

## AGENDA

### June 19, 2026 Board Meeting (OPEN SESSION)

June 19, 2026      10:30 - 11:45

EGBC Office & Via TEAMS

**Chair:** Ling, Karen      **Secretary:** Richards, Tracy

**Requested:** Tracy Richards, Bill Chan, Veronica Knott, Karen Ling, Michelle Mahovlich, Cathy McIntyre, Mark Porter, Matthew Salmon, T.J. Schmaltz, Colette Trudeau, Jens Weber, Malcolm Shield, Gordon Zhou, Jennifer Cho, Tanya Hupka, Alison Dantas, Will Morrison, Heidi Yang, Deesh Olychick, Jason Ong

				Pages
10:30	•	1.0 OPEN SESSION - Welcome Greetings & Call to Order	Action	Ling, Karen
10:30	○	MOTION: That the Board approve the Open Agenda in its entirety.	Motion	
10:32	○	1.1 Declaration of Conflict of Interest	Declaration as Required	Ling, Karen
10:33	•	2.0 OPEN CONSENT AGENDA	Decision	Ling, Karen
10:33	○	MOTION: That the Board approve all items under the Open Consent Agenda as presented.	Motion	
	○	2.1 Approval of April 17, 2026, Open Minutes	Decision	
		• <b>17_April_2026_Board_OPEN_MINUTES_Draft</b>		<b>3 - 8</b>
	■	MOTION: That the Board approve the April 17, 2026, Open Meeting Minutes as circulated.	Motion	
	○	2.2 Approval of May 27, 2026, Open Minutes	Decision	
		• <b>27_May_2026_Board_OPEN_MINUTES_Draft</b>		<b>9 - 12</b>
	■	MOTION: That the Board approve the May 27, 2026, Open Meeting Minutes as circulated.	Motion	
	○	2.3 2026 Annual General Meeting Rules of Order	Decision	
		• <b>2.3 AGM Rules 2026</b>		<b>13 - 20</b>
	■	MOTION: That the Board approve the Rules of Order for the 2026 Annual General Meeting.	Motion	
	○	2.4 Approval of 2026 AGM Agenda	Decision	
		• <b>2.4 AGM Agenda 2026</b>		<b>21 - 23</b>
	■	MOTION: That the Board approve the agenda for the 107th Annual General Meeting of Engineers and Geoscientists BC.	Motion	
10:34	•	3.0 OPEN REGULAR AGENDA		
10:35	•	3.1 Regulatory Principles	Decision	Olychick,

			Deesh	
		<ul style="list-style-type: none"> <li>• <b>3.1 Regulatory Principles (6.19.26)</b></li> </ul>		<b>24 - 31</b>
10:35	<ul style="list-style-type: none"> <li>◦ MOTION: That the Board approve the Regulatory Principles, as outlined in Appendix A.</li> </ul>	Motion		
10:45	<ul style="list-style-type: none"> <li>• 3.2 Strategic Plan - Year 4 Update</li> </ul>	Information	Dantas, Alison	
	<ul style="list-style-type: none"> <li>• <b>3.2 Strat Plan Update (6.19.26)</b></li> </ul>			<b>32 - 36</b>
10:55	<ul style="list-style-type: none"> <li>• 3.3 CEO Report (Open)</li> </ul>	Information	Yang, Heidi	
	<ul style="list-style-type: none"> <li>• <b>3.3 Open CEO Report (6.19.26)</b></li> </ul>			<b>37 - 40</b>
11:05	<ul style="list-style-type: none"> <li>• 3.4 Selection of Nominees for Election to the Board</li> </ul>	Information	Porter, Mark	
	<ul style="list-style-type: none"> <li>• <b>3. 4 2026 Nomination Committee Report</b></li> </ul>			<b>41 - 47</b>
11:15	<ul style="list-style-type: none"> <li>• 3.5 Annual Update from Engineers Canada Representatives</li> </ul>	Information	Adams, Mark	
11:45	<ul style="list-style-type: none"> <li>• END OF OPEN SESSION</li> </ul>	Action		
11:46	LUNCH BREAK	Break		
12:46	<ul style="list-style-type: none"> <li>• IN-CAMERA SESSION</li> </ul>	Discussion	Ling, Karen	

MINUTES OF THE OPEN SESSION OF THE FIFTH MEETING of the 2025/2026 Board of Engineers and Geoscientists BC, held on April 17, 2026, at the Engineers & Geoscientists BC office (Dan Lambert Boardroom) and virtually via TEAMS.

<b>Board</b>	
Karen Ling, P.Eng.	Chair
Jens Weber, P.Eng.	Vice Chair
Mark Porter, P.Eng., StructEng.	Immediate Past Chair
Bill Chan, CPA, ICD.D	Board Member
Veronica Knott, P.Eng.	Board Member
Michelle Mahovich, P.Eng., P.Geo., FCSSE	Board Member
Cathy McIntyre, MBA, C.Dir	Board Member
Matthew Salmon, P.Eng.	Board Member
TJ Schmaltz, JD, FCPHR, SHRM-SCP, ICD.D	Board Member
Malcolm Shield, P.Eng.	Board Member
Colette Trudeau, M.A	Board Member
<b>Regrets</b>	
Gordon Zhou, P.Eng.	Board Member
<b>Guests</b>	
Antigone Dixon-Warren, P.Geo., PMP, FGC	Engineers and Geoscientists BC's representative to the Geoscientists Canada Board
Sany Zein, P.Eng.	Engineers and Geoscientists BC's representative to the Vancouver Airport Authority Board
Gordon McDonald, P.Eng.	Chair, Audit and Practice Review Committee
<b>Staff</b>	
Heidi Yang, P.Eng., FEC, FGC (Hon.)	Chief Executive Officer
David Burns	Legal Counsel, Policy Manager
Jennifer Cho, CPA, FEC (Hon.), FGC (Hon.)	Chief Financial and Administration Officer
Alison Dantas, MA, CEC, C.Dir	Chief Operating Officer
Rohan Hill, JD, CIPM	Associate Director, Legal and Acting General Counsel
Klara Hillman	Senior Policy Analyst
Tanya Hupka	Executive Assistant to CEO
Will Morrison	Manager, Governance, Policy & Government Relations
Stuart Nash, P.Eng.	Manager, Individual Audits and Practice Reviews
Deesh Olychick	Director, Corporate Governance & Strategy
Jason Ong	Chief Regulatory Officer & Registrar
Tracy Richards	Board Governance Specialist
Lindsay Steele	Acting Director, Professional Practice

## OPEN SESSION – CALL TO ORDER

Karen Ling, P.Eng., Board Chair called the Open Session to order at 10:33 a.m.

The Chair began the session by acknowledging the ancestral, traditional and unceded territories of the Coast Salish people and the Musqueam, Squamish and Tsleil-waututh Nations on whose territory the meeting was held. She then introduced and welcomed all guests to the meeting and summarized the rules of engagement for the hybrid session.

CO-26-58     OPEN AGENDA

**MOTION**     **It was moved that the Board approve the Open Agenda in its entirety.**

**CARRIED**

## DECLARATION OF CONFLICT OF INTEREST

The Chair asked the Board if anyone had a perceived or actual conflict of interest to declare. None were raised.

CO-26-59     OPEN CONSENT AGENDA

**MOTION**     **It was moved that the Board approve all Items under the Open Consent Agenda as presented.**

**CARRIED**

*Motions carried by approval of the Consent Agenda:*

2.1     Approval of February 20, 2026, Open Minutes

**MOTION:** That the Board approve the February 20, 2026, Open Meeting minutes as circulated.

2.2     Professional Practice Guidelines – Manufacturing, Version 1.0

**MOTION:** That consistent with the authority granted under Professional Governance Act 57 (1) (b) and Bylaw 7.3.1 (1), the Board approve Professional Practice Guidelines – Manufacturing to be published following editorial and legal review.

The Board's approval is based on confirmation that the following criteria have been met as outlined in the Board Policy on Professional Practice Guidelines:

- the standard guideline development process was followed; and
- a robust and appropriate review and consultation process was followed.

CO-26-60 AMENDMENTS TO THE BYLAWS OF ENGINEERS AND GEOSCIENTISTS BC

The Chair called on David Burns, Legal Counsel, Policy Manager and Klara Hillman, Senior Policy Analyst, who delivered a presentation on several proposed amendments to the Organization's bylaws for the Board's consideration. Rohan Hill, Associate Director, Legal and Acting General Counsel joined the meeting online and introduced the topic.

The amendments were grouped into five areas: board governance, process improvements, clarity and enforceability, accountability, and housekeeping. Key governance updates included clarifying the role and term of the Immediate Past Board Chair, allowing the Chair and Vice Chair to serve consecutive one-year terms consistent with the PGA, and prohibiting members of the Nominations Committee from seeking election while serving.

Additional changes included requiring applicants to confirm their address and pay fees before registration, consolidating risk-assessment requirements into a standalone bylaw, and clarifying that certain declarations by responsible registrants and officers are ongoing obligations. The amendments also clarified consequences for failing to comply with a Reprimand or Remedial Action by Consent, allowing matters to proceed to citation and discipline where appropriate. Housekeeping revisions included shifting certain deadlines from September 30 to October 1 to avoid conflict with the National Day for Truth and Reconciliation, correcting minor inconsistencies and typographical errors, and updating Schedule C for better alignment with website wording.

At the conclusion of the presentation the floor was open for questions and the following motion was put forward:

**MOTION** It was moved that the Board approve the proposed Bylaws, as set out in Appendix A, and authorize staff to forward the amended Bylaws to the Office of the Superintendent of Professional Governance for filing with the minister pursuant to section 37 of the Professional Governance Act.

**CARRIED**

CO-26-61 GUIDANCE FOR MEMBER REPRESENTATIVE AT ENGINEERS CANADA  
2026 ANNUAL MEETING OF MEMBERS

Heidi Yang, P.Eng., FEC, FGC (Hon.), CEO provided guidance on two items to be discussed and voted on at the 2026 Engineers Canada Annual Meeting of Members: (1) the proposed change of the Engineers Canada 2028 per capita assessment fee, and (2) the proposed Governance Review Recommendations.

Ms. Yang spoke to the reasoning behind the proposed change to the Engineers Canada 2028 per capital assessment fee and the Governance Review recommendations informing the Board that they would need to instruct their Member representative (the Engineers and Geoscientists BC Board Chair or designate) to vote on their behalf.

At the conclusion of the presentation the floor was open for questions and the following motion was put forward:

**MOTION** It was moved that the Board instruct its Member representative (i.e.. The Engineers and Geoscientists BC Board Chair or their designate) to vote to:

- (1) **Accept the proposed 2028 Per Capita Assessment Fee be increased from \$11 to \$12 per registrant,**
- (2) **Accept the recommendations resulting from the Engineers Canada’s Governance Review, specifically:**
  - a. **Reductions to the Engineers Canada Board size to reflect a ‘one Regulator, one seat’ model;**
  - b. **The inclusion of two independent directors;**
  - c. **A competency-based approach to Board composition**

**at Engineers Canada’s Annual Meeting of Members in May 2026.**

**CARRIED**

CO-26-62 QUARTERLY FINANCIAL STATEMENTS – Q2 FY2026

Jennifer Cho, CPA, Chief Financial and Administration Officer, spoke to this item and shared a high-level presentation with the Board on the Organization's Q2 financial results. A discussion ensued and all questions were answered to the satisfaction of the Board.

There was no motion associated with this item.

CO-26-63 STRATEGIC PLAN - YEAR 4 UPDATE

Alison Dantas, MA, CEC, C.Dir, Chief Operating Officer, updated the Board on the progress of the Year 4 Strategic Plan initiatives reporting that all projects are on track, with data migration nearing completion, volunteer and public engagement initiatives in progress, and preparations for EDI and Truth and Reconciliation strategies progressing as planned.

This was for information only.

CO-26-64 CEO REPORT (OPEN)

Heidi Yang, P.Eng., FEC, FGC (Hon.), CEO, briefed the Board on the contents of the CEO Report which highlighted activities of the organization related to the Enhancing Administrative Fairness Project, upcoming engagements with registrants and the public, psychological safety in action activities and updates from Engineers Canada and Geoscientists Canada.

After the briefing, Ms. Yang opened the floor for discussion and questions.

The Chair then called a break for lunch. At this juncture Board Member Colette Trudeau left the meeting.

CO-26-65 ANNUAL UPDATE FROM THE AUDIT AND PRACTICE REVIEW COMMITTEE

Gordon McDonald, P.Eng., Chair, Audit and Practice Review Committee provided a comprehensive update on the Audit and Practice Review Committee's activities over the past year. He was supported by Lindsay Steele, P.Geo., Acting Director, Professional Practice and Stuart Nash, P.Eng., Manager, Individual Audits and Practice Reviews, who provided additional context on the work of the Committee.

Highlights of the presentation included Committee composition and recruitment, responsibilities, updates on the Continuing Education Program, the Permit to Practice Program, the Firm Compliance Audit Program, the Individual Compliance Audit Program and the Firm & Individual Practice Review Programs.

At the conclusion of the presentation Mr. MacDonald invited questions from the Board.

CO-26-66 ANNUAL UPDATE FROM VANCOUVER AIRPORT AUTHORITY BOARD REPRESENTATIVE

Sany Zein, P.Eng., FEC, Engineers and Geoscientists BC's appointed representative to the Vancouver Airport Authority (VAA) Board provided the Board with an update on the VAA's operational performance in 2025.

The update also outlined VAA's strategic priorities and future outlook, including climate action (net-zero by 2030), digital transformation and AI, commitment to reconciliation with the Musqueam Nation, customer accessibility, energy resilience, intermodal transportation opportunities, and talent attraction.

Board members commended the strong performance and governance of VAA, particularly the runway rehabilitation project and communications efforts. Several questions were raised by board members pertaining to shifts between business, personal, and cargo travel; the airport's role in trade diversification; intermodal and dual-use infrastructure opportunities; and the future use of airport lands, including the suspended parkade project.

This was for information only.

CO-26-67 OPEN INFORMATION REPORTS

- Engineers Canada Director Update (Jan – Feb 2026)

**END OF OPEN SESSION**

The meeting ended at 1:45 p.m.

MINUTES OF THE OPEN SESSION OF THE SIXTH MEETING of the 2025/2026 Board of Engineers and Geoscientists BC, held on May 27, 2026, at the Engineers & Geoscientists BC office (Dan Lambert Boardroom) and virtually via TEAMS.

**Board**

Karen Ling, P.Eng.	Chair
Jens Weber, P.Eng.	Vice Chair
Mark Porter, P.Eng., StructEng.	Immediate Past Chair
Bill Chan, CPA, ICD.D	Board Member
Michelle Mahovlich, P.Eng., P.Geo., FCSSE	Board Member
Cathy McIntyre, MBA, C.Dir	Board Member
Matthew Salmon, P.Eng.	Board Member
Malcolm Shield, P.Eng.	Board Member
Colette Trudeau, M.A	Board Member
Gordon Zhou, P.Eng.	Board Member

**Regrets**

Veronica Knott, P.Eng.	Board Member
TJ Schmaltz, JD, FCPHR, SHRM-SCP, ICD.D	Board Member

**Staff**

Heidi Yang, P.Eng., FEC, FGC (Hon.)	Chief Executive Officer
Jennifer Cho, CPA, FEC (Hon.), FGC (Hon.)	Chief Financial and Administration Officer
Alison Dantas, MA, CEC, C.Dir	Chief Operating Officer
Tanya Hupka	Executive Assistant to CEO
Deesh Olychick	Director, Corporate Governance & Strategy
Jason Ong	Chief Regulatory Officer & Registrar
Tracy Richards	Board Governance Specialist

**OPEN SESSION – CALL TO ORDER**

Karen Ling, P.Eng., Board Chair called the Open Session to order at 09:02 a.m.

The Chair began the session by acknowledging the ancestral, traditional and unceded territories of the Coast Salish people and the Musqueam, Squamish and Tseil-waututh Nations on whose territory she resides and was chairing the meeting from. She then advised the Board that Veronica Knott and TJ Schmaltz sent their regrets and summarized the rules of engagement for the virtual session.

CO-26-68     OPEN AGENDA

**MOTION**     **It was moved that the Board approve the Open Agenda in its entirety.**

**CARRIED**

## DECLARATION OF CONFLICT OF INTEREST

The Chair asked the Board if anyone had a perceived or actual conflict of interest to declare. None were raised.

### CO-26-69 FY2026 Q3 FINANCIAL RESULTS

The Chair invited Jennifer Cho, CPA, Chief Financial and Administration Officer, to present the FY2026 Q3 Financial Results to the Board. Ms. Cho reviewed year-to-date actuals against the full-year forecast and budget stating the organization was in a stronger-than-expected position and explained the trends contributing to the current financial position. She then opened the floor for questions. There were no clarifying questions raised by the Board. This item was presented for information only.

### CO-26-70 ENGINEERS AND GEOSCIENTISTS BC DRAFT FY2027 BUDGET SUMMARY

The Chair advised the Board that the next agenda item was the review of the draft FY2027 EGBC Operating and Capital Budget. She noted that the Finance, Audit & Risk (FAR) Sub-Committee met in May 2026 to review the draft budget and recommended the motions now before the Board for approval.

The Chair then invited Jennifer Cho and Malcolm Shield, P.Eng., Chair of the FAR Sub-Committee, to present the draft budget and the Sub-Committee's recommendations.

Mr. Shield opened the presentation with a high-level overview of the FAR Sub-Committee's work that informed the recommendation before the Board. He then invited Ms. Cho to provide an overview of the budget and the three scenarios for consideration.

Key highlights of the presentation included:

- Overview of budget process
- Background and budget considerations
- Financial forecast vs budget positioning
- Budget highlights
- Ancillary fees
- Capital budget

- Considerations for reserves
- Proposed budget scenarios

Following the presentation, the Chair opened the floor for discussion and questions. Board members supported maintaining modest short-term deficits and emphasized the importance of smoothing fee increases over time to provide predictability and reduce the impact on registrants. Questions focused on fee benchmarking against other national engineering and geoscience associations, the effect of inflation on scenario development, the long-term financial strategy over the next three to four years, the impact of tariffs and ageing building upkeep, the potential revenue effects of higher exam fees, whether sensitivity analysis had been conducted on key organizational risks to confirm the adequacy of the recommended contingency reserves, and how the organization could better articulate the cost of regulation. All questions were answered to the Board's satisfaction.

The Chair then informed the Board that there were two motions to consider and recommended that they be voted on separately. She advised they will vote first on Motion #1 and then Motion #2.

**MOTION 1: It was moved that the Board approve the increase of ancillary fees as outlined in Table 2 in FY2027.**

**CARRIED**

**MOTION 2: It was moved that the Board approve Scenario B of the Draft FY2027 Engineers and Geoscientists BC Operating and Capital Budget with \$20 fee increase for Professional Registrants and a \$10 fee increase for Trainees.**

**CARRIED**

CO-26-71 REGULATION OF FIRMS FEE INCREASE FY2028

The Chair introduced the final item on the agenda which was the Permit to Practice Fee Review and Recommendations. Jason Ong, Chief Regulatory Officer and Registrar spoke to this item on behalf of the Finance, Audit & Risk (FAR) Sub -Committee.

Mr. Ong advised the Board that the proposed fee increase is consistent with the original commitment to review the program five years after its inception. He noted that the program has been highly successful, exceeding initial projections and demonstrating strong uptake and perceived value.

To determine whether a fee increase was warranted, Mr. Ong advised that a detailed analysis was conducted to assess what was needed to maintain and enhance service levels, supported by benchmarking against sister associations. He added that future fee reviews will be conducted annually rather than every five years to allow for smaller, incremental adjustments.

The Board supported the proposed increase and the following motion was put forward for consideration and approved:

**MOTION: It was moved that the Board approve the increase of the fee multiplier used to calculate annual Permit to Practice fees for multi - registrant firms from \$500 to \$600 effective Fiscal 2028.**

**CARRIED**

**END OF OPEN SESSION**

The meeting ended at 10:01 a.m.

DATE	June 19, 2026
REPORT TO	Board for Decision
FROM	Governance Sub-Committee
SUBJECT	2026 Annual General Meeting Rules of Order
LINKAGE TO STRATEGIC PLAN	We have efficient and effective systems in place to enable modern regulation.

Purpose	To review the Rules of Order for the 2026 Annual General Meeting.
Motion	That the Board approve the Rules of Order for the 2026 Annual General Meeting.

## BACKGROUND

In accordance with Bylaw 3.1(3), the Board may establish policies, procedures, or rules of order, for the purpose of regulating the conduct of a general meeting. AGM rules of order are intended to facilitate progress at the meeting, include registrants in orderly debate and decision-making, and ensure fairness, equality, and common sense.

## DISCUSSION

On February 20, 2026, the Board approved the AGM again be held using a hybrid format. The rules used to facilitate last year’s hybrid meeting contributed to its success and positive sentiment from attendees. Proposed changes to the rules for 2026 address routine housekeeping updates and improve clarity of processes. The routine updates include updating the date and time of the meeting and updating references from “EGBC” to “Engineers and Geoscientists BC” in accordance with the organization’s style guide.

The AGM Rules were developed and updated in consultation with staff and our external Parliamentarian, who serves as our advisor for the Annual General Meeting, to ensure they provide adequate structure to facilitate a productive meeting.

The substantive proposed rule changes are outlined in the table below:

<b>Rule Changes</b>		
<i>Old Rule</i>	<i>Proposed Rule (Redlined)</i>	<i>Rationale</i>
<u>Clarification on application of Robert's Rules of Order</u>		
1. The meeting will be run in accordance with the relevant provisions of the <i>Professional Governance Act</i> (PGA), the EGBC Bylaws, and directions given by the EGBC Board. Where the above documents are silent, the latest edition of Robert's Rules of Order Newly Revised (RONR) will apply.	1. The meeting will be run in accordance with the relevant provisions of the <i>Professional Governance Act</i> (PGA), the Engineers and Geoscientists BC Bylaws, and directions given by the Engineers and Geoscientists BC Board. Where <u>necessary, and not inconsistent with the procedures prescribed by</u> the above documents <del>are silent,</del> <u>and these rules of order, the Chair and the parliamentarian will consult</u> the latest edition of Robert's Rules of Order Newly Revised (RONR) <u>for direction will apply.</u>	This clarification, recommended by our Parliamentarian, more accurately describes our meeting procedures.
<u>Clarification on how in person attendees can ask a question</u>		
5. A Registrant who attends the AGM in person and wishes to ask a question or to introduce a pre-submitted motion (that complied with Rule 4), or to debate a motion, must approach a microphone and wait for the Chair's recognition before speaking.	5. A Registrant who attends the AGM in person and wishes to ask a question or to introduce a pre-submitted motion (that complied with Rule 4), or to debate a motion, <del>must</del> <u>may either</u> approach a microphone and wait for the Chair's recognition before speaking <u>or submit a question or debate comment through the online platform.</u>	This clarification reflects our existing practice, which improves accessibility and flexibility for in-person attendees.
<u>Clarification on how online questions will be read out</u>		
N/A	<u>6. Questions or debate comments submitted through the online platform will be read aloud by AGM staff, and may be shortened, summarized, or combined with similar questions at staff's discretion.</u>	This addition reflects our existing practice, which improves clarity and supports an efficient and manageable discussion.

<u>Ratio of in-person to online questions</u>		
<p>N/A. Historically this has not been included in the rules but instead been communicated by the Chair during the AGM. In prior years we have used a ratio of two in-person questions, followed by two online questions.</p>	<p><u>6. Generally, the Chair will alternate between in-person and online questions or comments as follows: two (2) in-person questions or comments, followed by three (3) online questions or comments, repeated.</u></p>	<p>The Parliamentarian recommends adding this to our rules for greater transparency on our processes.</p> <p>It is recommended that the ratio of questions be adjusted in recognition of higher online attendance and the greater volume of questions received through the online platform. Adjusting the ratio of in-person to online questions will improve fairness and balance, helping all attendees feel like meaningful participants regardless of format.</p>

The proposed 2026 AGM Rules of Order can be found as **Appendix A**. The redlined version, which updates the 2025 AGM Rules of Order, can be found as **Appendix B**.

The Governance Sub-Committee reviewed the proposed rule changes at its May meeting. The Sub-Committee emphasized the importance of clearly communicating staff's approach to managing online questions, specifically the ability to shorten, summarize, or combine submissions.

In addition to reviewing the proposed AGM Rules of Order, staff sought Sub-Committee input on a timing conflict related to the publication of the Annual Report/Audited Financials and the Motion deadline. Historically, the Finance, Audit, and Risk (FAR) Sub-Committee reviews the audited financials at its August meeting. After approval by the FAR Sub-Committee, the Board reviews and approves the audited financials at its September meeting. The deadline for motions is set in EGBC's Bylaws to 30 days prior to the AGM, and the organization must notify registrants of any motions that will be presented at the AGM 14 days in advance. This timing has created challenges in some years as it limits registrants' ability to review the Annual Report in advance of submitting motions.

To address these timing issues, the Sub-Committee considered the option of releasing select sections of the Annual Report, including the draft financials approved by the FAR Sub-Committee, prior to the motion deadline. However, members ultimately agreed to retain the existing publication timelines, noting the additional resources required to produce a shortened report during an already resource-intensive period. The Sub-Committee was satisfied that sufficient information is already publicly available through quarterly financial reports and approved budgets, which registrants may reference as needed. In addition, registrants are provided opportunity to ask questions on the organization's financial standing at the AGM.

## **RECOMMENDATION**

It is recommended that the Board approve the Rules of Order for the 2026 Annual General Meeting.

## **MOTION**

That the Board approve the Rules of Order for the 2026 Annual General Meeting.

**APPENDIX A – 2026 AGM Rules of Order**

**APPENDIX B – Redlined 2026 AGM Rules of Order**



## 2026 ANNUAL GENERAL MEETING RULES OF ORDER

WEDNESDAY, OCTOBER 14, 2026, 2:00 PM

In accordance with Bylaw 3.1(3), the Engineers and Geoscientists BC Board may establish policies, procedures, or rules of order for General Meetings. The AGM rules of order below were approved by the Engineers and Geoscientists BC Board. They are intended to facilitate progress, include Registrants in debate and voting, and ensure fairness, equality and common sense.

1. The meeting will be run in accordance with the relevant provisions of the *Professional Governance Act* (PGA), the Engineers and Geoscientists BC Bylaws, and directions given by the Engineers and Geoscientists BC Board. Where necessary, and not inconsistent with the procedures prescribed by the above documents and these rules of order, the Chair and the parliamentarian will consult the latest edition of Robert's Rules of Order Newly Revised (RONR) for direction.
2. This AGM will be conducted using a hybrid format. Registrants are required to register for the AGM by a deadline of 12:00 PM on October 5, 2026 and indicate whether they wish to attend the AGM **in person** or **virtually**. Limited late registrations will be accepted, as space permits.
3. The agenda for the AGM will be as approved by the Board and published in advance of the meeting.
4. **Registrant motions** will only be considered at the AGM if they were submitted **by the deadline set by the Board**, were subsequently reviewed by Engineers and Geoscientists BC's Chief Executive Officer for compliance with the PGA, the Engineers and Geoscientists BC Bylaws and RONR, and were subsequently provided with the agenda before the meeting. Registrant motions are advisory and non-binding.
5. A Registrant who attends the AGM **in-person** and wishes to ask a question or to introduce a pre-submitted motion (that complied with rule 4), or to debate a motion, may either approach a microphone and wait for the Chair's recognition before speaking or submit a question or debate comment through the online platform. A Registrant who participates **virtually** will follow the process for virtual participation as explained at the start of the AGM.
6. During debate on any motion or other agenda item for decision, or when questions are invited on an agenda item, a Registrant will be entitled to speak up to two times, for no longer than two (2) minutes each time. Questions or debate comments submitted through the online platform will be read aloud by AGM staff, and may be shortened, summarized, or combined with similar questions at staff's discretion. Generally, the Chair will alternate between in-person and online questions or comments as follows: two (2) in-person questions or comments, followed by three (3) online questions or comments, repeated.
7. A Registrant who wishes to speak a second time on an item must wait until those who wish to speak on it for the first time have done so. A Registrant who asks a question may ask up to one follow-up question within the same 2-minute time slot.
8. Debate must be related to the pending motion or agenda item. The Chair may alternate between proponents and opponents to a pending motion, if needed. The Chair will have discretion to manage the meeting time and allocate time as appropriate for questions and debate.
9. Whether speaking or whether communicating virtually, Registrants must observe decorum, must avoid personal attacks and disorderly or discourteous behaviors, and are expected to help maintain **a safe, respectful and inclusive meeting environment**.

10. The Chair may interrupt a Registrant who does not adhere to a meeting rule when, in the Chair's assessment, such conduct can erode the safety of the meeting environment or undermine the principles of fairness, equality and common sense.
11. Barring any extraordinary circumstances, all Registrants who are attending the meeting either virtually or in person will only be able to cast their votes electronically. The electronic voting platform will be accessible via laptop, tablet, or mobile phone. Registrants are responsible for providing the electronic devices to enable them to vote in this manner.
12. Any Registrant who will be attending the AGM in person and requires an accommodation or assistance regarding the use of electronic devices to cast their votes electronically is requested to advise the AGM organizers of their needs as soon as possible and by no later than the registration deadline. The organizers will endeavour to meet reasonable accommodation requests, however, this may not be possible for requests made after the registration deadline.
13. In the event that voting at the AGM cannot be conducted electronically, the Chair, in their sole discretion, will direct an alternative method of determining the outcome of the vote.
14. Minutes of the AGM will be made available following the AGM and will be open for review and comment for 30 days from the date of publication. At the close of that period, the Board will make any requisite changes to the minutes and approve them for the final record.



## 20265 ANNUAL GENERAL MEETING RULES OF ORDER

WEDNESDAY TUESDAY, OCTOBER 1428, 20265, 2:00 PM

In accordance with Bylaw 3.1(3), the Engineers and Geoscientists GBC Board may establish policies, procedures, or rules of order for General Meetings. The AGM rules of order below were approved by the Engineers and Geoscientists GBC Board. They are intended to facilitate progress, include Registrants in debate and voting, and ensure fairness, equality and common sense.

1. The meeting will be run in accordance with the relevant provisions of the *Professional Governance Act* (PGA), the Engineers and Geoscientists GBC Bylaws, and directions given by the Engineers and Geoscientists GBC Board. Where necessary, and not inconsistent with the procedures prescribed by the above documents are silent and these rules of order, the Chair and the parliamentarian will consult the latest edition of Robert's Rules of Order Newly Revised (RONR) for direction will apply.
2. This AGM will be conducted using a hybrid format. Registrants are required to register for the AGM by a deadline of 12:00 PM on October 520, 20265 and indicate whether they wish to attend the AGM in person or virtually. Limited late registrations will be accepted, as space permits.
3. The agenda for the AGM will be as approved by the Board and published in advance of the meeting.
4. **Registrant motions** will only be considered at the AGM if they were submitted **by the deadline set by the Board**, were subsequently reviewed by Engineers and Geoscientists GBC's Chief Executive Officer for compliance with the PGA, the Engineers and Geoscientists GBC Bylaws and RONR, and were subsequently provided with the agenda before the meeting. Registrant motions are advisory and non-binding.
5. A Registrant who attends the AGM **in-person** and wishes to ask a question or to introduce a pre-submitted motion (that complied with rule 4), or to debate a motion, may either must approach a microphone and wait for the Chair's recognition before speaking or submit a question or debate comment through the online platform. A Registrant who participates **virtually** will follow the process for virtual participation as explained at the start of the AGM.
6. During debate on any motion or other agenda item for decision, or when questions are invited on an agenda item, a Registrant will be entitled to speak up to two times, for no longer than two (2) minutes each time. Questions or debate comments submitted through the online platform will be read aloud by AGM staff, and may be shortened, summarized, or combined with similar questions at staff's discretion. Generally, the Chair will alternate between in-person and online questions or comments as follows: two (2) in-person questions or comments, followed by three (3) online questions or comments, repeated.
7. A Registrant who wishes to speak a second time on an item must wait until those who wish to speak on it for the first time have done so. A Registrant who asks a question may ask up to one follow-up question within the same 2-minute time slot.
8. Debate must be related to the pending motion or agenda item. The Chair may alternate between proponents and opponents to a pending motion, if needed. The Chair will have discretion to manage the meeting time and allocate time as appropriate for questions and debate.
9. Whether speaking or whether communicating virtually, Registrants must observe decorum, must avoid personal attacks and disorderly or discourteous behaviors, and are expected to help maintain

**a safe, respectful and inclusive meeting environment.**

10. The Chair may interrupt a Registrant who does not adhere to a meeting rule when, in the Chair's assessment, such conduct can erode the safety of the meeting environment or undermine the principles of fairness, equality and common sense.
11. Barring any extraordinary circumstances, all Registrants who are attending the meeting either virtually or in person will only be able to cast their votes electronically. The electronic voting platform will be accessible via laptop, tablet, or mobile phone. Registrants are responsible for providing the electronic devices to enable them to vote in this manner.
12. Any Registrant who will be attending the AGM in person and requires an accommodation or assistance regarding the use of electronic devices to cast their votes electronically is requested to advise the AGM organizers of their needs as soon as possible and by no later than the registration deadline. The organizers will endeavour to meet reasonable accommodation requests, however, this may not be possible for requests made after the registration deadline.
13. In the event that voting at the AGM cannot be conducted electronically, the Chair, in their sole discretion, will direct an alternative method of determining the outcome of the vote.
14. Minutes of the AGM will be made available following the AGM and will be open for review and comment for 30 days from the date of publication. At the close of that period, the Board will make any requisite changes to the minutes and approve them for the final record.



OPEN SESSION

ITEM 2.4

DATE	June 19, 2026
REPORT TO	Board for Decision
FROM	Deesh Olychick, Director, Corporate Governance & Strategy
SUBJECT	AGM Agenda
LINKAGE TO STRATEGIC PLAN	We demonstrate to our registrants and stakeholders, through tangible actions, that we are a trusted regulator focused on protecting the public interest

Purpose	To review and approve the agenda for the 2026 AGM.
Motion	That the Board approve the agenda for the 107 <sup>th</sup> Annual General Meeting of Engineers and Geoscientists BC.

**BACKGROUND**

The Annual General Meeting (AGM) will be held in a hybrid format on Wednesday, October 14, 2026. As outlined in the AGM Rules of Order, the Board is responsible for approving the agenda.

**DISCUSSION**

The AGM is a business meeting required under the *Professional Governance Act*. It is an opportunity to report on our strategic progress and financial standing and take questions. Following the successful delivery of the 2025 AGM, no changes to the agenda are proposed for 2026.

**Appendix A** includes the proposed agenda for the 107th AGM, which continues to focus on required business items. Consistent with last year, the In Memoriam will remain part of the opening section, and presentations from external organizations are not included. The Minister of Post-Secondary Education and Future Skills will be invited to provide greetings on behalf of the government.

The agenda has been developed in consultation with the Board Chair and CEO. Upon Board approval, the agenda will be published in advance of the meeting.

For consideration at the meeting, registrant motions will be accepted until 5:00 pm on September 14, 2026. Only motions that are in compliance with our mandate will be accepted.

### **RECOMMENDATION**

That the Board approve the agenda for the 107<sup>th</sup> Annual General Meeting of Engineers and Geoscientists BC.

### **MOTION**

That the Board approve the agenda for the 107<sup>th</sup> Annual General Meeting of Engineers and Geoscientists BC.

### **APPENDIX A – AGM Agenda**



ENGINEERS &  
GEOSCIENTISTS  
BRITISH COLUMBIA

## 107<sup>th</sup> ANNUAL GENERAL MEETING AGENDA

Wednesday, October 14, 2026 | 2:00 pm

1. Welcome, Territorial Acknowledgment and Introductions
2. Overview of Meeting Rules and Protocols
3. Annual Report
4. Question Period
5. AGM Motions
6. Closing Remarks and Announcements
7. Adjournment

*Engineers and Geoscientists BC is the business name of the Association of Professional Engineers and Geoscientists of the Province of British Columbia*

DATE	June 19, 2026
REPORT TO	Board for Decision
FROM	Deesh Olychick, Director, Corporate Governance & Strategy
SUBJECT	Regulatory Principles
LINKAGE TO STRATEGIC PLAN	Through tangible actions, we demonstrate to our registrants, the public, government, and industry partners that we are a trusted regulator focused on protecting the public interest.

Purpose	To present the revised Regulatory Principles, drafted in response to feedback received during the project's Engagement Phase, and to seek Board approval of the Principles.
Motion	That the Board approve the Regulatory Principles, as outlined in Appendix A.

## BACKGROUND

Between April and June 2025, the Board worked to establish a set of Regulatory Principles, which are intended to clarify how the organization makes decisions as a regulator. The principles will be a foundational guiding document for the organization as it continues to evolve, and more specifically, will be a key reference point for the Board in the development of their next Strategic Plan.

In September, the Board approved in principle the organization's Regulatory Principles, with the intention to undertake further engagement before finalizing. The purpose of the engagement was to hear from key audiences about how the principles are interpreted, received and understood. Feedback was collected between October 2025 and January 2026.

Key themes that emerged from this feedback period included:

- **Need for clearer connection to mandate**

Participants – particularly volunteer leaders found it difficult to see how some principles directly support the organization's legislated role in public protection. Some raised concerns that certain principles felt too close to advocacy.

- **Application, implementation, and measurement unclear**

Staff and volunteers sought clarity on how the principles should be used in day-to-day work, what structures will guide implementation, and how progress will be measured.

- **Language, structure, and overlap**

Participants noted overlap among some principles and suggested simplifying, strengthening wording, and reducing duplications.

- **Specific suggestions for change**

Feedback included questions about whether Reconciliation should remain a standalone principle and requests to more clearly represent concepts such as climate, sustainability, risk mitigation, proactive communication, and efficiency.

Staff presented a summary of this feedback to the Board in February 2026, noting that this feedback would inform a review and refinement of the Regulatory Principles. The Board asked that staff bring the Regulatory Principles to the Governance Sub-Committee first, before re-presenting to the Board. However, due to a time limitation at the Sub-Committee's May meeting, members directed staff to bring this item directly to the Board for discussion and approval.

## DISCUSSION

Following the Board discussion in February 2026, staff convened a small working group with members of the leadership team across the organization to respond to the feedback received. The working group developed a revised set of Principles, with input from the Executive Team. The updated Principles are presented for the Board's consideration today. **Appendix A** contains the full proposed set of revised Regulatory Principles. **Appendix B** provides a summary table outlining the changes made.

### Key Changes

The revised Regulatory Principles reflect the Working Group's effort to strengthen the principles in response to the engagement feedback.

Key changes include:

- **Clearer, more precise language**

Sharpened language to reduce ambiguity and improve clarity and understanding.

- **Reduced overlap and moved *Diverse Public Interests* into the Introduction**

Engagement feedback highlighted overlap between *Diverse Public Interests*, *Collaboration*, *Reconciliation*, and *Human-Centred principles*. This overlap was reduced by tightening descriptions and clarifying distinctions between principles. Also, serving diverse public interests is our core mandate – it is central to everything we do. Recognizing this, the first sentence of *Diverse Public Interest* was moved into the introduction, setting the frame for

other principles. The second part of the original principle is adequately covered under *Collaboration*.

- **Incorporating theme of accountability**

Introduced accountability to strengthen the *Transparency* principle further, recognizing that being transparent about decisions supports the organization’s ability to be held accountable to them.

- **Revising the description for *Reconciliation* and maintaining as standalone principle**

Engagement feedback asked if *Reconciliation* should be its own standalone principle and noted concerns that the principle made commitments that were outside of our mandate.

The decision was made to maintain *Reconciliation* as a standalone principle given the importance of integrating reconciliation into everything we do as an organization. However, the descriptor was adjusted to include language that better aligns with our Truth and Reconciliation Strategy and our mandate, as well as to make it more understandable and action oriented.

- **Clarifying the descriptor for *Human-Centred***

Engagement feedback noted confusion on the intent behind the *Human-Centred* principle. The descriptor was refined to better articulate its purpose and application in a regulatory context.

Staff are seeking the Board’s approval of the revised Regulatory Principles. Consistent with the approach used for the BCSEG Principles, staff are seeking Board approval of the Principle headings, enabling staff to refine the accompanying descriptors, if needed, as the Principles are put into action.

## RECOMMENDATION

It is recommended that the Board approve the Regulatory Principles, as outlined in Appendix A.

## MOTION

That the Board approve the Regulatory Principles, as outlined in Appendix A.

## APPENDIX A – Regulatory Principles (Revised)

## APPENDIX B – Regulatory Principles – Summary Table



# REGULATORY PRINCIPLES

## INTRODUCTION

Engineers and Geoscientist’s BC’s mission is to serve the public interest as an inclusive, progressive and future-focused regulator. Engineers and Geoscientists BC has developed regulatory principles that act as guideposts in service of its vision of “modern regulation for a resilient world.”

By providing a set of lenses through which staff, committees, and the Board approach the design, delivery, and evaluation of our regulatory practices, we can ensure we carefully consider and can be held accountable for the wide range of impacts our work has on people, communities, and the environment.

Principle	What it means in practice
Transparency and Accountability	We set clear expectations regarding our role and decision-making. We operate with transparency to foster trust and to be accountable for our decisions.
Leadership and Innovation	We seek to be leaders in modern, effective regulation. We embrace innovation and are open to new ideas to ensure we are effectively and efficiently regulating the professions.
Reconciliation	We advance reconciliation as an ongoing commitment embedded in how we regulate. We learn from First Nations, Métis, and Inuit perspectives to inform our regulatory work, build respectful relationships, and reflect that understanding in how we carry out our mandate.
Human-centered	We recognize the work we do impacts individual lives and society at large. We approach regulation with equity, fairness, and respect to foster a culture of trust and understanding.
Risk and Proportionality	We work proactively to identify and understand the risks of harm, the impact of our regulatory programs, and opportunities for improvement. We use evidence and risk analysis to inform the proportional application of regulatory measures.
Collaboration	We understand our work is part of a broader, interconnected system. We collaborate purposefully with registrants, the public, Indigenous partners, governments, and industry to build strong and effective solutions.

## DRAFT PRINCIPLES SUMMARY TABLE

Principle (Old)	Description (Old)	Principle (New)	Description (New)	Summary of Changes/Rationale
Diverse Public Interests	We carefully consider the wide range of impacts our work has on people, communities, and the environment. We ensure we meaningfully engage with, understand, and reflect on the perspectives of those affected by our decisions.	N/A	N/A	<ul style="list-style-type: none"> <li>Engagement feedback highlighted the duplication of this principle with others. As such, this principle is removed as it is already covered under collaboration.</li> <li>Pulled some of the language from this principle and added it to the introduction.</li> <li>Our mandate is to serve the public interest and it underlies everything we do – the theme fits better as part of the introduction and sets the foundation for the other principles.</li> </ul>
Transparency	We believe transparency fosters trust and builds understanding regarding expectations, roles, and responsibilities. We are clear about who we are, what we do, how we do it, and why we do it.	Transparency and Accountability	We set clear expectations regarding our role and decision-making. We operate with transparency to foster trust and to be accountable for our decisions.	<ul style="list-style-type: none"> <li>Wanted to be more direct and action-oriented.</li> <li>Added a line about how we are transparent with our decisions so that we can be held accountable.</li> </ul>

				<ul style="list-style-type: none"> <li>• Added “accountability” to principle title.</li> <li>• Removed sentence on being clear about who we are and what we do.</li> </ul>
Leadership and Innovation	We seek to be at the forefront of effective regulation by investing time and resources to incorporate emerging trends. We embrace innovation and are open to new ideas to ensure we are effectively and efficiently regulating the professions of today and tomorrow.	Leadership and Innovation	We seek to be leaders in modern, effective regulation. We embrace innovation and are open to new ideas to ensure we are effectively and efficiently regulating the professions.	<ul style="list-style-type: none"> <li>• Emphasized that we want to be leaders in the regulatory space.</li> </ul>
Reconciliation	We ensure that the title and rights of First Nations, Metis and Inuit people are understood and meaningfully considered in all regulatory actions. This includes recognizing reconciliation as an ongoing integrated process requiring proactive attention to Indigenous perspectives, legal obligations, and our registrants’ roles in decolonization.	Reconciliation	We advance reconciliation as an ongoing commitment embedded in how we regulate. We learn from First Nations, Métis, and Inuit perspectives to inform our regulatory work, build respectful relationships, and reflect that understanding in how we carry out our mandate.	<ul style="list-style-type: none"> <li>• Opted to leave as standalone principle due to the importance of incorporating reconciliation into everything that we do as an organization.</li> <li>• Adjusted description to help readers better understand the actions that should be taken to incorporate reconciliation into our day-to-day work.</li> </ul>

				<ul style="list-style-type: none"> <li>Used language from our Truth and Reconciliation Strategy to ensure alignment and that commitments are within our regulatory mandate.</li> </ul>
Human-Centred	We recognize the dignity and rights of all individuals and communities impacted by our decisions. We approach regulation with equity, fairness, and respect to foster a culture of trust, learning, and continuous improvement.	Human-centered	We recognize the work we do impacts individual lives and society at large. We approach regulation with equity, fairness, and respect to foster a culture of trust and understanding.	<ul style="list-style-type: none"> <li>Adjusted description to improve clarity in response to comments made during feedback phase.</li> </ul>
Risk and Proportionality	We use evidence and risk-analysis to inform and evaluate the proportional application of regulatory measures. We engage with the public, registrants, industry, and applicants to understand the risks of harm, the impact of our regulatory programs, and identify opportunities for improvement.	Risk and Proportionality	We work proactively to identify and understand the risks of harm, the impact of our regulatory programs, and opportunities for improvement. We use evidence and risk analysis to inform the proportional application of regulatory measures.	<ul style="list-style-type: none"> <li>Incorporated language around proactive risk identification.</li> <li>Removed line about engaging with the public to understand the risks of harm as this is already covered under Collaboration principle.</li> </ul>

Collaboration	We understand our work is part of a broader, interconnected system. We collaborate purposefully with registrants, the public, Indigenous partners, governments, and industry to build stronger, fairer solutions.	Collaboration	We understand our work is part of a broader, interconnected system. We collaborate purposefully with registrants, the public, Indigenous partners, governments, and industry to build strong and effective solutions.	<ul style="list-style-type: none"> <li>Adjusted language of “stronger, fairer solutions” to “strong and effective solutions” to avoid the question of ‘stronger and fairer’ than what?’</li> </ul>
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DATE	June 19, 2026
REPORT TO	Board for Information
FROM	Alison Dantas, Chief Operating Officer
SUBJECT	Strategic Plan – Year 4 Update
LINKAGE TO STRATEGIC PLAN	We have efficient and effective systems in place to enable modern regulation.

Purpose	To update the Board on the status of Year 4 strategic projects.
Motion	For information only.

## BACKGROUND

Engineers and Geoscientists BC’s 2022-2027 Strategic Plan provides direction and focus to the organization’s decisions and activities. At the upcoming Board meeting, an update will be provided on the strategic plan status.

This report continues to use the established templates for strategic plan reporting to help ensure that strategy is top of mind at each meeting. The report follows the established cadence for strategic plan reporting, a high-level summary of which is retained from the prior reports on Page 5.

## PROJECT SUMMARY

We are currently operating in Year 4 of our five-year Strategic Plan. Within this report, please find the following information:

- **Project Recovery Summary:** additional information for projects reporting a “yellow” or “red” status level
- **Dashboard:** quick comparative view of all projects.

In summary, important progress continues to be made on the organization's strategic projects. The Digital Migration project continues to make steady progress and is on track to complete by June 30<sup>th</sup>. The EDI Strategy project has recently begun, with initial consultations underway to inform the development of a new organizational strategy in this area. Building Public Trust launched its media campaign to test awareness raising activities and completed that campaign shortly before this report was issued. Volunteer Classification is gathering data to inform the analysis phase that will occur later this year. The Firm Sustainability Program Pilot has developed a preliminary framework for the pilot program which is being reviewed by partners and industry advisors.

Projects that commenced in Year 4 (FY2026) are included in the dashboard below. The dashboard to be included in the next instance of this report will include those projects continuing into year 5 of the strategic plan (FY2027), along with new projects starting in year 5.

### **PROJECT RECOVERY SUMMARIES**

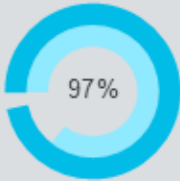
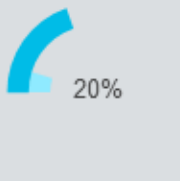

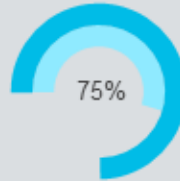
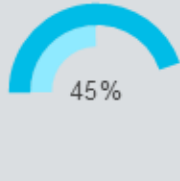
As no projects are reporting issues for this reporting period, there are no recovery summaries at this time.

**PROJECT PORTFOLIO DASHBOARD**

Reporting as of: **May 29, 2026**  
 Prior reporting as of: **Mar 23, 2026**

**Status Legend**

- On Track
- Notable Concerns
- Critical Concerns

Digital Migration	Firm Sustainability Program Pilot	Building Trust w/ Public	Volunteer Pathways Phase 3	Volunteer Classification
<b>Sponsor</b> COO	<b>Sponsor</b> CRO	<b>Sponsor</b> COO	<b>Sponsor</b> CFAO	<b>Sponsor</b> CFAO
<b>Forecast Completion</b> June 2026	<b>Forecast Completion</b> November 2027	<b>Forecast Completion</b> September 2026	<b>Forecast Completion</b> June 2026	<b>Forecast Completion</b> February 2027
<b>Overall Status</b>	<b>Overall Status</b>	<b>Overall Status</b>	<b>Overall Status</b>	<b>Overall Status</b>
Prior → Current	Prior → Current	Prior → Current	Prior → Current	Prior → Current
<b>Progress</b>	<b>Progress</b>	<b>Progress</b>	<b>Progress</b>	<b>Progress</b>
■ Current ■ Prior	■ Current ■ Prior	■ Current ■ Prior	■ Current ■ Prior	■ Current ■ Prior
				
<b>Notes:</b>	<b>Notes:</b>	<b>Notes:</b>	<b>Notes:</b>	<b>Notes:</b>
<ul style="list-style-type: none"> <li>Comms complete</li> <li>HR/Facilities nearing completion</li> <li>Executive Team training complete</li> </ul>	<ul style="list-style-type: none"> <li>Preliminary program framework outline drafted</li> <li>Strategic advice group convened to support development</li> </ul>	<ul style="list-style-type: none"> <li>Media campaign launched in April with website and TV advertisements, completed in late May.</li> </ul>	<ul style="list-style-type: none"> <li>JazzHR configuration for volunteer support underway</li> <li>Volunteer status data assessment and pilot evaluation scheduled</li> </ul>	<ul style="list-style-type: none"> <li>Leadership team sessions completed in April</li> <li>Staff survey in development and expected to launch soon</li> </ul>

Reporting as of:  
Prior reporting as of:

**May 29, 2026**  
Mar 23, 2026

**Status Legend**

- On Track
- Notable Concerns
- Critical Concerns

EDI Strategy	T&R Strategy	Building Trust w/ Registrants
<b>Sponsor</b> COO	<b>Sponsor</b> COO	<b>Sponsor</b> COO
<b>Forecast Completion</b> February 2027	<b>Completion</b> Feb 2026	<b>Completion</b> December 2025
Overall Status	Overall Status	Overall Status
Prior → Current	Completed	Completed
Progress	Progress	Progress
■ Current ■ Prior	■ Current ■ Prior	■ Current ■ Prior
20%	100%	100%
Notes: <ul style="list-style-type: none"><li>Project started in April</li><li>Environmental scan is ongoing</li><li>Internal consultation underway</li></ul>	Notes: <ul style="list-style-type: none"><li>Project Completed in February 2026</li></ul>	Notes: <ul style="list-style-type: none"><li>Project Completed in December 2025</li></ul>



## STRATEGIC PLAN UPDATES

The following table outlines the cadence of strategic plan reports and updates the Board will receive.

	September	November	February	April	June
<b>Dashboard</b> Provides a quick comparative view of all projects through a “traffic light” style status update and percent complete style indicators.	✓	✓	✓	✓	✓
<b>Recovery Summaries</b> Provides additional information for projects that reports a “yellow” or “red” status level. Provides a description of risks and/or issues and mitigation strategies currently affecting the project.	As required	As required	As required	As required	As required
<b>Project Outlines</b> Provides a high-level written description of each project at the beginning and midpoint of the Board term.	✓		✓		
<b>Strategic Plan Status</b> Provides an overview of the progress made by project against the objectives and success outcomes of the strategic plan.	✓		✓		



OPEN SESSION

ITEM 3.3

DATE	June 19, 2026
REPORT TO	Board for Information
FROM	Heidi Yang, P.Eng., FEC, FGC (Hon.), Chief Executive Officer
SUBJECT	CEO Report to Board

Purpose	This report highlights some of the activities of the Organization related to policy work and ongoing Regulatory duties since the April 17, 2026, meeting of the Board.
Motion	No motion required.

**1. STAFFING RESOURCE UPDATE**

All four FY2026 budgeted headcounts are filled. Recruitment for the Director, Finance role is advancing with interviews. Preparations to launch the Director, Registration recruitment are underway.

**2. EXCELLENCE AND INTEGRITY WEEK**

Excellence and Integrity Week, led by the Values Working Group (made up of one representative from each department), engaged staff through interactive activities to bring organizational values to life. Events included: a staff-led tradeshow, reflection exercises, and peer recognition fostered learning, collaboration, and discussion. The initiative highlighted practical examples of excellence and integrity in daily work from all departments, reinforcing shared standards, accountability, and a culture of continuous improvement. Many positive responses were received from staff who attended.

### 3. ICRA PROJECTS UPDATE

The following are projects, funded by government grants, to help reduce barriers for Internationally Educated applicants:

**National Technical Exam Information Portal Project** - focuses on improving the accessibility, consistency, and clarity of exam information for candidates across jurisdictions. Beginning in July 2026, a web services vendor, Azuro Digital, will support portal development. Our contract Policy Analyst has been extended to ensure continued capacity for policy alignment, content development, and coordination across internal and external partners.

**Enhancing Administrative Fairness Project** - will provide statutory committee members and regulatory staff knowledge to improve consistency and quality in decision-making and communication of applicant/registrant outcomes. The Administrative Fairness module is in its final stages of completion, gathering feedback from staff and select committee members before its launch to statutory committees and staff in the Regulatory division.

### 4. PUBLIC AWARENESS CAMPAIGN

Communications completed a short public awareness campaign running from April 27 to May 24. The campaign's goal aligned with EGBC's strategic imperative to build confidence and trust with the public. This pilot campaign was a first step in the long-term goal of raising our public awareness score above its current mark of 25% of those polled.

Two video ads appeared on both traditional and digital media platforms. These ads (and static versions) ran on Global TV and associated websites, and on websites affiliated with Post Media news. Advertising appeared on Amazon Prime Video and in pre-roll ads on YouTube. Paid social media ads were activated.

Initial data indicates good performance and exposure in our target demographic (30-54 years of age). Preliminary reports indicate the ads generated 3.3 million impressions on TV. YouTube was the most cost-effective platform with 340,000 completed views of our 15 second ad.

Final analysis is being completed in line with our annual Public Opinion survey results later this month. More data from this pilot will be provided once a comprehensive summary is received and this will inform a broader campaign in the next fiscal year.

## 5. APRIL 23<sup>RD</sup> VOLUNTEER EVENT AND OUTCOMES

The Volunteer Program team successfully delivered its annual recruitment event, *Make an Impact*, in April. Building on the momentum of a strong pilot in 2025, the event took place in New Westminster in an effort to expand opportunity for engagement.

An evening of meaningful connection between approximately 20 staff and 45 prospective registrant volunteers led to 30 of the attendees showing formal interest in volunteering and 10 being placed into volunteer roles to date, with that number possibly growing in the coming weeks. These results reflect the continued commitment of our registrants to contribute their time and expertise in support of the organization's continued success.

## 6. ENGINEERS CANADA UPDATE

The Engineers Canada Annual Meetings and CEO Group meetings were held in Calgary May 20-23, 2026. Highlights include:

- **CEO Group Meetings**
  - Discussed areas of potential Collaboration and Harmonization – a national, harmonized concept for CPD (finalizing framework and agreement of principles)
  - Better defining Governance and Reporting of regulators with officials' groups (and linkage with AB/QB)
  - I am now the Chair of the CEO Group and also the CEO Advisor to the Engineers Canada Board. This will be a 2-year term, and I look forward to the experience!
- **Regulator Panel Discussions**
  - Various Presidents and Chairs from the provincial and territorial regulators sat down together to discuss Aging Infrastructure, Harmonization, and Artificial Intelligence. It was a new format with great engagement from audience.
- **Engineers Canada Board Meeting**
  - Five people put their name forward for President elect, and Marlo Rose from New Brunswick won the elections. She will be president in 2027/2028.
- **Annual Meeting of Members**
  - Per capita assessment fee for 2028 has been set for \$12 per registrant.
  - Governance Review Recommendations of 'one regulator, one seat' and the inclusion of independent Directors was approved by the members. A special meeting of members will be occurring in October for approval of corresponding bylaw amendments regarding these items.

- A number of new Directors were approved from across Canada, and **Mark Adams** is our new Engineers Canada Director for a 3-year term!
- Next Annual Meeting of Members will take place May 29, 2027, in Whitehorse, YT

**CBA 2.0 Project** - In March 2026, an initiative to update and improve the current Competency-Based Assessment (CBA) platform was initiated by the CEOs of Canada's Engineering regulators. BC and Saskatchewan are leading this national initiative, with Stormy Holmes and I as CEO Sponsors. A Terms of Reference for a Task Force has been developed, and task force representatives from participating regulators are being confirmed. The Project Leads (Michelle Cheng from BC and Kate MacLachlan from Sask) are coordinating a kick-off meeting for June 10, 2026.

A sincere **thank you** to **Mike Wrinch**, now the immediate past president of Engineers Canada. Mike has completed his term, and we are grateful for his dedicated service as BC's EC Director representative over the past seven years, including serving as President in 2023/2024.

Our Current representatives of Engineers Canada, Ann English and Mark Adams, will be presenting at the June Board meeting, providing highlights of Engineers Canada's work over the past year.

## 7. **GEOSCIENTISTS CANADA UPDATE**

The Geoscientists Canada Annual Meetings will be taking place June 5-6, 2026, in St. John New Brunswick. Highlights from the meetings will be shared verbally at the June Board meeting.



OPEN SESSION

ITEM 3.4

DATE	June 19, 2026
REPORT TO	Board for Information
FROM	Mark Porter, P.Eng., StructEng., FEC., FGC (Hon), Nomination Committee Chair
SUBJECT	Selection of Nominees for Election to the Board
LINKAGE TO STRATEGIC PLAN	We have efficient and effective systems in place to enable modern regulation

Purpose	To provide an overview of the merit-based selection process and the nominees selected for election to the Board.
Motion	No motion required. For information only.

### EXECUTIVE SUMMARY

The purpose of this report is to provide an overview of the process followed by the Nomination Committee to identify and select candidates to be put forward for the four (4) vacant Board positions in the 2026 Engineers and Geoscientists BC Board election.

The Committee completed a rigorous process that complied with all requirements, and included the following activities:

1. Candidate selection criteria: In accordance with the principles of merit and integrity, the Nomination Committee utilized a Board composition matrix to help evaluate gaps on the current Board and the skills and attributes of applicants.
2. Call for nominations: The call for nominations was open for two months and actively advertised through EGBC communications and networks.
3. Candidate selection: The Nomination Committee received forty-six (46) applications by the deadline. The review process consisted of an initial phone interview, a two-step review of redacted and unredacted applications, and a final interview of shortlisted candidates.

The Committee selected five (5) candidates for the 2026 Board election:

- Veronica Knott, P. Eng.
- Matt Murdoch, P.Eng.
- Ryan O’Grady, P.Eng.
- Matthew Salmon, P.Eng.
- Urnaa Yondon, P.Geo.

## BACKGROUND

The Nomination Committee is charged with selecting a list of candidates for Engineers and Geoscientists BC’s Board that they believe best demonstrate the qualities needed for strong governance of the organization. As per the *Professional Governance Act* (PGA) and the organization’s Bylaws, all candidates standing for election must be approved by the Nomination Committee, using a merit-based selection process.

The 2026 Nomination Committee comprises the following members:

- Mark Porter, P.Eng., StructEng., FEC, Nomination Committee Chair
- Kathryn Holm, P. Eng.
- Lianna Mah, P.Eng., FEC, FGC (Hon)
- Alison McMahon, ICD.D, GBC.D, B.HRLR
- Stuart Venables, P.Geo.
- David Wells, JD

This year, there are four (4) vacancies for the position of Board member.

The PGA requires that the Nomination Committee make a reasonable attempt to nominate at least one more nominee than the number required to fill the current or expected vacancies.

At the conclusion of the Nomination Committee’s work, the PGA requires a report be produced for the current Board specifying:

1. How the selection of nominees meets the requirements of the Act, any other applicable Act, the regulation, and any other applicable bylaws, and
2. How the nominees meet the criteria set out in the call for nominations.

## REQUIREMENT OF ACT, REGULATION & BYLAWS

As directed by the *PGA*, only candidates approved by the Nomination Committee through a merit-based process may stand for election to the Board. The merit-based selection process established by the Board and administered by the Nomination Committee was fully compliant with the requirements of the *PGA*, the Regulation, and applicable bylaws.

## CANDIDATE SELECTION CRITERIA

The selection of registrant Board members is conducted in accordance with the following two selection principles:

1. **Merit:** A nomination committee selects candidates based on merit, evaluating the skills and experience of a nominee(s) that are determined to best meet the needs of the regulatory body, and
2. **Integrity:** A nomination committee considers information about the nominee(s) that may support, affect, or compromise the nominees' capacity:
  - a. To perform and uphold the duties and functions of a registrant Board member with objectivity and honesty, and
  - b. To act ethically without seeking improper personal or corporate gain that would not normally be accepted as compensation by the nominee as a professional.

In support of these selection principles, the Board has established a merit-based selection framework to ensure that the candidates selected are highly qualified to fulfill their roles and responsibilities. The candidate selection framework includes:

- With reference to the Board composition matrix, conducting a gap analysis to prioritize desired skills, competencies, and experience for the upcoming year, including consideration of diverse perspectives and backgrounds;
- Evaluating all prospective nominees against the desired skills and competencies; and
- Interviewing prospective nominees to confirm experience and competencies before the Nomination Committee selects its final list of candidates.

The Board composition matrix identifies the fundamental skills, practices, and knowledge expected of Board members and identifies areas of specialized expertise to enhance the Board's overall effectiveness.

Board members completed a self-assessment survey to inform the gap analysis. This survey asked Board members to evaluate their level of specialized skills and knowledge using a provided rating scale, as well as to identify three areas of expertise where they believe they make the most significant contribution at the Board table.

The gap analysis for 2026 identified the following themes:

- Higher priority specialized skills: Financial Expertise; Government and Public Relations; and IT Systems Oversight/Artificial Intelligence
- Medium priority specialized skills: Executive Human Resources; Climate, Environmental Impact, and Sustainability Leadership; and Governance Expertise
- Continued importance of attention to skills that were not prioritized, especially those that contribute to the diverse perspectives and well-rounded capabilities essential to addressing challenges and opportunities the Board will encounter
- Ongoing importance of geoscientists and broader geographic representation on the Board to enrich its composition

To support the Committee in its selection process, Watson Advisors, an external consultant firm with extensive experience supporting organization and board recruitment, was retained.

To ensure the process was objective, the Committee was provided with unconscious bias training and continued utilizing methodologies first introduced in 2021 to help reduce any unconscious and unintentional bias in its selection process. In the first phase of the evaluation process, select information, including personal identifiers were redacted in the Committee's review of applications, ensuring the review and evaluation, to the extent possible, was based on each candidate's skills and experience. In the second phase of evaluation, diversity information was provided to support the Committee in incorporating diversity in its decision-making. The Committee also continued practices to reduce bias in the selection process (e.g., use of a standard evaluation guide, scheduled breaks to reduce recency effect).

## CALL FOR NOMINATIONS

The call for nominations opened on January 12, 2026, and closed on March 13, 2026. The opportunity was communicated to registrants through the following channels:

- The organization's website
- E-news articles
- Social media posts
- All-registrant email
- All-staff communication encouraging them to spread the word to their networks
- Outreach to various volunteer groups
- Outreach to various underrepresented groups

In addition, the Committee Chair offered one-on-one informational sessions for potential applicants to discuss service on the Board. This was well received by potential applicants.

All prospective nominees were asked to provide the following:

1. Written summary of their interest to serve on the Board
2. Current CV
3. Details of their experience related to the desired skills and competencies
4. Answers to supplementary conflict of interest and declaration questions
5. Three references

As part of the declaration questions, prospective nominees were asked to identify any circumstances that may place the candidate in a real or potential conflict of interest and disclose any circumstances that could have a potential impact on their duty to Engineers and Geoscientists BC or on the credibility of the organization. EGBC staff confirmed all candidates to be registrants in good standing.

## CANDIDATE SELECTION

A total of forty-six (46) candidates submitted applications for the position of Board member by the deadline. All candidates received a first phone interview.

The Nomination Committee reviewed and assessed prospective nominees against the desired skills and competencies using a two-step process (redacted profiles to reduce unintentional bias, and then unredacted profiles). The Committee then shortlisted candidates for a more comprehensive interview.

Interviews with the Nomination Committee were completed over two days. Key objectives for the interviews included consistency and equal treatment of all candidates. These were achieved by conducting all interviews using Microsoft Teams video conferencing technology and asking a prescribed set of questions designed to ascertain the motivations underlying a candidate's interest to serve Engineers and Geoscientists BC and self-assessments of their skills and experience against the prioritized competencies. All interviews were scheduled for 45 minutes to ensure all candidates had the same opportunity to answer and ask questions. Among the considerations of the interview panel were:

- Skills, experience, and perspectives related to regulatory, governance, and leadership and collaboration fundamentals
- Areas of specialized skills and knowledge that would enable unique and impactful contributions
- Defined rationale, including values and personal motivators, for wanting to serve as a Board member of Engineers and Geoscientists BC

- Confirmed willingness and commitment to dedicate the time required to serve
- Confirmation of their employer’s understanding and willingness to grant the time required to serve

The Committee’s deliberations included the consideration of the role requirements, the prioritized skills, and the Committee’s assessment of the candidate’s skills, competencies, and experience. Throughout the process, the Nomination Committee ensured the process adhered to the following procedural principles outlined in the Regulation:

- **Fairness:** selection procedures were objective and impartial, applied consistently, promoted equality, and free from discrimination, harassment, and victimization;
- **Transparency:** advertisements were designed to attract a qualified and diverse field of suitable nominees, included information about positions and election process, and were published on a publicly accessible website;
- **Accountability:** selection procedures were consistent with applicable laws and designed to promote public confidence in the governance of the regulatory body; and
- **Independence:** the Nomination Committee and its members were free from influence by the Board, registrants of the regulatory body, the government, or other parties.

The PGA Regulation directs the Committee to make a reasonable attempt to nominate at least one more candidate than the number of vacancies. While the Committee strives to provide registrants with sufficient choice, under the PGA, the selection of nominees must be guided by the merit-based selection process. In selecting the candidates to stand for election, the Committee also considers the combinations in which candidates may be elected and aims to ensure that, regardless of the election outcomes, the identified priority skills would be effectively represented, and the Board’s needs would be optimally served.

Following a comprehensive and rigorous selection process, the Nomination Committee nominated the following five (5) candidates to stand for the 2026 Engineers and Geoscientists BC Board election:

Candidates	Discipline	Location
Veronica Knott, P.Eng.	Mining	Victoria
Matt Murdoch, P.Eng.	Software	Vancouver
Ryan O’Grady, P.Eng.	Environmental	Victoria
Matthew Salmon, P.Eng.	Civil	Lake Country
Urnaa Yondon, P.Geo.	Geophysics	Victoria

On behalf of the Committee and the organization, the Chair wishes to thank all those applicants who put themselves forward for consideration.

The list of candidates for election will be published on the Engineers and Geoscientists BC website and included in the July issue of E-news.

## REFLECTIONS

After selecting the candidates who would stand for election, the Committee debriefed on the process. Committee members expressed overall positive feedback on the nomination process, while also identifying opportunities for refinement to support continuous improvement.

Specifically, the Committee encourages the Board to consider creating specific eligibility requirements that would restrict registrants in certain circumstances from being considered for election. Currently, any registrant in good standing is eligible to stand for election. The Committee recommends that the Board explore restrictions on eligibility in circumstances where a registrant:

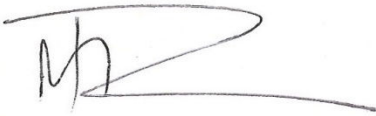
- is a recent former employee of Engineers and Geoscientists BC;
- has recently been the subject of a disciplinary order; or
- has active practice restrictions resulting from a disciplinary order.

In the Committee's view, imposing "cooling off periods" in these circumstances would best reflect good governance practices.

The Committee also underscored the importance of continued Board engagement in the self-assessment process to help ensure that recruitment efforts are aligned with identified priority skills. The Committee further emphasized that continued attention to the diversity and representativeness of the applicant pool is essential to maintaining robust and qualified slates of candidates.

The Chair recognizes and thanks the members of the Nomination Committee for their comprehensive and thoughtful evaluation of nominees for the 2026 Board election, and for their considerable volunteer time and effort. The Chair, and the Committee at large, also recognizes the great work and heavy lifting that Watson Advisors did to aid the Committee in screening the applications and developing critical interview materials, as well as EGBC staff Deesh Olychick, Will Morrison, Laura Conrad, and Tracy Richards for their ongoing support throughout the process.

Respectfully submitted,



Mark Porter, P.Eng., StructEng., FEC, FGC (Hon), Nomination Committee Chair