

MINUTES OF THE OPEN SESSION OF THE SECOND MEETING of the 2025/2026 Board of Engineers and Geoscientists BC, held on December 5, 2025, 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
Veronica Knott, P.Eng.	Board Member
Michelle Mahovlich, 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
Dr. Gordon Zhou, P.Eng.	Board Member
<b>Regrets</b>	
Bill Chan, CPA, ICD.D	Board Member
<b>Guests</b>	
Neil Cumming, P.Eng., FACI, FEC	Chair, Discipline Committee
Antigone Dixon-Warren, P.Geo., PMP, FGC	Engineers and Geoscientists BC's representative to the Geoscientists Canada Board
Rishi Gupta, P.Eng.,FEC, FCSSE, FCSCE	Engineers and Geoscientists BC's representative to the Canadian Engineering Qualifications Board
Peter Helland, P.Eng.	Chair, Investigation Committee
Ron Yaworsky, P.Eng.	Vice Chair, Discipline Committee
<b>Staff</b>	
Megan Archibald	Director, Communications & Stakeholder Engagement, Communications
Tara Bushman	Manager, Communications
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
Will Morrison	Manager, Governance, Policy & Government Relations
Deesh Olychick	Director, Corporate Governance & Strategy
Jason Ong	Acting Chief Regulatory Officer
Tracy Richards	Board Governance Specialist
Jesse Romano	Acting Director, Legislation, Ethics & Compliance
Alicia Tan, CPA	Director, Finance
Heidi Yang, P.Eng., FEC, FGC (Hon.)	Chief Executive Officer & Interim Registrar

## OPEN SESSION – CALL TO ORDER

Karen Ling, P.Eng., Board Chair called the Open Session to order at 11:30 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 informed all attendees that we share this Acknowledgment as a way of demonstrating our ongoing good intention on our journey towards Truth and Reconciliation. Recognizing Indigenous territories offers us an opportunity to reflect on and be grateful for the benefits nature provides for us and to consider our collective responsibility to care for these important places. She reminded all how important it is to continue learning about Indigenous peoples and to recognize their enduring stewardship of the territories we live and work on.

The Chair then introduced and welcomed all guests to the meeting and summarized the rules of engagement for the hybrid session.

CO-26-17     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-26-18     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 October 29, 2025, Open Minutes

**MOTION:** That the Board approve the October 29, 2025, Open Meeting minutes as circulated.

CO-26-19      REGISTRANT CONSULTATION AND ENGAGEMENT STRATEGY

The Chair welcomed Megan Archibald, Director, Communications & Shareholder Engagement and Tara Bushman, Manager, Communications, to the podium. Ms. Archibald introduced this item and Tara Bushman provided the Board with an update on the Organization's Registrant Consultation and Engagement Strategy focusing on actions taken since the last update provided to the Board in June.

The presentation opened with a definition of terms and then focused on the background of the consultation as well as vision for the strategy, strategic goals, project objectives, tracking progress and methods for measuring success, resources and next steps, commenting that operationalization will begin in January 2026.

After the presentation the floor was open for a brief Q&A session and the following motion was carried:

**MOTION:      It was moved that the Board approve the organization's Registrant Consultation and Engagement Strategy, attached as Appendix A.**

**CARRIED**

CO-26-20      FY2026 Q1 FINANCIAL RESULTS & FORECAST

Alicia Tan, CPA, Director, Finance, spoke to this item and shared a high-level presentation with the Board.

A discussion ensued and all questions were answered to the satisfaction of the Board. There was no motion associated with this item.

CO-26-21      YEAR 4 STRATEGIC PLAN UPDATE

Alison Dantas, MA, CEC, C.Dir, Chief Operating Officer, gave a presentation to the Board on the progress of the Year 4 strategic projects, covering Trusted Partnerships with shareholders, People & Culture, Process Improvement, and Social Responsibility. She reported that most projects are either underway or finished. Additionally, she provided an update on the Organization's strategic plan goals for the end of the fiscal year. The floor was then open for questions.

This was for information only.

CO-26-22      CEO REPORT (OPEN)

Heidi Yang, P.Eng., FEC, FGC (Hon.), CEO & Interim Registrar, briefed the Board on the contents of the CEO Report which highlighted activities of the organization related to the 2025 Engineers and Geoscientists BC Annual Conference & AGM, ICRA Projects, a forthcoming Board Member self-assessment survey, CNAR annual conference, Engineers Canada, Geoscientists Canada and the OSPG audit.

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

This was for information only.

CO-26-23      ANNUAL UPDATES FROM INVESTIGATION & DISCIPLINE COMMITTEES

Peter Helland, P.Eng., Chair of the Investigation Committee along with Neil Cumming, P.Eng., FACI, FEC, Chair of the Discipline Committee and Ron Yaworsky, P.Eng., Vice Chair of the Discipline Committee shared a high-level presentation on the results of the 2025 Fiscal Year End Investigation and Discipline Status report. Mr. Cumming also announced that he will be retiring at the end of his term and that a new Chair & Vice Chair will be appointed in the new year.

This was for information only.

CO-26-24      FUTURE AGENDA PLANNING

The Chair led the item and informed the Board that it is a new topic for discussion. This topic was added in response to the 2025 Board Effectiveness Evaluation survey and is intended to provide Board members with the opportunity to provide input and recommend topics for future agendas.

Some suggestions that came forward included: i) hosting a strategy session involving all statutory committee chairs to explore inter-committee collaboration, identify common challenges and best practices, ii) exploring strategies for increasing diversity in committee membership; and iii) evaluate the feasibility of implementing a mandatory learning module on practice guidelines, including basic administrative practices for sole practitioners.

**END OF OPEN SESSION**

The meeting ended at 02:45 p.m.