



PROFESSIONAL  
INTERIOR DESIGNERS  
INSTITUTE OF MANITOBA

2025

Annual General Meeting

Council Reports

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## PRESIDENTS REPORT

Respectfully submitted by Joanne McFadden

It has been an absolute pleasure being involved with our professional association over the past year. With the support of an exceptional council and a brilliant group of volunteers. I can confidently say.... We are in a great place!

We are currently an association of 89 Professionals, 26 Interns, 9 Non-Practicing, 9 Educators, 4 Retired, 4 Emeritus, 31+ Students and 77 Industry Partners = 249

We are very fortunate to have members who are genuinely invested in volunteering their time and expertise to each of our many task force committees. Given the list below.... Our volunteer efforts are nothing short of impressive. Thank you all.

### **Committee    Members\***

**TOURS**            Kaitlyn Vitt, Lindsay Imlah, Christen Jung Essex, Donna Sharpe

**PREMISES**       Malvine Giesbrecht, Denis Fleury, Kelli Johnson, Donna Sharpe, Nancy Maruca

**EVENTS**            Laney Stewart, Pricilla Mah (Past) Katie Enns (Past)

**GOLF**                Mark Mariano, Thomas Fulcher, Tyler Cook, Lindsay Imlah, Katrina Ozerkevich, Chris Polnau, Ivo Lopes, Kristin Reischek, Donna Sharpe, Lindsay Nesbitt, Laney Stewart

**EDUCATION**       Kelsey Grabowski, Kara Boboski, Katryna Lipinsky, Stacey Cormier, Christina Bustamante, Tricia Schilling, Laney Stewart

**PDP**                 Stephanie Champagne, Sylvie Cooper, Cindy Rodych, Sarah-Jane Carpenter, Kristin Reischek, Laney Stewart

**PR**                    Amanda Minuk. Milan Code, Tara Neufeld, Laney Stewart

**MDE**                 Jennifer Wiwchar-Fast, Corrie Allen, Laurie Wardrope, Bruce Wardrope. Rita Cordingly, Malvine Giesbrecht, Jackie Harmacy, Amanda LaChance, Liz Sellors, Mark Mariano, Thomas Fulcher, Heather Anderson, Sam Quogue, Danielle Payne, Tiffany Jameson, Karla Korman, Wendy Tyson, Jen Siwik, Kristin Reischek, Laney Stewart

**MASI** Rita Talwar, Lindsay Nesbitt, Heather Anderson, Danielle Payne, Barb Hilderman, Laney Stewart,

**HISTORICAL** Liz Sellors

**FIDRAC** Cindy Rodych, Laney Stewart

**BYLAWS** Bruce Wardrope, Erica Sammons, Lindsay Nesbitt, Joanne McFadden, Janine Shwaluk, Kaitlyn Vitt, Laney Stewart

**UM ENDOW.** Malvine Giesbrecht

**FINANCE** Janine Shwaluk, Sarah-Jane Carpenter, Malvine Giesbrecht

**STOREFRNT.** Donna Sharpe

**CRAFTERS MKT.** Maureen Petrick, Barb Hilderman, Joanne McFadden, Laney Stewart

**ATLAS** Allison Shevernoha

**MENTORS** Maureen Doyle, Heather Anderson, Jason Kasper, Heather Bosko, Janine Shwaluk, Sarah-Jane Carpenter, Katherine Isaac, Cindy Rodych, Lindsay Nesbitt, Erika Sammons, Donna Sharpe, Danielle Payne, Ashley Jull, Heather Miller, Christen Jung Essex Kelli Johnson, Tracy Dyck

\*Apologies for any misses on the above list. Please be sure to bring any omissions forward. This is our first iteration of the volunteer list, and we want to make sure we have properly captured the team moving forward.

Although not a volunteer, what you may have noticed trending here are the multiple times our Executive Director, Laney Stewart's name, appears on the various committees. In reality her name should be on the majority of the committees as she is really the backbone to our organization. She has her fingers in everything PIDIM related. Those of you who have had the opportunity to work alongside Laney can vouch for me when I say that she has and continues to be a significant resource, is completely invested in PIDIM policies and initiatives and is 100% our PIDIM champion. I continue to appreciate her positive attitude and absolute passion for our profession. We are fortunate to have you at the helm and happy to have gained you as our first PIDIM employee.

We have many initiatives underway which you will see as you read through everyone's individual reports. I will only touch on the following.

Our PIDIM council participated in a Strategic Planning exercise in April 2024. As a result of the two (2) day session we were able to establish priorities and map out a plan which will enable us to focus on three (3) main action items for this upcoming year. These three (3) Actions include.

- .1 **Achieving the Right to Practice** - Collaborate with provincial organizations to build momentum on achieving the right to practice.
- .2 **Growing the Membership** - In preparation for the right to practice, recruit more MID graduates and non-members through membership benefits. Providing value-added services.
- .3 **Scaling the Operations** - Building systems and processes that will scale with the growing membership.

The intent will be to structure the teams and schedule meetings, possibly on a quarterly basis, to develop and implement objectives to help move these initiatives forward. This will not be possible without the volunteer efforts of our members. If you are interested in being involved in the development of any one of these 3 priorities, please reach out to Laney. We cannot accomplish this without your help.

Always remember that our association is here to support your professional development and career. If you have any questions concerns or thoughts, please contact Laney at [office@PIDIM.ca](mailto:office@PIDIM.ca). It is incredible what can be accomplished when we all band together to achieve a common goal.

## EXECUTIVE DIRECTOR REPORT

Respectfully submitted by Laney Stewart

As I reach the 31-month mark with PIDIM, I can't help but smile when I look back at my last report, where I referred to my time with the association as though I were tracking the growth of a newborn – the 19 month mark. It's been quite a journey, and while there's still plenty to accomplish, I think it's time to shift from counting months to years—after all, I'm not the "new parent" anymore! I'm proud to say that I'm PIDIM's first non-contracted employee, and I've officially been with the association for 2.5 years. Together, we've made significant progress, and there's so much more to look forward to as we continue to move forward.

I'd like to take a moment to express my gratitude to all PIDIM Councillors. It's always an honor to work alongside such dedicated individuals, all striving to advance and advocate for our profession. I'd also like to extend my heartfelt thanks to our incredible volunteers. It's nothing short of impressive that over 100 people contribute their time and energy to ensure the success of PIDIM's events and the association as a whole. Your commitment is truly valued, and on behalf of the Council, I thank you for everything you do to serve the membership.

PIDIM may be small, but it's undeniably mighty. Our dedicated members are passionate, generous with their time, and committed to the betterment of the profession. Thank you to each and every one of you for making our community so special!

This year, I had the privilege of attending two significant events. The first was in Halifax, where PIDIM joined the formation of the new nationwide association focused on regulating the profession - The Federation of Interior Design Regulatory Associations of Canada (FIDRAC). Alongside Cindy Rodych, I'll be representing Manitoba on this Board, and I'm also serving on a subcommittee that will help develop the bylaws for the new association. It's truly exciting to be part of something new in Canada's interior design landscape.

My second trip was to Chicago, where I had the opportunity to attend the CIDQ AGM and celebrate the 50th anniversary of the CIDQ association. It was a fantastic reminder of the value of volunteering - not just with local design associations (though I highly recommend it),

but also with allied organizations like Interior Designers of Canada (IDC), Council for Interior Design Qualification (CIDQ), Council for Interior Design Accreditation (CIDA), and the International Design Continuing Education Council (IDCEC). Volunteering is a great way to stay informed on what's happening in the world of interior design beyond our local borders, and I encourage everyone to consider contributing when opportunities arise.

I also want to extend my deepest thanks to our Industry Partners (formerly the Friends of PIDIM) for their continued support and generosity. Your partnership means so much to us, and this year, we've taken an important step by publishing our first yearly sponsorship document, aimed at helping our partners better plan for the year ahead.

As we move into 2025, we're off to a strong start with growth in both membership and Industry Partnerships, as well as a packed event calendar. It's shaping up to be an exciting year ahead. Looking to the future, we're aiming to expand our committees and would love to have you involved! This is also an excellent way to earn PDP credits, so if you're interested, please don't hesitate to reach out to me anytime if you are interested in participating in PIDIM's growth. We also look forward to carrying out our strategic planning which occurred in 2024 and hope that this will bring our association closer to obtaining a practice act within Manitoba.

I would also be remiss if I didn't mention that one of the harder parts of this position are that I only get to work with some wonderful people for a few years. That part is hard b/c you develop great mojo/working relationship and when they leave it's a little sad. I need to acknowledge Erika Sammons who will be leaving council as it is the end of her Past President term – you will be greatly missed Erika and Thank-you for carrying the association through a pandemic! You did an exceptional job! And even though she is not leaving yet...and will be moving into Erika's Past-President roll, working along side Joanne McFadden has been a privilege as she brings so many years of experience, in our Interior Design community, to the PIDIM Council table! Thank-you for propelling our association forward, as that is indeed what you have done!

**Lastly, Thank-you to Cararra Tile who is a new Industry Partner with PIDIM and the generous sponsor of the AGM event.**



## VICE PRESIDENTS REPORT

Respectfully submitted by Donna Sharpe

2024 was PIDIM's 70<sup>th</sup> year filled with new events as well as reflection. Our dedicated hard-working committee member volunteers were supported by the Executive Director to make this another successful year. The PIDIM Inaugural golf tournament in June was a well-attended fun event providing a generous student scholarship award. The very successful MDE once again took place this year in combination with the Catch-Up on CEU Day. The Holiday Party completed 2024 with a wonderful gathering for the creation of gingerbread houses to celebrate the season at The Ensuite. Student engagement in the IDaS/PIDIM Student Meet and Greet in addition to the open house at a professional office, FT3, allowed students to interact with professional interior designers and realize the benefits of PIDIM membership. During my second year it has been my pleasure to work with wonderful people while learning more about the work PIDIM continues to do in support of Interior Designers.

### **TOURS COMMITTEE**

The Tours committee of Lindsay Imlah, and Christien Jung-Essex have successfully orchestrated tours of new projects. Exciting tours are being planned for 2025, including an interesting extended reality space in February and new Manitoba Hydro offices in April. Stay tuned for a possible tour of the Ronald McDonald House. We are requesting newly complete project tour recommendations from PIDIM members.

### **PREMISES COMMITTEE**

The member survey questions were developed, issued to members, results were collected and reviewed by the Premises Committee. We thank Malvine Giesbrecht, Denis Fleury, Kelli Johnson, and Nancy Maruca who assessed the amount of PIDIM office space required and researched the pricing of the real estate options in the city that met the requirements outlined in the survey. The report incorporating a summary of the survey results, the space requirements and outlining the available real estate options was issued to membership revealing that PIDIM office space is not in our best interest at this time.



## GOLF COMMITTEE

After a successful Inaugural PIDIM Golf Tournament, the committee has assembled to plan the second event for June 10, 2025, at Larters Golf Club. We are very grateful to the team of Mark Mariano, Thomas Fulcher, Tyler Cook, Lindsay Imlah, Katrina Ozerkevich, Chris Polnau, Ivo Lopes, Lindsay Nesbitt, and Kristin Reischek for providing their expertise and involvement continuing the planning for another fun-filled golf afternoon followed by a dinner and awards. The committee achieved their goal of contributing a portion of the proceeds to an Interior Design student scholarship and plans to do the same this year. Strong sponsorship and interest will allow us to be on track for another successful event.

2025 is the year of the Snake which may prove to be transformative for PIDIM. I look forward to being a part of the creative problem solving PIDIM team capable of providing solutions in this coming year.

TREASURERS REPORT

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Respectfully submitted by Janine Shwaluk

Treasurers Report will be distributed once all accounting documents have been returned to PIDIM from the accounting team prior to the AGM.

## REGISTRAR REPORT

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Respectfully submitted by Liz Holl

The first four months as Registrar for PIDIM have been a whirlwind and filled with growth. While I am still navigating the learning curve in this new role, it has been a rewarding experience, and I am grateful for the opportunity to be a part of this dynamic organization. During my short time in this position, I've gained a deeper understanding of how PIDIM benefits its members and the profession as a whole.

Membership dues for the 2025 cycle were due at the end of January. Those who have outstanding dues have been notified. Penalties for dues left unpaid are indicated on the PIDIM website – Legislation page – under PIDIM Membership Regulation Manual.

In recent months, we've seen an increase in inquiries from international candidates, which is an exciting development for the organization. This has sparked ongoing discussions within the PIDIM Council, as we work to ensure a smooth process for these applicants. In particular, international candidates will be required to complete the ICRS route in order to be eligible for PIDIM membership. The Council has decided that this pathway will be available exclusively to internationally educated candidates, reflecting our commitment to the Federation of Interior Design Regulatory Authorities of Canada (FIDRAC). This has resulted in an uptick in ICRS enrollment from local candidates, prior to the final application deadline of January 31<sup>st</sup>, 2025.

PIDIM has recently launched a new three-year PDP cycle (2025-2027), and we strongly encourage all members to reach out if they have questions regarding PDP requirements. New requirements for this cycle will be released to the membership shortly.

Please also make sure to notify the Council of any changes to your membership status (i.e. illness or parental leave, or changes in membership category) so that we can adjust your PDP requirements accordingly. We look forward to continuing to support our members' professional growth.

## MEMBERSHIP NUMBERS

from January 01 - December 31<sup>st</sup>, 2024

Professional	92 Members *
Out of Province Professional	1 Member
Provisional	26 Members *
Associate Non-Practicing	8 Members *
Educator	9 Members
Emeritus	4 Members
Retired	5 Members
New Student (in 2024)	11 Members
Student (pre 2024)	30 +/- Members

\*Indicates that some members may be in two categories if they moved midway through the year e.g. Provisional to Professional after passing the NCIDQ examination or moved from Prof/Prov to Non-practicing membership.

Lastly, PIDIM Council will no longer be issuing membership certificates for all members on a yearly basis. If you require a certificate of membership for work purposes (such as a tender document) please contact the PIDIM Registrar and we will be happy to issue a certificate of membership in a timely manner – [registrar@pidim.ca](mailto:registrar@pidim.ca)

## PROFESSIONAL DEVELOPMENT REPORT

Respectfully submitted by Stephanie Champagne

As of January 1<sup>st</sup>, 2025, we have completed our 2022-2024 Professional Development Program (PDP) cycle and are into the new 2025-2027 cycle. Most Provincial Associations follow a three-year cycle, with the exception of ARIDO.

PIDIM, and all regulatory associations, have the responsibility to ensure the competency and ethical conduct of membership. One method to accomplish and maintain this is our Professional Development Program; to promote and enhance the knowledge, skill, and proficiency of our members in all matters relating to the profession of Interior Design.

### **COMPLIANCE**

Please note that the repercussions of not completing the requirements of the PDP cycle have been slightly modified from the previous years and are as follows:

- Members who are found to be non-compliant with a first offense will result in a fine, set by Council:
  - 1-10 incomplete credits = \$125.00 fine
  - 11-20 incomplete credits = \$250.00 fine
  - 20-30 incomplete credits = \$500.00 fine
- Additionally, the member will be required to complete the hours within a prescribed amount of time before being allowed to start the new PDP cycle:
  - 1-10 incomplete credits = 1 month to complete required CEUs
  - 11-20 incomplete credits = 2 months to complete required CEUs
  - 20-30 incomplete credits = 3 months to complete required CEUs
- If there is a second occurrence of non-compliance it will result in the termination of the individual's PIDIM membership. This would then be considered a lapsed membership. Please note: Grandfathered and Reciprocity Professional Members would then forfeit their status and can only re-apply to PIDIM as based on the current membership requirements.

- In order to reapply to PIDIM the applicant would have to wait one year before application and would have to pay the lapsed membership fees as outlined in the membership regulations document.

## **COMPLIANCE EXCEPTIONS**

If a member can not complete their PDP, for unforeseen circumstances (acceptable to Council) the member should contact the PDP Councillor, via email or letter, no later than one month in advance of the PDP deadline for consideration, by December 1<sup>st</sup>.

The PIDIM requires that all members use the International Design Continuing Education Council (IDCEC) Transcript to record all PDP credits. Failure to do so is considered failure to complete the PDP requirements of the cycle

## **MEMBERSHIP TYPE / STATUS**

Professional Members – 30 PDP Credits of which 8 must be HSW Designated

Provisional/Intern Members – 20 PDP Credits of which 5 must be HSW Designated

Student members – are exempt from the Professional Development Program

Non-practicing Members – are exempt from the Professional Development Program for the period that they are in the non-practicing category. This needs to be requested and approved by the Registrar and PIDIM office before the non-practicing period can begin.

## **PRO-RATED CYCLES**

Professional and Provisional members who join PIDIM, or upgrade categories mid-cycle, will have pro-rated CEU requirements. The PIDIM Registrar will send your prorated credit requirements in a welcome email upon acceptance to your new membership category. Please save and refer to this email for reference on required credits. If you are still unsure of your required credits please contact me, your Professional Development chair at [pdp@pidim.ca](mailto:pdp@pidim.ca), and the registrar, [registrar@pidim.ca](mailto:registrar@pidim.ca).

## **IDCEC CODES AND QUALIFYING COURSES**

Shortly the *2025 IDCEC Codes and Qualifying PDP Courses/Credits* document, located on the Professional Development Documents tab of the PIDIM website, will be updated with new and additional codes (including, but not limited to, attending supplier and manufacturing tours). Please refer to these documents when inputting hours into the IDCEC website.

## **REGISTERING CEU'S WITH IDCEC**

This document and other Professional Development documents can be found on the Professional Development Documents tab of the PIDIM website. This document has a step-by-step process on how to properly input hours and ensure that they are showing up on your transcript. Please ensure when you are inputting hours into the IDCEC website you are including an attached document/certificate for proof of attendance. Courses without an uploaded certificate will not appear on your transcript and will not be counted. Refer to the transcript tab on the IDCEC Website. IDCEC also has an App that is also very user friendly where QR codes can be scanned and are automatically entered into your transcripts. We highly recommend that everyone download this App!

## GOVERNMENT LIAISON REPORT

Respectfully submitted by Cindy Rodych

This year has been eventful in respect to inter-provincial discussions and realignment of standards across the Canadian Interior Design Associations. The impetus for these discussions was ARIDO's decision in the Spring of 2024 to restructure and lower the bar for their professional examination process, their standard of education, and experience. This contravened an informal interprovincial agreement amongst the Canadian Interior Design Associations.

As communicated to you in the Spring of 2024, the PIDIM shared that ARIDO had reached out to the other Canadian jurisdictions with their preliminary plans to create an alternative pathway to the NCIDQ examination in demonstrating an individual's professional competency. Their new initiative followed a previous initiative, the Intern Competencies Review ICRS program, of creating an alternative pathway to recognizing non-CIDA accredited Interior Design education (originally intended for international applicants). ICRS was a pathway that PIDIM previously had subscribed to for applicants in Manitoba with a Bachelor of Environmental Design (interior environments option) degree. The new initiative/alternate exam will permit foreign trained Interior Designers or domestically trained individuals from non-CIDA accredited institutions (including Interior Decorator Programs or those with no design education) to demonstrate their proficiency in the *required areas of education* through a self guided learning portal and a 30-minute oral interview.

In the fall of 2024, an active conversation amongst the provincial Interior Design Associations of British Columbia, Alberta, Saskatchewan, Manitoba, New Brunswick, Nova Scotia, and Newfoundland and Labrador began regarding the need to form a **formal** shared regulatory organization across Canada. The intent is to build on the previous informal interprovincial agreement of Interior Design Associations and CIDRAC (Council of Interior Design Regulation Authorities of Canada) in respect to standards of education, experience, and examination. By doing so, the Interior Design Associations will better meet the intent of the July 1, 2017,



Canadian Free Trade Agreement (CFTA) of federal, provincial, and territorial governments and better align the associations with the Architectural Regulatory structure in Canada.

FIDRAC (Federation of Interior Design Regulatory Associations of Canada) will become a formal Federation of Associations and the Regulatory Association for Interior Design in Canada, similar to the Regulatory Organization of Architecture in Canada (ROAC).

In order to prepare for a fulsome cross-Canada conversation, significant investigation was undertaken to understand how the Architectural Associations address inter-provincial reciprocity and shared regulatory standards related to education, experience, and examination. The discoveries that have been made offer some direction for consideration by the provincial Interior Design Associations. We have summarized how the Canadian Architectural authorities have structured themselves.

The Regulatory Organization of Architecture in Canada (ROAC) is an organization made of representation from each provincial Architectural Regulatory Body.

- Education: Degree granting post-secondary programs are certified by the Canadian Architectural Certification Board (CACB)
- Experience: Standards of experience, oversight, and mentorship are validated by ROAC. through CACB.
- Examination: Standards of examination are established and administrated by ExAC the Examinations for Architects in Canada.

Architects are consistently evaluated and licensed across all provincial jurisdictions.

When looking at the Advocacy arm of Architecture in Canada, it is addressed by the Royal Architectural Institute of Canada (RAIC) which is an association of members, similar to Interior Designers of Canada (IDC).

In a meeting that formalized FIDRAC in October of this year, a number of key principles and minimum levels of acceptance were established in respect to education, experience, and examination. They are as follows:

- Education - Domestically Trained: All provincial associations will standardize the minimum level of education for domestically trained Interior Designers as a (4 year) CIDA accredited program.
- Education - Foreign Trained: All foreign trained Interior Designers could establish an equivalency to the CIDA requirement by successfully completing an alternative pathway (currently the ICRS in Manitoba) to licensure through demonstrating examples of each required area of educational competency.
- Experience - The agreed upon minimum level of experience, oversight, and mentorship was established as the CIDQ requirements for domestic and foreign trained Interior Designer. Further there was agreement on aligning the name of non-professional members as 'Intern' Interior Designers.
- Examination: The agreed upon method of examination was established as the NCIDQ examination, where there exists Canadian representation on the CIDQ Board, and Examination Standards Committee.

Once successfully fulfilling the above requirements, the Intern Interior Designer would become a Registered/Licensed Interior Designer or Professional Interior depending upon the jurisdiction they are from.

The FIDRAC proposal has impacts to each provincial association. For the PIDIM, the impact to our Institute is as follows:

- Education: The PIDIM will only accept domestically trained individuals who have successfully completed a CIDA accredited program or foreign trained individuals who have successfully demonstrated an equivalency to their education through an alternative pathway (at present the ARIDO ICRS program). Therefore, since January

31<sup>st</sup>, 2025, PIDIM no longer accepts U of M Bachelor of Environmental Design (BEnvD) (Interior Environments Stream) graduates who complete an alternative pathway program. In order to be compliant, BEnvD graduates must complete 2 additional years of study to meet the CIDA accreditation requirements.

- Experience: The PIDIM Council has agreed to replace the “Provisional” designation with “Intern”, to be in alignment with the other FIDRAC member associations. Further the standard of experience will require oversight (supervisor) and mentorship which must be provided by two different individuals.
- Examination: The PIDIM will continue to only recognize the NCIDQ examination until which time there is an equivalent Canadian based written examination.

Any questions to the above can be directed to me through the PIDIM office.

Hopefully Spring is on the way!

## CIDQ REPORT

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Respectfully submitted by Kara Bergmann

Firstly, I would like to commend our provisional members on their NCIDQ efforts this past year. We had three members of The PIDIM successfully pass the exam in 2024. Congratulations to these members on this professional accomplishment!

The main focuses for the CIDQ organization in 2024 were their 50<sup>th</sup> anniversary and completing the Practice Analysis. A Practice Analysis is completed every five years, which is a survey of the profession to determine the skills required of an interior designer and the tasks that we complete on a daily basis. Ultimately this analysis informs the NCIDQ Exam and keeps it relevant and up to date with the current responsibilities and requirements of an interior designer. The Practice Analysis is then transcribed into the exam blueprints, of which the new ones will come into effect for the April 2026 exam administration. Additionally, there will also be changes to the exam which will include the Practicum (PRAC) Exam changing names to the Implementation (IDIX) Exam; all three exam sections will have various types of questions rather than only multiple choice questions on the Fundamentals (IDFX) and the Professional (IDPX) Exams; building codes will be updated to the current version of the International Building Code (IBC 2021); and overall quantities of questions and time limits on each exam will be modified.

### **NCIDQ EXAM INFO SESSIONS**

NCIDQ information sessions continue to be hosted in Spring and Fall for prospective exam candidates. Topics include eligibility, application process, important dates and deadlines, fees, resource materials, exam content and remote proctoring. Stay tuned for a future NCIDQ Info Session for Intern Members with more details on the 2026 exam changes!

### **CIDQ AMBASSADOR**

The CIDQ Ambassadors program is an accompanying volunteer position to track the CIDQ outreach that occurs in the various member board jurisdictions. This program involves assisting exam candidates around the world with confirming required work hours and

education experience, partaking in info sessions, being knowledgeable with various regulation/legislation and advocacy updates, and any other volunteer programming carried out by a member board delegate to educate prospective candidates on the NCIDQ examination. For example, the annual NCIDQ presentation to the U of M Interior Design Masters class took place January 23, 2025, as part of Katherine Isaac's Professional Practice course. The topics covered included the importance and purpose of the exam, eligibility routes, format and content, preparation techniques, materials and resources and also timelines/application process. It was a pleasure to work with Katherine to engage students regarding the exam, especially because they are eligible to write the IDFX while still in their final year of the Master's degree, or immediately after graduation without any work experience.

### **CIDQ ANNUAL GENERAL MEETING**

The Annual CIDQ Council of Delegates Meeting took place in Chicago, IL on November 8 & 9, 2024. PIDIM's Executive Director, Laney Stewart and I attended representing PIDIM. Not only was it the annual meeting, but it was also CIDQ's 50<sup>th</sup> anniversary gala. Topics included an overview of the practice analysis results; a US legislative update; the finance chair/CEO report and town hall; understanding marketing analytics and the CIDQ community; breakout sessions; and a presentation on how the NCIDQ Exam is created.

Keynote presentations and panel discussions included:

- "Achieving Excellence through an Interdisciplinary Approach to Design" by Barbara Bouza, FAIA, Former President, Walt Disney Imagineering Former Co-Managing Director, Principal, Gensler Los Angeles
- "The Canadian Regulatory Structure" by Trevor Kruse, IDC CEO
- Board Leadership Task Force Update and Recommendations
- Presentation of Model Language for Vote
- Practice Overlap Task Force Updates

The 2025 CIDQ AGM will be held in Denver, Colorado in November 2025.

## 2024 ACCOMPLISHMENTS & KEY UPDATES

- New CIDQ Board Structure
  - A Task Force is continuing to work on a new board composition proposal.
- Model Language
  - The Model Legislation language for Practice Acts was put forward for a vote and was approved and adopted. The next step for the task force will be to develop accompanying model regulations, as well as to develop guidance for Canadian jurisdictions.
- CIDQ Emerging Interior Design Educator Scholarship Opportunity
  - A new scholarship was just introduced in January 2025 targeting educators in their first seven years of teaching and providing \$20,000 in funds to offset exam costs.
- CIDQ Staff Updates
  - CIDQ expanded their staff capacity by adding a business intelligence analyst
  - Thom Banks, CEO, will be retiring in March 2025, and a CEO executive search firm has been hired to find a replacement for him.

More detailed information on the above initiatives can be found in the 2024 CIDQ Annual Report.

## 2024 EXAM RESULTS

There were 2,475 exam applications in 2024. Passing rates for the IDPX and PRAC Exams finally returned to pre-covid numbers, and hopefully the IDFX number will increase back to normal next year! Additionally, there are 17,447 active certificate holders as of October 2024.

## CERTIFICATION RENEWAL (!)

Please remember to renew your certificate on a yearly basis in order to use your certificate number and the CIDQ appellation in your promotional materials, email signature etc. This is due at the end of either April or October, depending on when you originally passed your exams, and has increased in 2025 to \$85 USD per year. Please contact CIDQ directly for more information on this topic.

I appreciate the membership's questions and feedback; please feel free to contact me directly with any NCIDQ related inquires or concerns – [cidq@pidim.ca](mailto:cidq@pidim.ca).

## CONTINUING EDUCATION REPORT

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Respectfully submitted by Tricia Schilling

It was a successful end to the PDP reporting term with Grab Your Lunch & Learn CEUs offered 6 times in 2024. Average attendance is about 22 people. GYLL sessions continue to be a popular option to gain CEU credits.

A partnership with Shaw Contract to offer a series of CEUs over the course of several months did not have the level of participation that was anticipated. Should this type of opportunity be presented to the membership in the future, we may consider a different approach to registration.

Business of Design Day was not offered in 2024 because of budget limitations to bring in high quality presenters. A combined budget for 2024 and 2025 Business of Design Day will hopefully allow for better access to quality speakers and content for 2025.

Catch Up on CEUs Day at MDE was a success this year with an offering of 5 CEUs and a creative activity at lunch. All courses were IDCEC accredited. Courses that are not already accredited may be considered for future events to give more flexibility in content and speakers.

## PUBLIC RELATIONS REPORT

Respectfully submitted by Amanda Minuk

### **PUBLIC RELATIONS**

The past year has been an exciting and transformative time for PIDIM. Public Relations plays a crucial role in supporting our mission, aligning directly with the goals outlined in our strategic plan. In 2024, our focus was on rebuilding and rebranding, setting the stage for further advancements. As we move into 2025, we aim to strengthen our online presence, enhance member benefits, and continue developing a comprehensive library of documents that will support the ongoing success of our strategic initiatives.

### **SOCIAL MEDIA**

Amid challenges with Meta, including being locked out of our original Instagram account, we viewed this as an opportunity for reinvention. We launched a new Instagram page, @pidimanitoba, ensuring that our new content aligns with PIDIM's refreshed branding. Currently, we are at 688 followers, with posts reaching up to 1,978 views. We were still able to access our existing Facebook business page, updating its visual content to mirror the changes made on Instagram and our website. Looking ahead, our goal is to expand our reach on both platforms, growing our follower base and providing content that supports the overarching goals identified in our strategic plan. We encourage all members to follow our new account and tag us in any PIDIM-related posts.

### **SPONSORSHIP PACKAGE**

In collaboration with the Executive Director and Treasurer, we have developed a comprehensive Sponsorship Package for the 2025 PIDIM events. This document serves as a strategic tool for our Industry Partners and prospective sponsors, offering a clear outline of the anticipated events, sponsorship opportunities, and associated benefits. By providing this package ahead of time, we aim to give our sponsors the opportunity to plan and allocate their budgets proactively.



## **PUBLICITY AND PUBLIC RELATIONS COMMITTEE**

As we continue to build on our efforts, we are calling for additional volunteers to join the Publicity and Public Relations Committee. With a larger team, we can tackle a broader scope of initiatives and more quickly achieve the ambitious goals we have set. Your involvement will be invaluable in helping us realize the full potential of our strategic plan. If you are interested please reach out to [pr@pidim.ca](mailto:pr@pidim.ca).

## PROVISIONAL REPORT

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Respectfully submitted by Hussein Agoushi

Our mentorship program continues to grow and improve, thanks to the dedication of our Professional Members who volunteer as mentors. This program plays a key role in supporting Provisional/Intern Members by providing valuable guidance and fostering professional growth under the direction of our Registrar and Intern Councilor.

This year, we are introducing new initiatives to strengthen connections between mentors and mentees. We are exploring digital platforms to make it easier for members to connect, communicate, and schedule meetings. Additionally, we are organizing a networking event for Provisional/Intern Members to meet, share experiences, and ask questions in a supportive environment.

We aim to accelerate the growth and development of Provisional/Intern Members by bridging the gap between their aspirations and the expertise of senior professionals. Mentors will play an important role in sharing knowledge, offering practical insights, and providing a clear vision to help mentees navigate their career paths and grow as designers.

If you are a Professional Member ready to contribute to this mentorship, please contact [intern@pidim.ca](mailto:intern@pidim.ca). Your participation will help empowering the next generation and shaping the future of our profession.

## UNIVERSITY OF MANITOBA REPORT

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Respectfully submitted by Katherine Isaac

The PIDIM and the Department of Interior Design continue to enjoy a productive relationship, with the biggest news for educators in 2024 emerging from the creation of a new membership category. There are now 9 interior design department members (both full time and sessional) in the Educator category along with other full professional members who also teach in the program. There has always been an understanding that the relationship between educators, the profession, and industry as a whole, is important. This category will go a long way to providing new opportunities for the department to become more involved with, and aware of, developments in Manitoba and across the country, and vice versa.

The current Master of Interior Design (year 1) program intake is 13 students, with 12 of them participating in the UM Department of Interior Design's Work Experience program (WEP). PIDIM Members' continued interest and participation is essential to the success of the WEP, and student and employer feedback has been very positive. As I facilitate this course, please reach out if you have employment opportunities for young designers or any questions about the course - [katherine.isaac@umanitoba.ca](mailto:katherine.isaac@umanitoba.ca)

Notably, in 2024, graduates from our program numbered 20 across the calendar year, which is higher than in prior years. This suggests there has been some post-covid catch-up in students completing their practicum work. The department has been busy preparing for upcoming CIDA accreditation, which takes place every 4 years, with a scheduled visit to the school in October 2025.

Contributions from numerous PIDIM members to the department were noted last year, as designers stepped in to engage with students and staff through studio reviews, guest lectures and presentations, portfolio reviews, and at IDAS events like the Fall Mixer and Winter Meet and Greet. An open invitation to attend and participate in studio reviews, and/or practicum and thesis presentations is extended to all members, please express interest by contacting

Kelley Beaverford Kelley Beaverford - [Kelley.Beaverford@umanitoba.ca](mailto:Kelley.Beaverford@umanitoba.ca). The Faculty's Product Catalog Collection (PCC), staffed by MID graduate Suzanne Therrien Richards, hosts lunch and learn sessions for students, and PIDIM members are always welcome to join us. If you are interested in learning more about the lunch and learn sessions, please contact Suzanne directly at [Suzanne.Therrien-Richards@umanitoba.ca](mailto:Suzanne.Therrien-Richards@umanitoba.ca).

Other programming of interest to the profession is the Faculty of Architecture's ongoing Cultural Events series - the schedule is continually updated and available via the faculty's website. If you would like to request a lecture by an interior designer or someone related to the profession, please let me know as we are always interested in bringing new voices to the faculty and Winnipeg through the cultural events series.