECONDED that Council establishes a task group consisting of Crystal Paculan, Mike Houvardas, Richard Marshall, Arshdeep Chauhan, Lisa Thomson, and CEO or designates to consider and further develop a proposal to alter the by-laws so that limitations be placed on remaining enrolled as an intern.

CARRIED

**25.06.37**

**G22. REVIEW OF OUTSTANDING ACTION ITEMS LIST**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025 and the following updates were made,

- Climate Change Resolution Task Group - complete
- IC to develop guideline on limiting liability and bring to Council for input – in progress
- Review By-law 10.2 with respect to the elements outline in the memo for the new Dues Relief Policy – in progress
- Remuneration Task Group – in progress
- CEO Evaluation Review – in progress
- Appeal Committee Chair appointment - complete
- Execution of Instruments Policy – in progress
- Application for Reinstatement – complete

**25.06.38**

**G23. PLANNING THE AGENDA FOR THE NEXT MEETING**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 13, 2025.

The following monitoring reports were identified as those that are scheduled to be on the agenda for the December meeting.

GP-8.6 National Liaisons – David Amorim  
GP-13 Council Member Orientation – Christian Bohm  
GP-14 Primary Council Linkages – Lisa Thomson

E-5 Practitioners reflect the diversity of the public – Michael Gregoire  
EL-9 Emergency Executive Succession – Michael Gregoire

### SELF-EVALUATION

#### **25.06.39 V1. EVALUATION PAGE FOR THIS MEETING**

President Houvardas asked for councillors to complete and submit the evaluation form for today's meeting.

### ADJOURNMENT

**25.06.40** The meeting adjourned at 4:51 p.m.

The next Council meeting will be Thursday, December 11, 2025 at 12:30 p.m.

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Mike Houvardas, P.Eng.  
President

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