



## **COUNCIL MEETING**

December 10, 2025

8:00 a.m. – 2:30 p.m.

APEGA Office, Lindberg Boardroom

Edmonton, AB

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## **MINUTES**

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### **Council Executive:**

Terri Steeves, P.Eng., ICD.D, FEC, FGC (Hon) – President and Council Chair

Dean Mullin, P.Eng., PhD, MBA, FEC, FGC(Hon) – President Elect

Jason Vanderzwaag, P.Eng., LEED AP, PMP, MASc, FEC – Vice President

Tracey Stock, KC, P.Eng., PhD, FEC, FGC (Hon) – Past President

### **Councillors:**

Kari Anderson, P.Eng., FEC, FGC(Hon)

James Ferguson, P.Eng.

Alex Haluszka, P.Geo., MSc.

Ken Hawrelko, P.Eng., MEng, FEC

Doak Horne, P.Eng., LLB

Clodia Kanna-Laurent, P.Eng., MBA

Bill King, P.Eng.

Geoffrey Kneller, CD, P.Eng., MBA, FEC

Seema Makwana, P.Eng.

Eric Potter, P.Eng., CEC, ACC

Jeffrey Priest, P.Eng., PhD

Wendy Shier, P.Geo., MSc

### **Public Members:**

Ashley Andrade, CPA – Public Member

Grace Brittain, RN – Public Member

Afshan Mahmood – Public Member

### **Directors:**

Darcie Greggs, P.Geol., PhD, FGC, FEC (Hon) - Geoscientists Canada Director

Lisa Doig, P.Eng., MBA, FEC, FGC (Hon.) – Engineers Canada Director

Anjum Mullick, P.Eng. – Engineers Canada Director

John Van der Put, P.Eng., FEC, FGC (Hon) - Engineers Canada Director

### **Regrets:**

Tim Joseph, P.Eng., PhD, FCIM - Engineers Canada Director

**Staff:**

Paul Wynnyk, CMM, MSM, CD, P.Eng. – Registrar & CEO  
Yvan Boutin, CPA, CA – Chief Financial & Corporate Officer  
Andy Smith, P.Eng. – Deputy Registrar & Chief Regulatory Officer  
Carole Stevenson-Roy, MBA, APR – Chief Professional Sustainability Officer  
Carol Kallio – Special Advisor to the Registrar & Chief Executive Officer  
Krista Nelson-Marciano, MBA – Director, Business Performance  
Zac Parsons, BCom – Senior Advisor & Director, Council Relations  
Lisa Stanley – Director, People Experience  
Shar Anderson, P.Geo. – Acting Director, Conduct & Legislation  
Colette Fernandes – Council Relations Manager  
P.H.A., MA – Executive Assistant to Council  
Jakia Afruz - Advisor, Regulatory (Joined for item 9.0)  
Terry DeMarco - Legislation Review Consultant (Joined for item 9.0)  
Gisela Hippolt-Squair - Director, Member Engagement and Communications (Joined for item 7.0)  
Kirsten Merle - Professional Practice Standards Manager (Joined for item 9.0)  
Sanjay Rikhi, PMP – Senior Advisor & Director, Business Planning (Joined for items 7.0 and 9.0)  
Elizabeth Wightman - Senior Policy Advisor (Joined for item 9.0)

**Speakers & Guests**

Nick Diduck, MA, RSE – ASET COO (Joined for item 8.0)  
Terry Mueller, P.Tech. (Eng), P.L.Eng., IWT – ASET President (Joined for item 8.0)  
Rob Katzell, BA (Hons), LL.B – Incoming Chief Legal Officer

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**1.0 CALL TO ORDER**

The Chair called the meeting to order at 8:30 a.m.

The Chair conducted a Land Acknowledgement and made opening remarks.

The Chair reviewed the meeting agenda, Robert's Rules of Order, corporate best practices, and document management.

**2.0 COUNCIL MEETING CONDUCT**

2.1 Members of APEGA Council Code of Conduct and Ethics Policy

The Members of APEGA Council Code of Conduct and Ethics Policy was included in the meeting package.

2.2 APEGA Council Guiding Principles for Effective Board Conduct

The APEGA Council Guiding Principles for Effective Board Conduct was included in the meeting package.

2.3 Declaration of Conflict of Interest

No conflicts of interest were declared.

**3.0 ADOPTION OF THE MEETING AGENDA**

[Motion 25-58](#)

**Moved by James Ferguson and seconded by Ken Hawrelko THAT** Council approves the agenda of the December 10, 2025, Council Meeting be adopted as presented.

Adopted unanimously.

#### **4.0 CONSENT AGENDA**

##### **4.1 Statutory Board Appointments**

[Motion 25-59](#)

**Moved and seconded THAT** Council approves the Statutory Board Appointments as presented and recommended by the Governance Committee.

##### **4.2 Conditional Reinstatement Recommendations**

[Motion 25-60](#)

**Moved and seconded THAT** Council approves the low-risk reinstatement applications lists presented, as recommended by the Practice Review Board and conditionally approved by the Registrar & CEO.

##### **4.3 Council Meeting Minutes, October 15 & 16, 2025**

[Motion 25-61](#)

**Moved and seconded THAT** Council approves the minutes of the October 15 & 16, 2025, Council Meeting as presented.

##### **4.4 Appointment of Geoscientists Canada Director**

[Motion 25-62](#)

**Moved and seconded THAT** Council appoints Dr. Darcie Greggs as Geoscientists Canada Director for the term 2026-2029 as recommended by the Executive Committee.

#### **5.0 REPORTS**

The following reports were included in the meeting package for information:

- 5.1 President's Activity Report
- 5.2 Nominating Committee Update
- 5.3 Engineers Canada Report
- 5.4 Geoscientists Canada Report
- 5.5 Council & Committees 3-year Schedule
- 5.6 Council Attendance
- 5.7 Fall Legislation Update

#### **6.0 RCEO ORAL AND WRITTEN REPORT**

The Registrar and CEO (RCEO) presented his report.

#### **7.0 2026-2030 STRATEGIC PLANNING**

The RCEO presented an update on the ongoing process for the 2026-2030 strategic Plan, which included an update to the mission statement, results of a cross-jurisdictional scan and analysis, the strategic themes identified in the scan, APEAG's emerging themes, suggested lines of operation and a proposed operating framework for APEGA's priorities,

#### **8.0 COUNCIL DEVELOPMENT**

##### **8.1 ASET 101**

The President and the Chief Operating Officer of ASET presented an overview of the organization, which included current Council composition and changes under the Professional Governance Act (PGA), summary of registrant demographics,

organizational structure, strategic direction, and lines of collaboration between APEGA And ASET.

**9.0 PGA**

**9.1 PGA Update**

The Deputy Registrar & Chief Regulatory Officer presented an update on the status of implementation of the *Professional Governance Act* (PGA) which included updates from the Government of Alberta, current program status, and Council and committees workplan.

**9.2 Registration Requirements**

The Deputy Registrar & Chief Regulatory Officer presented an introduction on registration requirements. The topic will be discussed by the Policy and Standards Committee, and more information will be shared with Council at the March Council meeting.

**9.3 Delegation and Sub-delegation of Authority in the PGA**

The Deputy Registrar & Chief Regulatory Officer presented a proposed framework for delegation and sub delegation of authority under the PGA and answered questions from Council.

**10.0 ITEMS FROM CONSENT AGENDA THAT REQUIRE DISCUSSION**

No items required discussion.

**11.0 ADJOURNMENT**

The meeting was adjourned at 2:15 p.m.



## **COUNCIL MEETING**

December 11, 2025

8:00 a.m. – 3:55 p.m.

APEGA Office, Lindberg Boardroom

Edmonton, AB

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## **MINUTES**

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### **Council Executive:**

Terri Steeves, P.Eng., ICD.D, FEC, FGC (Hon) – President and Council Chair

Dean Mullin, P.Eng., PhD, MBA, FEC, FGC(Hon) – President Elect

Jason Vanderzwaag, P.Eng., LEED AP, PMP, MASc, FEC – Vice President

Tracey Stock, KC, P.Eng., PhD, FEC, FGC (Hon) – Past President

### **Councillors:**

Kari Anderson, P.Eng., FEC, FGC(Hon)

James Ferguson, P.Eng.

Alex Haluszka, P.Geo., MSc.

Ken Hawrelko, P.Eng., MEng, FEC

Doak Horne, P.Eng., LLB

Clodia Kanna-Laurent, P.Eng., MBA

Bill King, P.Eng.

Geoffrey Kneller, CD, P.Eng., MBA, FEC

Seema Makwana, P.Eng.

Eric Potter, P.Eng., CEC, ACC

Jeffrey Priest, P.Eng., PhD

Wendy Shier, P.Geo., MSc

### **Public Members:**

Ashley Andrade, CPA – Public Member

Afshan Mahmood – Public Member

### **Directors:**

Darcie Greggs, P.Geol., PhD, FGC, FEC (Hon) - Geoscientists Canada Director

Lisa Doig, P.Eng., MBA, FEC, FGC (Hon.) – Engineers Canada Director

Anjum Mullick, P.Eng. – Engineers Canada Director

John Van der Put, P.Eng., FEC, FGC (Hon) - Engineers Canada Director

### **Regrets:**

Grace Brittain, RN – Public Member

Tim Joseph, P.Eng., PhD, FCIM - Engineers Canada Director

**Staff:**

Paul Wynnyk, CMM, MSM, CD, P.Eng. – Registrar & CEO  
Yvan Boutin, CPA, CA – Chief Financial & Corporate Officer  
Andy Smith, P.Eng. – Deputy Registrar & Chief Regulatory Officer  
Carole Stevenson-Roy, MBA, APR – Chief Professional Sustainability Officer  
Carol Kallio – Special Advisor to the Registrar & Chief Executive Officer  
Krista Nelson-Marciano, MBA – Director, Business Performance  
Zac Parsons, BCom – Senior Advisor & Director, Council Relations  
Lisa Stanley – Director, People Experience  
Shar Anderson, P.Geo. – Acting Director, Conduct & Legislation  
Colette Fernandes – Council Relations Manager  
P.H.A., MA – Executive Assistant to Council  
Jakia Afruz - Advisor, Regulatory (Joined for item 5.0)  
Megan Bertagnolli – Career Development Manager (Joined for item 5.0)  
Terry DeMarco - Legislation Review Consultant (Joined for item 5.0)  
Gisela Hippolt-Squair - Director, Member Engagement and Communications (Joined for item 5.0 and 8.0)  
Kirsten Merle - Professional Practice Standards Manager (Joined for item 5.0)  
Shirley Layne - Event Planning & Member Recognition Manager (Joined for item 9.0)  
Allan Ng, P.Eng. M.Eng.- Director, Professional Practice (Joined for items 4.0 and 5.0)  
Sanjay Rikhi, PMP – Senior Advisor & Director, Business Planning (Joined for items 5.0)  
Elizabeth Wightman - Senior Policy Advisor (Joined for item 5.0)

**Speakers & Guests**

Shannon Hiebert, P.Eng., FEC – Vice Chair, Practice Review Board (Joined for items 4.0 and 5.0)

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**1.0 CALL TO ORDER**

The Chair called the meeting to order at 8:31 a.m.

The Chair conducted a Land Acknowledgement and made opening remarks.

The Chair reviewed the meeting agenda, Robert’s Rules of Order, corporate governance best practices, and document management.

**2.0 COUNCIL MEETING CONDUCT**

**2.1 Members of APEGA Council Code of Conduct and Ethics Policy**

The Members of APEGA Council Code of Conduct and Ethics Policy was included in the meeting package.

**2.2 APEGA Council Guiding Principles for Effective Board Conduct**

The APEGA Council Guiding Principles for Effective Board Conduct was included in the meeting package.

**2.3 Declaration of Conflict of Interest**

No conflicts of interest were declared.

### 3.0 ADOPTION OF THE MEETING AGENDA

#### Motion 25-63

**Moved by Ashley Andrade and seconded by Alex Haluszka THAT** Council approves the agenda of the December 11, 2025, Council Meeting as presented.

Approved unanimously.

### 4.0 STATUTORY BOARD UPDATE

#### 4.1 Practice Review Board

The Vice Chair of the Practice Review Board and the Director, Professional Practice, presented an update on the work of the board, which included an overview of the professional practice legislation framework, the GRAPH practice review and risk assessment process, improvements to permit holder reviews, an overview of the health of the professions, industry sector review examples, and preparations for PGA transition.

Clodia Kanna-Laurent left the meeting at 10:27 a.m.

### 5.0 FUTURE CPD CONCEPT FOR CURRENT NON-PRACTISING

The Deputy Registrar & Chief Regulatory Officer presented a proposed framework for CPD requirements for non-practicing registrants. Council discussed the requirements and requested staff to explore options for life member status.

### 6.0 RCEO DASHBOARD FEEDBACK

Council provided feedback on the recently implemented dashboard in the RCEO Report.

### 7.0 ROUTINE BUSINESS OF COUNCIL

#### 7.1 Executive Committee Report Discussion

The Chair of the Executive Committee presented the report of the November 12, 2025, meeting. The highlights are included in the meeting package.

#### 7.2 Governance Committee Report Discussion

The Chair of the Governance Committee presented the report of the October 29, 2025, Governance Committee meeting. The highlights are included in the meeting package.

##### 7.2.1 Delegation and Sub-delegation of Authority in the PGA

Council continued the discussion started on item 9.3 of the December 10 meeting. The following motion was presented by the Governance Committee for consideration:

#### Motion 25-64

**Moved by Tracey Stock and seconded by Jason Vanderzwaag THAT** Council endorses the delegation of authority of the governing body and assignment of authority on behalf of the professional regulatory organization in the proposed Professional Governance Act as presented.

Approved with one opposition from Doak Horne.

### 7.3 Policy and Standards Committee Report Discussion

The Chair of the Policy and Standards Committee (PSC) presented the report of the October 24, 2025, meeting. Three motions were recommended by the PSC to Council for consideration.

#### Motion 25-65

**Moved by Seema Makwana and seconded by Geoff Kneller THAT** Council approves the reinstatement application lists presented, as recommended by the Practice Review Board, and endorsed by the Policy & Standards Committee.

Approved unanimously.

#### Motion 25-66

**Moved by Seema Makwana and seconded by James Ferguson THAT** Council authorizes the RCEO, or their delegate, to instruct APEGA's legal counsel to seek an injunction against Mr. Leshchyshyn and his company with the Alberta Court of King's Bench, enjoining Mr. Leshchyshyn and his companies from contravening Part 1 of the EGP Act.

A friendly amendment by Tracey Stock was proposed to replace the word "company" and "companies" for the word "corporation".

The friendly amendment was accepted by the mover and the seconder of the motion.

#### Motion 25-66 as amended

**Moved by Seema Makwana and seconded by James Ferguson THAT** Council authorizes the RCEO, or their delegate, to instruct APEGA's legal counsel to seek an injunction against Mr. Leshchyshyn and his corporation with the Alberta Court of King's Bench, enjoining Mr. Leshchyshyn and his corporation from contravening Part 1 of the EGP Act.

Approved unanimously.

Continuing the conversation on item 7.4 of the October 15 meeting, the PSC presented the following motion:

#### Motion 25-67

**Moved by Seema Makwana and seconded by James Ferguson THAT** Council declines Devendra Bhandari's request to practice engineering while cancelled due to an APEGA discipline decision.

Approved unanimously.

### 7.4 Strategy & Risk Committee Report Discussion

The Chair of the Strategy & Risk Committee (SRC) presented the report of the November 5, 2025, meeting. The highlights are included in the meeting package.

#### 7.5 Audit Committee Report Discussion

The Chair of the Audit Committee presented the report of the November 13, 2025, meeting. The highlights are included in the meeting package.

##### 7.5.1 Q3 Financial Report and Forecast for the Year

The Chair of the Audit Committee presented the Q3 financial report.

##### 7.5.2 2026 Operating and Capital Budget

The Chair of the Audit Committee presented the 2026 operating and capital budget.

##### [Motion 25-68](#)

**Moved by Geoff Kneller and seconded by Ken Hawrelko THAT** Council approves the 2026 Operating & Capital Budget as presented.

Approved unanimously.

Jeffrey Priest stepped out of the meeting at 12:38 p.m.

#### 8.0 **MARKETING AND COMMUNICATIONS UPDATE**

##### 8.1 APEGA survey findings: Registrant & Public Perception – Insights & Opportunities

The Chief Professional Sustainability Officer presented the results of a survey conducted in 2025 to understand registrants' and the public's perceptions on self-regulation and the terms "engineer" vs "professional engineer". The presentation included information on response rates, registrant's insights, public and business perceptions of engineers and communication opportunities.

#### 9.0 **HONOURS & AWARDS RECOMMENDATIONS**

The Event Planning & Member Recognition Manager presented the candidates for Honours and Awards and provided an overview for the process of nomination and selection of awards recipients.

##### [Motion 25-69](#)

**Moved by Ken Hawrelko and seconded by James Ferguson THAT** Council approves the recommendations of the Honours & Awards Committee for the 2026 recipients of the APEGA Summit Awards.

Approved with one abstention from Afshan Mahmood.

The Chair, Ms. Terri Steeves, stepped out of the meeting at 1:30 p.m. per conflict-of-interest procedures. The Vice Chair assumed the role of Chair.

##### [Motion 25-70](#)

**Moved by Ashley Andrade and seconded by Alex Haluszka THAT** Council approves the recommendation of the Honours & Awards Committee for the 2026 recipient for Honorary Life membership.

Approved unanimously.

Ms. Steeves, returned to the meeting at 1:35 p.m. and resumed chairing the meeting.

[Motion 25-71](#)

**Moved by Ken Hawrelko and seconded by James Ferguson THAT** Council approves the recommendations of the Honours & Awards Committee for the 2027 nominees of the Engineers Canada Awards.

Approved unanimously.

Jeffrey Priest returned to the meeting at 1:42 p.m.

**10.0 EXECUTIVE SESSION** (Council + RCEO)  
Council met in camera with the RCEO.

**11.0 EXECUTIVE SESSION** (Council only)  
Council met in camera.

**12.0 EXECUTIVE SESSION SUMMARY**  
No summary was provided.

**13.0 ADJOURNMENT**  
The meeting was adjourned at 3:46 p.m.