

**Present**

Mary-Anne Hildebrandt, President/ Chair  
Claire Milloy, Vice President  
Melanie Siewert, Immediate Past President  
Cerise Latibeaudiere  
Chris MacInnis  
Clayton Sereres  
Kelly Bolduc O'Hare  
Kristina Small  
Laura Katz  
Michael Bunn  
Michaela Kuuskman  
Michel Kearney  
Paul Connor  
Robert Hearst  
Roger Woeller  
Sheila Daniel  
William Skura

**Regrets:**

Ryan Weston  
Alicia Kimberley  
Joanne Di Caro

**Staff**

Tony Andrews, CEO  
Eilidh Lewis, Registrar  
Gabrielle Hosein, Assistant Registrar  
Carmen Li-Tsang, Operations and  
Administration Coordinator  
Samantha Chater, Stakeholder Relations and  
Communications Specialist  
Marilen Miguel, Director, Internal and  
External Affairs

**By Invitation**

Ryan Cole, Alexandra Rodgers, Doug Cater,  
Christine Vaillancourt

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**1. CALL TO ORDER**

The President called the meeting to order at 9:05 am.

**2. WELCOME AND ACKNOWLEDGEMENT**

The Chair welcomed and thanked everyone for their participation in the hybrid meeting. She welcomed Michael Bunn, Council's newly appointed Treasurer. She also apprised Council that PGO met with Professional Engineers Ontario (PEO) and it was a positive meeting. Both organizations expressed willingness to work collaboratively on common goals and in identifying shared areas of learning. Chair acknowledged Tony Andrews' for his role in making this meeting possible. The Chair also highlighted her takeaway from the meeting, that is, her deeper appreciation for the collaborative culture that PGO has as an organization.

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### **3. SAFETY MINUTE**

- Robert Hearst provided the safety minute on how to stay safe during the winter season.
- He highlighted the importance of clearing up the public walkways surrounding your home or business within 12 hours after a snow fall.
- Clear the snow completely off your vehicle
- Make sure to have snow tires and drive according to the road conditions.
- Dress appropriately
- Stay off thin ice
- Ensure to have an emergency kit in your car.

### **4. DIVERSITY MINUTE**

- Melanie Siewert highlighted the importance of PGO's Equity, Diversity and Inclusion (EDI) Professional Practice Guidelines.
- She shared that diversity and inclusion help advance innovation, creativity and strategic thinking as it draws from a diverse pool of talents, experiences and backgrounds that results in better products and/or services.
- She emphasized that D & I is no longer an option but rather one of the imperatives of our time. She cited an example that was featured in Field Notes, wherein persistent sexism in the academia may result to university science research not being publicly funded. She noted that any kinds of discrimination in professional settings are no longer tolerated rather there are real consequences for organizations for non-compliance.
- She noted that PGO, as an organization, has done a great job of building and fostering a strong EDI culture over a short period of time.

### **5. CONFLICT OF INTEREST DECLARATION**

None.

### **6. APPROVAL OF AGENDA**

The Council reviewed the agenda. The Chair announced that Doug Cater from PGO's Risk Management Working Group will be calling in to provide a verbal report.

**Motion 153- 1: Robert Hearst moved to accept the 153<sup>rd</sup> Council Meeting Agenda as amended. Seconded by Kelly Bolduc O'Hare. Carried.**

## **7. ATTENDANCE RECORD**

The attendance record noted.

## **8. MINUTES FROM November 23, 2023 Meeting**

Council reviewed the minutes from November 23, 2023 meeting.

**Motion 153 – 2: Michel Kearney moved that the 152nd Council Meeting Minutes be approved as presented. Seconded by Roger Woller. Paul Connor abstained. Carried.**

## **9. MATTERS ARISING FROM November 23, 2023 Meeting**

- Action items, arising from November 23, 2023 meeting, are tracked via the Register of Motions and Actions. The Register was shared with Council members with the January 2024 Council Meeting Agenda Package. The Register was also posted in SharePoint so Council members can access and review outstanding actions that require follow-up.
- Action 152-3, Action 152-6, Action 152 – 7, Action 152 – 8, Action 152 -9, Action 152 – 11 and Motion 152 – 8 were reported as completed.
- It was noted that PGO needs to have a better process of reporting outstanding actions and motions when they are completed.

**Action 153 -1: Executive Committee to look into how to better report Motions and Actions to Council when completed.**

## **10. POLICY CONCEPTS**

- Alexandra Rodgers provided a high-level overview of what is going on at Queen's Park.
- Ryan Cole highlighted the latest government relations activities of PGO to advance PGO's proposed amendments to Professional Geoscientists Act, 2000.
- He reported that meetings with the Ministry of Mines were focused on PGO's two main amendments (hard ask) – definition of geoscience practice and title protection. Ryan reported that the Ministry of Mines would not consider injunctive power at this time. He noted that other proposed amendments can be pursued via regulations instead of legislation.
- It was noted that newer members of PGO Council may not necessarily have the information of PGO's proposed amendments to the PGA, 2000. There was consensus at the table that such information be made available to Council. It was noted that Councillor, Roger Woeller is part of the PGA Advisory Group and as such is Council's connection to the advisory group. It was also noted that reporting on the status of the PGO engagement with the government on this item is being fulfilled by Policy Concepts.

**Action 153 -2: Staff to post on SharePoint the PGO's proposed amendments for access by Council.**

**Action 153 – 3: PGA Advisory Group to provide a report to Council in March to update Council about PGO's hard and soft asks.**

## **11. CEO REPORT**

Tony Andrews, CEO, provided a summary of ongoing work in the following areas:

- Annual Staff Performance Appraisals have been completed in December 2023
- Worked with the Treasurer and staff on the 2024 unaudited year-end financial statements and the draft 2024 budget.
- Worked with the Finance Committee on the recommendation for the 2024 contribution to Restricted Funds
- MS Office 365/SharePoint – The initial incremental approach to launching the web-based platform was recommended by a consultant retained to assist with the launch and emphasized security aspects. Following feedback from volunteers and staff, the approach will now involve a wider distribution of the platform to Committee Chairs and their members.

**Discussion:** *Council discussed the need for engaging with Chairs and members to use SharePoint. A video tutorial is being developed but this will take more time to be completed.*

- The Communications Procedure is now being reviewed by members of the Governance Committee.
- Prepared an RFP for recruiters and received proposals from three recruitment firm for identifying non-registrant appointees. The CEO referred Council to the Nominations' Committee Report attached in the agenda package.
- Reviewed Notarius Contract – provider of digital and electronic signatures. The contract will be signed once agreement has been reached on specific wording.
- Risk Management Working Group is actively working on securing a consultant to help PGO develop a risk management framework.
- The CEO briefly noted that the Readiness Assessment Work Group is very active with significant staff and volunteer involvement.
- Council feedback on the Strategic Planning Framework was received in December 2023. It was incorporated in the document that was circulated to Council as part of the agenda meeting package.

## 12. STRATEGIC PLANNING FRAMEWORK

- Tony Andrews presented on 2023-25 Strategic Planning Framework. This strategic planning “framework” is the external-facing version of the Strategic Plan and includes only the high-level Goals and Objectives. It will be the version uploaded onto the PGO website to inform registrants, stakeholders and the public.
- The Goals and Objectives were developed in collaboration with Chairs of relevant Committees and the Readiness Assessment Working Group.
- Key Initiatives and Actions are internal aspects of the strategic plan, underpinning the Goals and Objectives and are being developed by committees and staff.
- It was suggested that given that this document is being reviewed in 2024 that the title should reflect the starting period of this three-year strategic planning framework to 2024. The timing is also aligned with the budget as the strategic plan informs the PGO budget.

**Motion 153 – 3: Melanie Siewert moved that the title of the Strategic Planning Framework and the Strategic Plan be amended to represent the period 2024 to 2026. Seconded by Claire Milloy. Carried.**

- More amendments to the framework were put forward for consideration by Council, as follows:
  - That *Goal 3 - Equity, Diversity and Inclusion (EDI)* and *Goal 4 - Sustainability and Climate Change* be placed under *Goal 2 – Standards of Professional Practice* as objectives because these are the lenses through which professional practice is conducted.
  - It was noted that EDI pertains not only to professional practice but also applies to overall operations of PGO.
  - There was discussion on committee structure and how this relates to PGO’s strategic planning process. It was noted that a more effective committee structure could be to have the Sustainability and Climate Change Committee and the Symposium Planning Committee under the Professional Practice Committee.
  - It was noted that Risk management and communications are integral in all aspects of PGO’s governance and operations.

**Action 153 – 4: Mary-Anne Hildebrandt to explore with the necessary parties the suggestion that the Sustainability and Climate Change Committee and the Symposium Planning Committee be the subcommittees of Professional Practice Committee.**

**Motion 153 – 4: Melanie Siewert moved that Goal 4 of the Strategic Planning Framework be presented as an objective under Goal 2. Seconded by Claire Milloy. Not carried.**

*Discussion: It was noted that Sustainability and Climate Change needs to be visible as a Goal.*

**Motion 153 – 5: Robert Hearst moved that Goal 3 statement be amended to “Increased awareness and understanding by PGO’s registrants and stakeholders in equity, diversity and inclusion as it relates to PGO’s standards of professional practice and mandate of protection of the public.” Seconded by Melanie Siewert. Motion carried.**

**Motion 153 – 6: Melanie Siewert moved that the objectives under Goal 5 relating to risk management and communication be reviewed and revised and then presented as goals 5 & 6 respectively for the purpose of expanding these objectives beyond operations. Seconded by Robert Hearst. Motion carried.**

- With amendment pertaining to Goal 5, it was suggested that Risk Management should be identified as a goal and Communication as another goal in the strategic planning framework and both go beyond operations. It was noted that Goal 5 – Continuous Improvement of PGO is ingrained in all aspects of the Strategic Planning framework.

**Motion 153 – 6: Melanie Siewert moved that the objectives under Goal 5 relating to risk management and communication be reviewed and revised and then presented as goals 5 & 6 respectively for the purpose of expanding these objectives beyond operations. Seconded by Robert Hearst. Motion carried.**

- With amendment pertaining to the term “Climate Change” in the document, it was proposed that Council consider the term “risks from a changing climate”.

**Motion 153 – 7: Melanie Siewert moved that there be consideration to change any reference to “climate change” in the document to “risks from a changing climate” in consultation with the S&CC Committee. Seconded by Kelly Bolduc O’Hare. Motion carried.**

- There was consensus at the table that the document should be in its final form and approved by Council prior to it being uploaded to the PGO website. Council approves the document.

**Action 153 – 5: Tony Andrews to consult with the Executive Committee regarding the revisions of the Strategic Planning Framework and to report back to Council at its March meeting.**

### **13. RISK MANAGEMENT WORKING GROUP (RMWG)**

- Doug Cater reported that the RMWG recommends that it retain a risk management consultant to help PGO with the development of risk management framework.
- RMWG introduced Satarla method of risk management to PGO in 2023 and it was included in the Council Orientation in September 2023.
- As per RMWG’s report to Council in November 2023, PGO engaged with Satarla to discuss PGO’s initiative on risk management. PGO received a proposal from Satarla in January 2024. It is a cost-based proposal using a draw-down system. Doug Cater acknowledged

that currently this is a sole-sourced procurement indicating that time is of the essence as the RMWG is aiming to start the work in March 2024.

- Doug Cater reported that the project would come in four (4) phases.
- He reported that Paul Hubley, a member of RMWG, has a working relationship with Satarla and Mr. Hubley recused himself from discussions that involved decisions related to Satarla and will recuse himself from the RMWG moving forward.

***Discussion:***

- Council accepts and appreciates Paul Hubley's offer to recuse himself from the Risk Management Working Group and the risk management procurement process going forward.
- RMWG will be investigating if peer SROs have a risk management framework for their organization.
- As an exercise of due diligence, Council expressed the need for PGO to ensure that it gets multiple quotes from a list of vendors that includes Satarla.
- It was observed that Council needs more information on risk management methods to help make informed decisions regarding this item.
- It was suggested that PGO needs to develop a procurement policy. It was also suggested that a non-competitive approval request form for PGO will be developed.

**Action 153 - 6: Risk Management Working Group to follow the existing procurement process and report back to Council with a briefing note.**

**Action 153 – 7: Clayton Sereres to share a sample of non-competitive approval request form with staff to be adapted for use by PGO.**

**Action 153 – 8: Finance Committee to develop a procurement policy of goods and services to be included in the Governance Manual.**

**Action 153 – 9: Claire Milloy to help Doug Cater secure volunteers for RMWG.**

## **14: READINESS ASSESSMENT WORK PLAN**

Update from the Readiness Assessment Working Group was deferred to the next Council meeting in the interest of time.

## **15. TREASURER'S REPORT**

Michael Bunn reported on 2024 PGO Budget

- Michael Bunn indicated that the budget numbers were informed by the numbers drawn from the existing financial statements.

- A detailed schedule for a number of accounts in the budget were reviewed and discussed by Council.
- It was noted that an expense amount related to Complaints and Discipline of \$13,500 was double counted. This will be re-allocated in other areas.
- It was noted that at this point in time, the Readiness Assessment Work Plan has a high degree of uncertainty with respect to resourcing needs and a placeholder of \$30,000 has been allocated to cover any future identified costs.
- There was discussion about how different financial schedules can be generated from financial statements to help Council look at the drivers of costs. The Executive Committee will look at holding a Council special meeting to get input on the framework for reporting expenditures.
- The volunteer appreciation event was discussed. A decision is yet to be made on this item with big consideration being given to making it an inclusive event for all volunteers. Ideas such as making it virtual or regional in-person event have been put forward for consideration.

**Motion 153 – 8: Michael Bunn moved that the draft budget for 2024 be approved as presented with the re-allocation of \$13,500 on another line item in the budget. Seconded by Melanie Siewert. Carried.**

Michael Bunn reported on the contributions to Restricted Funds.

- Council acknowledged that PGO is not on track with its restricted funds. Currently, the Contingency Fund and the Strategic Fund are currently underfunded. It was proposed that \$100,000 be allocated to each fund.

**Motion 153 – 9: Michael Bunn moved that the 2023 surplus funds of approximately \$200,000 be used to replenish the Restricted Funds in 2024, the half going to each of the Contingency Fund and Strategic Fund. Seconded by Roger Woeller. Carried.**

## **16. REGISTRAR'S REPORT**

PGO Registrar, Eilidh Lewis presented on a number of items related to PGO registration as of January 2024. She reported that registration information has been included in the agenda package for Council's reference.

- No new registration appeals to date.
- Status of Complaints and Discipline cases of January 16, 2024.
  - Three cases pending with the Complaints Committee
  - Three discipline cases pending hearing.
- Other activities
  - Review of CPD program and seeking volunteers to be part of a CPD working group.
    - *It was noted that according to the Governance Manual that it does not matter what a group is called (committee, working group, task force, etc), it requires a*



*mandate to be given to it from Council or an overarching committee if it is a subcommittee.*

**Action 153 – 10: The Registrar was advised to connect with the Chair of Professional Practice Committee to establish a working group.**

- *As well, it was noted that proper volunteer protocol should be followed to ensure that selection process of volunteers is competency-based and inclusive.*
- Discussions with university staff and faculty on course alignment with Geoscientists Canada's knowledge requirements.
- RAWG sub-group – collecting and collating task information from committees
- Successful student outreach at University of Toronto's Scarborough and St. George Campuses that included mentoring. Robert Hearst, Joanna West, Don Johnson and Gabrielle Hosein were acknowledged for their contributions to this initiative.
- Three more student outreach sessions are taking place for the month of January at University of Ottawa, Carleton University and Western University.

**Action 153 – 11: It was requested that Council requires more information about PGO's current mentoring program.**

## **17. COMMITTEES' REPORT**

### **Executive Committee (EC) – Update by Mary-Anne Hildebrandt, Chair**

- A more comprehensive written report was included in the agenda package for Council's review prior to the meeting.
- At the meeting, Mary-Anne Hildebrandt highlighted the need for the minutes of PGO's annual general meetings to be posted online to make them more accessible to the public. PGO's AGM is open to the public therefore AGM minutes should be published online for ease of access and transparency.

**Motion 153 – 10: Melanie Siewert moved that Council approve the creation of a public location on the PGO website to house Annual General Meeting minutes and to post all historical ratified minutes by February 15, 2024. Seconded by Robert Hearst. Carried.**

- The written report highlights, but not limited to, the following:
  - Readiness Assessment Work Plan – Executive Items – The work assigned to our committee was reviewed and feedback was given to the RAWG Chair.
  - GC Strategic Initiatives – CEO expected to circulate PGO's prioritization of the GC's strategic initiatives to Council before the January Council meeting.
  - EC Minutes – The Executive Committee works on behalf of Council, as such their files are accessible to all Council members on the new Council SharePoint site.
  - SharePoint – There are issues identified among committee chairs and members in accessing and using the platform. EC has discussed this item with the CEO.
  - Operating cost – The Executive Committee has asked the Treasurer to discuss with the Finance Committee to come up with recommendations to Council on measures to offset increasing costs.

- PGO-hosted events - The Chair has asked the CEO to provide clarity on the measures in place to protect PGO, Council and its Officers from liability should an issue arise. In addition, the CEO is to check when legal counsel last offered an opinion on this topic, as the legal landscape continues to evolve in this matter.

**Professional Practice Committee – Update by Mary-Anne Hildebrandt on behalf of Alicia Kimberley, Chair**

- She noted that the PPC Chair is working with staff to help the committee start using the SharePoint platform.
- The PPC chair indicated that the committee needs more volunteers due to the increasing workload of the committee.

**Action 153 – 12: Claire Milloy to follow up with PPC Chair, Alicia Kimberley regarding the need for an additional volunteer for PPC.**

**Enforcement and Compliance – Update by Roger Woeller, Chair**

- Roger Woeller reported that E & C Committee is providing input in the Readiness Assessment Work Plan and in the strategic plan.
- Working with the Registrar to go through E & C files.
- Looking at developing detection techniques. He highlighted that in the absence of injunctive power, other means can be adopted such as copyright and GC's certification marks as measures against the use of protected titles.
- Currently, E & C Committee is dealing with illegal practice on a complaint-based approach.
- A question was asked regarding geoscience practice under federal jurisdiction and it was noted that that appropriate table to address this issue this would be at the Geoscientists Canada table with support from GC's member SROs. Christine Vaillancourt indicated that she would bring this up at a GC meeting.

**Action 153 - 13: Claire Milloy to follow-up with Roger Woeller with regards to geoscience practice under federal jurisdiction.**

**Past Presidents' Advisory Committee – Update by Melanie Siewert, Immediate Past President**

- Melanie Siewert presented on the mandate of the PPAC. Among its responsibilities is the search for and recommend eligible nominees for PGO and Geoscientists Canada awards.
- PPAC is currently looking at three award categories – Professional Geoscientist of the Year Award by GC; PGO Award of Merit; and Fellow of Geoscientists Canada (FGC)
- Call for nominations have been sent out via email and posted on PGO website
- PPAC will be reviewing the nominations and will make recommendations to Council.

- PPAC will be developing a clear process on how to deal with nominations that have not made it to the final cut.

### **25<sup>th</sup> Anniversary Planning Committee – Update by Clayton Sereres, Chair**

- Clayton Sereres met with a number of past presidents in December 2023 to discuss at high level the details of the event. The event will coincide with PGO's Annual General Meeting, which will take place on June 25, 2025.
- The Terms of Reference for the committee is currently being developed.
- He is looking at recruiting 8 volunteers as members of the committee and a number of people already expressed interest to join the committee.
- It was noted that June 2025 is also the year when PGO will be hosting Geoscientists Canada, thus ensuring national participation in the anniversary event.
- It was suggested that PGO's virtual symposium that takes place in April be used as a communication vehicle to help promote the 25<sup>th</sup> Anniversary event.

### **Geoscientists Canada – Update by Christine Vaillancourt, Director Ontario**

- Christine Vaillancourt reported GC's CEO, Andrea Waldie will be retiring on May 31, 2024. GC's board is currently conducting a search for the next CEO.
- It was noted that GC puts out a request to member SROs for input in GC's 2024 work plan. This is the next step after ranking GC's strategic initiatives. The deadline to provide input has been adjusted to allow member SROs to provide its input.
- The Executive Committee will meet to discuss the work plan and extending invitation to all Council members to participate in the process.

**Motion 153 – 11: Robert Hearst moved to assign the review of and comment on the GC work plan to the Executive Committee and report back to Council. Seconded by Paul Connor. Carried.**

### **Complaints Committee – Written report by Doug Cater, Chair**

Written report highlights included, but were not limited to the following:

- Many of the active Complaints have decisions pending. They are waiting on a report from the Investigator, or a legal review by PGO's Legal Counsel.
- Complaints Committee is aiming to complete all outstanding complaints.
- Complaints Committee highlighted that it is challenged by the extent of resources required to deal with complex cases.
- Complaints Committee has looked at the updated Readiness Awareness Work Plan and identified action items that pertain to the committee.

### **Environmental Geoscience Subcommittee – Written report by Simon Gautrey, Chair**

Written report highlights included, but were not limited to the following:

- The Environmental Geoscience Subcommittee along with the Geology Subcommittee have been made aware of an issue that relates to the application of the Ontario Oil, Gas and Salt Resources Act (OGSRA) to all boreholes drilled in sedimentary basins, including those drilled for exploration or environmental work.
- Changes to Aggregate Act to ease soil reuse are also being monitored by committee members.

### **Geomorphology Subcommittee – Written report by Imran Khan, Chair**

Written report highlights included, but were not limited to the following:

- Internal discussions on-going with new Vice Chair. Selection of Vice-Chair will take place at its January 2024 meeting.
- At its December 2023 meeting, the subcommittee discussed PGO's strategic plan framework and the item on third-party review.
- PGO agreement forms have been circulated to its membership for their signature.

### **Sustainability and Climate Change Committee – Written report by Joanna Eyquem, Chair**

Written report highlights included, but were not limited to the following:

- A subgroup of the SCCC was created to review the Position Statement "Climate Change and Geoscience: Considerations for Professional Practice"  
<https://www.pgo.ca/about/sustainability-and-climate-change/position-statement> in light of comments received.
- The subgroup will propose an approach to address comments on position statement at the February 7, 2024 SCCC meeting. Target is for completion of revisions for submission to Council at the March Council meeting (March 21, 2024)
- Claire Milloy and Joanna Eyquem are reviewing composition of SCC Committee in line with the its terms of reference.

### **Symposium Planning Committee – Written report by Sheila Ballantyne, Chair**

Written report highlights included, but were not limited to the following:

- The committee held its second meeting on November 27, 2023.

- Four themes have been chosen, along with and two co-chairs for each session:
  - Diversity & Inclusion ((Co-Chairs Kristina Anderson and Hannah Chessell)
  - A.I. in Geoscience (Co-Chairs Andrea Waldie and Rob Hearst)
  - Geoscientists recruitment, retention, and mentoring from early to senior career stages (Co-Chairs Kristin Hanson and Sheila Ballantyne)
  - QP (Co-Chairs Craig Waldie and Jim Whyte)
- The session co-chairs met in December to discuss the speakers for their sessions.
- The committee will meet again in January 2024 to discuss the marketing strategies.

### **Nominations Committee – Memo by Scott McLean, Chair**

Nomination Committee Chair, Scott McLean prepared a memo addressed to the PGO Council President and to the CEO. The memo addressed in detail the following items:

- Council Action 152 - 7: Nominations Committee to consider including reference checks in PGO's nominations process. – The Committee is not opposed to the solicitation of references during the nominations process, but would suggest that such action be reserved for key roles such as committee members of statutory committees or Councillors.
- Committee Volunteer Management Procedure – Overall, this was well laid out and the Nominations Committee made a number of suggestions to add to the procedure.
- Recruitment RFP review and the necessity to include in the 2024 budget - The Nominations Committee deemed it not necessary that the 2024 Budget includes potential cost for outsourcing recruitment. However, the committee recognized that such services may likely be required in the ensuing year and as such a budget may be requested.

## **18. IN-CAMERA SESSION**

**Motion 153 – 12: Paul Connor moved to move the Council meeting to in-camera session. Seconded by Michael Bunn.**

Council went for in-camera session at 3:17 p.m.

## **19. ADJOURNMENT**

**Motion 153 – 13: Rob Hearst moved to adjourn the meeting.**

Meeting adjourned at 4:05 p.m.



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President

## Summary of Motions and Action Items

### Motions

Motion 153- 1: Robert Hearst moved to accept the 153rd Council Meeting Agenda as amended. Seconded by Kelly Bolduc O'Hare. Carried.

Motion 153 – 2: Michel Kearney moved that the 152nd Council Meeting Minutes be approved as presented. Seconded by Roger Woller. Paul Connor abstained. Carried.

Motion 153 – 3: Melanie Siewert moved that the title of the Strategic Planning Framework and the Strategic Plan be amended to represent the period 2024 to 2026. Seconded by Claire Milloy. Carried.

Motion 153 – 4: Melanie Siewert moved that Goal 4 of the Strategic Planning Framework be presented as an objective under Goal 2. Seconded by Claire Milloy. Not carried.

Motion 153 – 5: Robert Hearst moved that Goal 3 statement be amended to “Increased awareness and understanding by PGO’s registrants and stakeholders in equity, diversity and inclusion as it relates to PGO’s standards of professional practice and mandate of protection of the public.” Seconded by Melanie Siewert. Motion carried.

Motion 153 – 6: Melanie Siewert moved that the objectives under Goal 5 relating to risk management and communication be reviewed and revised and then presented as goals 5 & 6 respectively for the purpose of expanding these objectives beyond operations. Seconded by Robert Hearst. Motion carried.

Motion 153 – 7: Melanie Siewert moved that there be consideration to change any reference to “climate change” in the document to “risks from a changing climate” in consultation with the S&CC Committee. Seconded by Kelly Bolduc O'Hare. Motion carried.

Motion 153 – 8: Michael Bunn moved that the draft budget for 2024 be approved as presented with the re-allocation of \$13,500 on another line item in the budget. Seconded by Melanie Siewert. Carried.

Motion 153 – 9: Michael Bunn moved that the 2023 surplus funds of approximately \$200,000 be used to replenish the Restricted Funds in 2024, the half going to each of the Strategic Contingency Fund and Strategic Fund. Seconded by Roger Woeller. Carried.

Motion 153 – 10: Melanie Siewert moved that Council approve the creation of a public location on the PGO website to house Annual General Meeting minutes and to post all historical ratified minutes by February 15, 2024. Seconded by Robert Hearst. Carried.

Motion 153 – 11: Robert Hearst moved to assign the review of and comment on the GC work plan to the Executive Committee and report back to Council. Seconded by Paul Connor. Carried.

Motion 153 – 12: Paul Connor moved to move the Council meeting to in-camera session. Seconded by Michael Bunn.

Motion 153 – 13: Rob Hearst moved to adjourn the meeting.

## Actions

Action 153 -1: Executive Committee to look into how to better report Motions and Actions to Council when completed.

Action 153 -2: Staff to post on SharePoint the PGO's proposed amendments for access by Council.

Action 153 – 3: PGA Advisory Group to provide a report to Council in March to update Council about PGO's hard and soft asks.

Action 153 – 4: Mary-Anne Hildebrandt to explore with the necessary parties the suggestion that the Sustainability and Climate Change Committee and the Symposium Planning Committee be the subcommittees of Professional Practice Committee.

Action 153 – 5: Tony Andrews to consult with the Executive Committee regarding the revisions of the Strategic Planning Framework and to report back to Council at its march meeting.

Action 153 - 6: Risk Management Working Group to follow the existing procurement process and report back to Council with a briefing note.

Action 153 – 7: Clayton Sereres to share a sample of non-competitive approval request form with staff to be adapted for use by PGO.

Action 153 – 8: Finance Committee to develop a procurement policy of goods and services to be included in the Governance Manual.

Action 153 – 9: Claire Milloy to help Doug Cater secure a volunteer for RMWG.

Action 153 – 10: The Registrar was advised to connect with the Chair of Professional Practice Committee to establish a working group.

Action 153 – 11: It was requested that Council requires more information about PGO's current mentoring program.

Action 153 – 12: Claire Milloy to follow up with PPC Chair, Alicia Kimberley regarding the need for an additional volunteer for PPC.

Action 153 - 13: Claire Milloy to follow-up with Roger Woeller with regards to geoscience practice under federal jurisdiction.